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The views and opinions expressed in this report are those of the evaluation consultants and by no means represent any official position of the ILO or the stakeholders of the project countries.

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LIST OF ACRONYMS

ACTRAV	Bureau for Workers' Activities
ACTEMP	Bureau for Employers' Activities
AEJ	Agence de l'Emploi pour la Jeunesse (YouthEmployment Agency)
AGRIDOM	Renforcement de la gouvernance de la migration de main d'œuvre dans les secteurs de l'Agriculture et du Travail Domestique
AHKMA	Association of Hong Kong Manpower Agency
AIJC	Asian Institute of Journalism and Communication
AMMEM	Appui à l'amélioration de la gouvernance des migrations et à la promotion de migrations de main d'œuvre équitables au Maghreb
AMMPO	Association of Filipino migrant domestic workers in Malaysia (SENTRO affiliate)
ANETI	National Agency for Employment and Independent Work
ATCT	Tunisian Agency for Technical Cooperation
BLA	Bilateral agreement
BLMA	Bilateral Labour Migration Agreement
BRIDGE	Multi-Partner Trust Fund programme
BWJ	Better Work Jordan
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CESLAM	Center for the Study of Labour and Mobility
CO	Country Office
CHED	Commission on Higher Education
CMES	Comprehensive Monitoring and Evaluation Strategy
CTA	Chief Technical Advisor
DAC	Development Assistance Committee
DWCP	Decent Work Country Program
DWT	Decent Work Team
EVAL	ILO Evaluation Office
FADWU	Federation of Asian Domestic Workers Union
FAIR	Integrated Program on Fair Recruitment
FRI	Fair Recruitment Initiative
GEFONT	General Federation of Nepalese Trade Unions
GP&OG	General Principles and Operational guidelines on fair recruitment
HKCTU	Hong Kong Confederation of Trade Unions
HRD	Human Resource Development
HQ	Headquarters
ILO	International Labour Organization
ITC ILO	International Training Center of the ILO
ITUC	International Trade Union Confederation
HR&GE	Human Rights and Gender Equality
KII	Key Informants Interviews

LM	Labour Market
LMIS	Labour Market Information System
MFPE	Ministry of Vocational Training and Employment of Tunisia / Ministère de la Formation Professionnelle et de l'Emploi
MoU	Memorandum of Understanding
MRA	Migrant Recruitment Advisor
MTE	Mid-Term Evaluation
M&E	Monitoring & Evaluation
NAFEA	Nepali Association of Foreign Employment Agencies
NPC	National Project Coordinator
OECD	Organization for Economic Cooperation and Development
PAC	Project Advisory Committee
PEA	Private Employment Agencies
PES	Public Employment Services
PLU	Progressive Labour Union of Domestic Workers in Hong Kong
POEA	Philippines Overseas Employment Agency
PPP	Public Private Partnership
PRAs	Private Recruitment Agencies
PSC	Project Steering Committee
RBSA	Regular Budget Supplementary Account
RBCT	Regular Budget Technical Cooperation
SaMI	Safer Migration Initiative
SDC	Swiss Development Cooperation
SDGs	Sustainable Development Goals
SENTRO union)	Sentro ng mgaNagkakaisa at ProgresibongManggagawa (Filipino trade union)
SERRP	Socio-economic Response and Recovery Plan
SHARP	Society of Hong Kong-Accredited Recruiters of the Philippines
SMART	Specific, Measurable, Achievable, Relevant, Time-bound
SME	Small & Medium Enterprises
THAMM	Pour une approche globale de la gouvernance de la migration et de la mobilité de main d'œuvre en Afrique du Nord
TOC	Theory of Change
ToR	Terms of Reference
UGTT	Tunisian General Labour Union
UN	United Nations
UNDAF	United Nations Development Frameworks
UNDP	United Nations Development Program
UNIGE	University of Geneva
UNSDCF	United Nations Sustainable Development Cooperation Framework
WEC	World Employment Confederation

EXECUTIVE SUMMARY

The project “Integrated Programme on Fair Recruitment (FAIR)” Phase 2 (the Project), is a 44-month, US \$ 4,099,718 million, funded by the Swiss Agency for Development and Cooperation (SDC) and implemented by the International Labour Organization (ILO). The phase 2 of the project was launched in November 2018 and aims to consolidate and expand the achievements produced in Phase I, through the upscaling of the pilots as well as implementation of new fair recruitment interventions across migration corridors in North and West Africa, the Middle East, South and South-East Asia. The second phase of the Project ends in June, 2022.

Project Background

At the 106th International Labour Conference (ILC) General Discussion on Labour Migration in 2017, ILO constituents re-affirmed that implementing and promoting the ILO Fair Recruitment Initiative (FRI), the General Principles and Operational Guidelines for fair recruitment, the 2014 Protocol to the Forced Labour Convention of 1930 and its accompanying Recommendation was a key priority to prevent and address recruitment abuses.

The ILO’s FRI launched in 2014, underpins the “Integrated Programme on Fair Recruitment (FAIR)” Phase 2 (the Project) and other ILO Fair Recruitment projects, and has been revised for the period 2021-25. The FAIR II is one of two globally managed projects, along with Global Action to improve the Recruitment Framework of Labour Migration

(REFRAME) Project, that are focused on implementing the FRI strategy.

The project strategy is based on a three-pronged approach: 1) implementing fair recruitment processes in selected migration corridors and sectors; 2) providing reliable information, improved services including facilitating access to justice to migrant workers in the recruitment process; and 3) producing and disseminating global knowledge and guidance about fair recruitment, including through the media.

The project was implemented in Jordan, Nepal, Philippines, Tunisia, and Hong Kong SAR (China). The project applies a multi-stakeholder approach in conjunction with governments, trade unions, employers’ organizations, civil society actors and the media at the country and global level.

The Project is jointly implemented by the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) and the Labour Migration Branch (MIGRANT), as an integral part of the ILO Fair Recruitment Initiative.

Evaluation Background

The evaluation covers the duration of Phase 2 from its start in November 2018 and up to December 2021 and the geographical coverage both at Headquarters and in the countries with the highest volume of activities, Hong Kong SAR (China), Jordan, Nepal, the Philippines, and Tunisia. The scope of this evaluation doesn’t include Qatar and Malaysia due to the low share of activities. The evaluation targeted all outcomes of the project, with particular attention to

coherence and synergies across its components. The evaluation was conducted from 14 October 2021 to 31 December 2021. The goal of this end-term Evaluation is to review the project performance and enhance learning within the ILO and among stakeholders.

The primary end users of the evaluation are the project management team, MIGRANT and FUNDAMENTALS management team, respective ILO Country Offices, other field and headquarter staff, ILO's tripartite Constituents, strategic and development partners (including donors).

Evaluation Methodology

The evaluation applied a mixed-method approach, with the main focus being on the qualitative techniques, including quantitative data obtained through the review of project documents and reports, monitoring matrices, observation and testing of innovative tools piloted by the Project. The primary data was collected directly from stakeholders through an online survey, individual and group interviews conducted via virtual mode. Project reports and documents, including evaluation reports, from the first phase of the project as well as key policy papers, country strategic plans and research reports were analyzed as secondary data sources.

Evaluation Findings

Relevance and strategic fit:

Strategic relevance of the Project is rated high by this evaluation that was confirmed by all stakeholder groups. Migration issues are of great importance for all target states. The Project adopted the migration corridors' approach working in the countries of origin (the Philippines and Nepal) and in the countries of destination

(Hong Kong - SAR of China and Jordan). In the countries of origin, governments and trade unions acknowledge the importance of fair recruitment and protection of migrant men and women. In the countries of destination, the goal of the project is less relevant to the priorities of constituents. For example, the Project demonstrates high level of relevancy for women's empowerment in the origin countries of the target corridors. The Jordan – Nepal corridor opened opportunities for migrant women and similar interventions could use lessons learnt to enhance fair recruitment and extend the protection of migrant women who come to Jordan from India and Bangladesh to work in the garment sector. The Philippines – SAR of China Hong Kong migration corridor has been relevant to the needs of female domestic workers from the Philippines who are in need of decent work and human rights protection as the place of the employment puts them at risks. The experience of this corridor to establish human rights protection mechanisms could be applied in various regions such as South-East Asia and the Pacific which hosts the largest number of women migrant domestic workers.

More generally, fair recruitment is highly relevant for Nepal, Tunisia and Philippines taking into account the intention of these states to follow international human rights protection agenda. The Philippines ratified the ILO Convention 189 on Decent Work for Domestic Workers and local government is mainstreaming the domestic workers rights protection. The government of Nepal has a bilateral labour agreement with Jordan. The Nepali Government nominated itself the champion for objective 6 of the Global Compact for

Migration (GCM) which is basically on fair recruitment.

According to the Tunisian National Strategy for Migration, protection of rights of migrants and the insertion of migration in development remain among the main priorities.

The Project remained responsive to political, legal, economic, institutional changes in the target countries, including within the context of the COVID-19 pandemic as confirmed by key informants and secondary data sources. The impact assessments conducted as a part of the project's spontaneous and adaptative response to the pandemic in Tunisia, the Philippines and Nepal contributed to a meta-analysis on the global impact of COVID-19 on migrant worker rights and recruitment. The Rapid Assessments revealed the impact of the pandemic on recruitment business operations and migrant workers (Nepal, Tunisia), and contributed to the inclusion of the issues of migrant workers' rights protection in the COVID response plans.

The Project was also supportive to the delivery of the strategy and objectives of the FAIR Recruitment Initiative. In particular, in collaboration with the ILO REFRAME Project, the Project initiated several high-level initiatives at the global level to raise the visibility of recruitment issues amongst global policy makers, business networks, civil society groups, and advocates for migrant workers' rights (e.g. Global Forum on Responsible Recruitment jointly with the International Organization for Migration (IOM) and the Institute for Human Rights and Business (IHRB), and the development of the next

phase of the ILO Fair Recruitment Initiative strategy).

The evaluation exercise has not revealed any efforts by the Project to address the issues on the environmental sustainability as one of the main ILO's cross-cutting policy drivers. Environmental sustainability was not included in the Project design, Results' Frameworks, Workplans and activities implemented.

Validity of Design and Coherence:

Overall, the Project strategy, objectives and assumptions were appropriate for achieving the planned results. The corridor-based approach adopted by the Project has proved to be appropriate in terms of demonstrating a good model for a proper system of fair recruitment. The involvement of stakeholders on both sides of the corridor, ability to coordinate and leverage migration flow within a particular corridor and finally clear understanding of where and how migrant workers go, provide good opportunities to manage the recruitment process. The Project strategy was successful in integrating these key elements, engaging with the stakeholders, providing them with the necessary tools and building their capacities so that they can apply them in future.

The goals of the project contribute to the SDG 8, hence all three project outcomes correspond with target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. The goals of the Project relevant to the Goal 10 correlating with the target 10.2 By 2030, empower and promote the social, economic and political

inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status and 10.7 facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. At the same time, there are also significant drawbacks in the design of the Project. The Project was aligned with the overall strategy of ILO's 2018-19 and 2020-21 Programme and Budget (P&B). However, the particular targets and indicators were not specified. The design of the Project as stipulated in the ProDoc is linked with the Goal 8 (Decent Work and Economic Growth) and Goal 10 (Reduced Inequalities) yet the particular targets and indicators were not specified.

The selection of the migration corridors suffers from at least two weaknesses: a) Asymmetrical importance of chosen corridors for countries of origin along with the disproportionate volume of labour migration flows to the country of destination (cross-national comparison of the relevance of corridors should be taken in consideration); b) The selection of corridors is highly dependent on the well-established operational ILO practice in countries of migration corridors and preferences of the funding partner, but not empirically and statistically proving the importance of corridors chosen for migrants needs.

The theory of change of the Project translated in the logical framework misses the important pillars on policy development in the countries of destination and origin of migrant workers and the desired cooperation of the respective

governments in order to achieve the long-term goal of the project.

The differential needs of men, women, boys and girls were well reflected in the project interventions i.e., gender responsive services, trainings, targeting women or men for specific interventions, etc. However, the Project design was not formulated strategically to address the promotion of gender equality, inclusion of people with disabilities and other non-discrimination issues. The Project did not set any specific gender-related goals in its results framework or reflect the intention to address gender-related goals in the Project rationale, even taking into account that the Project's strategy focused on two particular migration corridors within particular industries where the majority of migrants are women (domestic workers Philippines – Hong Kong and garment workers Nepal – Jordan).

The Evaluation revealed that the principles of Results-Based Management (RBM) were not fully applied in the design of the project. RBM principles were addressed at all stages of the Programme Cycle to moderate extent. Assumptions and Risks Analysis Matrix were developed, but the Stakeholder's Analysis was not conducted to inform the Risk Analysis Matrix. The fact that the Project could not achieve the goal on establishing the migration corridor with Qatar may reflect the lack of proper consultation with the powerful stakeholders, namely governments and employers in the region. The sustainability strategy was developed although the exit strategy was not yet specified for the countries where project interventions was envisaged to terminate at the end of the

second phase, i.e. Nepal, the Philippines, Jordan and Hong Kong (SAR).

Effectiveness: This evaluation found the overall project's performance in terms of effectiveness is high.

The project has successfully achieved the results for **Outcome 2, Migrant workers have greater access to reliable information and improved services throughout the recruitment process.** As for **Outcome 3 Global knowledge and policy guidance about fair recruitment produced and disseminated including through the media,** overall, the Project has met all the targets set at 100%.

As for the **Outcome 1, Fair Recruitment corridors and sectors are expanded or created,** the evaluators faced difficulties in the assessment of whether the project achieved its purpose and expected results as stated in its logical framework due to a number of limitations. One such limitation, for instance, was that reporting on achieved results against targets set was not always corresponding to the formulation of the indicators. The indicators set by the Project to assess project performance against **Outcome 1,** were limited to Nepal – Jordan corridor and didn't reflect the progress of the whole Project's scope across two migration corridors (Jordan - Nepal; the Philippines – Hong Kong SAR China) and Tunisia. If the success is measured across the targets set by the Project, then the Project can be said to have achieved the result with good progress estimated at a rate of 80%.

The Project achieved meaningful results at the institutional level reinforcing fair recruitment practices for migrant workers, increasing international cooperation between the trade unions, strengthening human rights protection mechanism and contributing to the unionization of migrant workers. In the Philippines and Hong-

Kong (SAR) China corridor the Project has developed, tested and handed over online Post-Arrival Orientation learning system and Online pre-departure package to the Philippine Overseas Employment Administration (POEA). Thus, these e-tools developed by the Project have been instrumental for 525 of the POEA, accredited Hong-Kong based foreign employment agencies. The lesson learnt from this corridor is that trade unions could protect migrant workers abroad using electronic services and modern ways of communication.

In Nepal the trade union GEFONT assisted 41 group cases of grievances of migrant workers against employers representing about 900 Nepali migrant workers from Qatar, Malaysia and Jordan. In spite of a signed Memorandum of understanding between GEFONT and the General trade union of workers in textile, garment and clothing industry in Jordan, the latter didn't report on work on protection of migrant workers from Nepal. Also, the evaluation didn't reveal efforts on the part of the Project to promote the unionization of Nepalese migrant workers in Jordan. Thus, the prospects of further protection of labour rights of migrant workers from Nepal in Jordan is quite uncertain.

The development and piloting of specific systems and digital tools to drive fair recruitment practices, facilitating access of migrant workers to the tools and enhancing capacities of key partners directly involved in the recruitment process were key factors that supported the achievement of results. At the same time, legal and institutional arrangements which lack clear provisions for operationalising fair recruitment practices were the main constraining

factors for successful Project implementation. In the Nepal-Jordan corridor the Project effectively succeeded in piloting the system on fair recruitment but failed to scale-up numbers of recruited migrant workers in the second phase, with only 30 workers fairly recruited from Nepal to Jordan versus the set target of 300 workers (sex disaggregated data is not available). This was largely due delays in the issuance of approvals for workers to migrate on the part of the Nepalese government. It is worth mentioning here that the Project in both Nepal and Jordan made tremendous efforts to break this situation and reopen the corridor, finally having been successfully achieved.

Addressing existing constraints at the political, legal, and institutional level, supporting the development of practical operational tools for implementation of fair recruitment mechanisms as well as building the capacities of all key stakeholders directly involved in migrant workers recruitment processes would be essential for future interventions, scaling the results achieved and overcoming the constraints.

The work done by the Project at the policy level is remarkable. One important pillar of the fair recruitment is zero recruitment fees and related costs charged from migrant workers as it leads to indebtedness and reduces the prospects of workers to leave the employer. The Project has provided technical inputs to the draft amendment of article 12 of the national labour law of Jordan, introducing a provision to prohibit the charging of fees to migrant workers. The Collective Bargaining Agreement for the garment sector was reviewed at the end of 2019,

and now includes for the first time a provision to prevent the charging of fees to workers.

In Tunisia the Project contributed to institutional and policy changes enabling the promotion of safe and fair recruitment and rights protection of migrant workers supported through the Public Employment Services. New public recruitment e-services were launched, that include a function to lodge a complaint online for Tunisian citizens working abroad. The project supported the Tunisian General Labour Union (UGTT) to establish migration centers enjoyed by more than 1,500 migrants (sex disaggregated data is not available). With technical assistance of the Project, the government of Tunisia introduced the amendments into the law 2010-49 based on the decree 2010-2948 envisaging dissuasive penal sanctions for private recruitment agencies which exercise unfair recruitment practices against migrant workers.

To address the COVID-19 crisis challenges the Project adapted its approach to assist stakeholders at the global and country level in the Philippines, Nepal and Tunisia to learn about how the COVID-19 crisis had affected migrant workers and the recruitment practices. The Project conducted rapid assessments which informed the development of interventions aimed at addressing the consequences of the COVID-19 crisis on recruitment practices and migrant men and women.

One of the main achievements of FAIR Project is contribution to women empowerment. Project's performance within the corridors had a very strong women empowerment effect although it was not articulated in the project design.

The major asset of the Project is that it clearly demonstrates that migration is aright and women should enjoy safe and regular migration as it gives them financial independence, acquisition of new skills and social autonomy. While improving women's mobility in general, the project also contributed particularly into gender equality through the capacity building of leaders of migrant's communities on rights protection and enhancing their legal literacy. The pre-departure trainings along with post arrival orientation impacted to a greater extent female migrant workers who became aware of legal rights and mechanism of legal protection. Multiple efforts were made by project in Jordan to address the persistent issue of harassment towards female migrant workers.

The success of the Project in including minority groups, physically challenged, women and other groups in vulnerable situations as beneficiaries is mixed. The evaluation did not find evidence that the Project paid special attention at the implementation phase to develop special interventions to tackle needs of minority groups and/or physically challenged people. Although neither the project Logic Matrix nor the project document identified female migrants as the most vulnerable category, the evaluation revealed that FAIR II specifically addressed the needs of migrant women, by considering them as key beneficiaries in the Philippines - Hong Kong and Nepal-Jordan corridors.

The Project paid due attention to the recommendations provided by the Mid-term Evaluation conducted in 2020. For instance, one recommendation was made to cancel two outputs for the Qatar corridor, which were duly cancelled and

reported in the 2020 project progress report.

Cross-cutting issues:

The Project demonstrated strong expertise in mainstreaming international labour standards (ILS), human rights and social dialogue across its interventions. Relevant ILS were mainstreamed in capacity building and awareness raising events, the human rights agenda was promoted through tailored-made research and social dialogue was strengthened by enhancing capacity of social partners.

With regard to *gender mainstreaming*, gender issues have not been addressed in a strategic manner. The Project's design and Results Framework did not include specific initiatives contributing to Gender Equality and a Gender Mainstreaming Strategy was not developed. Yet the evaluation observed that the Project contributed to the empowerment of female migrant workers from Nepal and the Philippines. The importance of this unintended result was noted by stakeholders in Nepal, where women face particular challenges while making a choice for labour migration. According to the opinions of the stakeholders in Nepal by promoting safe recruitment and decent work the Project was able to send the important message that "migration is a right and women should not be deprived of that choice". Thus, the Project takes a unique position in contributing to the achievement of the SGD #5 Gender Equality and Women Empowerment, SDG #8 Decent work and Economic Growth and SDG #10 Reduce Inequality within and among countries.

Disability Inclusion and Environmental Sustainability issues were not included in

the Project design and not addressed by the Project during implementation. The project neither included specific outputs nor activities at design stage nor implemented specific initiatives to address the specific needs of persons with disabilities or promote environmental sustainability. The Mid-Term evaluation did not assess the disability inclusion and the environmental sustainability as the cross-cutting issues.

Efficiency of resource use:

The Evaluation confirms the overall efficient use of Project resources to achieve the planned results in terms of quantity, quality and timeliness.

The Project was relatively moderate in efficiently utilizing financial resources, primarily as it was based on a model of using existing human resources. Human resources have been planned and allocated efficiently except for the evident need of hiring a Part-Time Assistant at the HQ level to support the Chief Technical Advisor (CTA) in the operational implementation of the project including monitoring of project activities.

The evaluation found that available funds were adequate given the envisaged catalytic nature of the Project. In its role as catalyst, the main purpose of the Project was to provide a model and pilot new approaches. This function, however, may not have been commonly and thoroughly understood by national partners. In several cases, expectations at the country level were oriented towards the numbers of migrants recruited through the pilots rather than the role of the Project as a catalyst.

The project has leveraged financial resources and established technical collaboration with many ILO projects in

all countries and globally to maximize impact to a great extent: Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME), FAIRWAYprogramme, Better Work, Work in Freedom, Appui à la migration équitable pour le Maghreb (AMEM), Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM) and others. The cooperation with the UN projects were established to some extent. In Hong Kong SAR (China) the project leveraged collaboration with the IOM and civil society organisations.

The evaluation observed that existing M&E systems were not efficiently utilized by the Project to ensure efficient project management. The Comprehensive Monitoring and Evaluation Strategy (CMES) that was developed was not operational as it was not supported by the corresponding Monitoring and Evaluation Plan and due implementation practices to ensure efficient monitoring and evaluation procedures.

Effectiveness of institutional and management arrangements:

The evaluation found that institutional and management arrangements of the Project were effective. The shared technical oversight across two technical Branches (Fundamentals and Migrant) and demonstrated ownership of the Project by the two departments facilitated the running of two large scopes of work, which has resulted in the achievement of two major results achieved at the global level in particular relevant to the expected Outcome 3:

a) Wide promotion and dissemination of the ILO General Principles and Operational Guidelines on Fair

Recruitment and the Definition of Fees and Costs (GP&OG) which recognize the principle that workers shall not be charged directly or indirectly, in whole or in part, any fees or related costs for their recruitment;

b) Developed tools, practices and methods such as addressing the Fair Recruitment theme at the ILO Global Media Competition, Media toolkit for journalists and piloted trainings for journalists which enhanced the capacity and interest of media to report on issues of fair recruitment of migrant men and women.

The project management arrangement was found to be effective, and it is noted that no operational changes were made within the context of COVID-19 pandemic. Project activities were effectively implemented virtually in spite of travel restrictions arising from COVID-19 measures in target countries. Although the Project team noted the laborious nature of arranging virtual events, it could be concluded for the next phase of the project that certain activities such as high-level events, trainings, global competitions for the media among others could be successfully implemented virtually.

The Project strategy applied direct engagement approach to enable tripartite Constituents and other stakeholders to contribute to the achievement of the overall development goals of the Project. The Project has consulted, cooperated and sub-contracted a wide range of institutions to implement project activities, including workers' and employers' organizations, business associations, civil society organizations, media institutions including journalism schools and media associations. This approach has resulted in a high level

of participation of project stakeholders at the self-mobilization level as the latter have come up with their own initiatives to promote fair recruitment principles and human rights protection of migrant workers (men and women).

Impact Orientation and Sustainability:

This evaluation found that the Project's performance in terms of impact orientation and sustainability is quite promising. The project strategy outlined measures and desired results to ensure *political and institutional sustainability* and the potential *replicability* of the achieved results.

To ensure sustainability of the results, in particular, in Nepal, Jordan and the Philippines where the project will end with Phase II, the Project has undertaken several strategies:

1. Capacity Building Strategy through trainings, webinars and developed tools to be used by stakeholders;
2. Advocacy activities to enhance awareness and promote Fair Recruitment principles;
3. Human Rights protection activities aimed to protect rights of migrant men and women;
4. Building partnerships with various stakeholders and projects to maximize impact gained, reach out for more users and enhance the sustained results.

The other important impact of the Project was the formulated definition of recruitment fees and related costs in accordance with the tripartite principles and social dialogue which has been adopted by the ILO as the inseparable part of the ILO's General Principles and Operational Guidelines for Fair Recruitment.

The project has been effective in securing national ownership of the project results. This evaluation revealed results with high potential of sustainability demonstrated by trade unions, associations of the private recruitment agencies and state institutions in the target countries. The evaluation observed the commitment on the part of the tripartite constituents to develop policies and establish fair recruitment practices in line with the adopted ILO's General Principles and Operational Guidelines for Fair Recruitment, which provide a normative framework to justify and guide field-based activities, thereby giving a basis for sustainability.

The Project has not formulated exit strategies, thus limiting the sustainability of the results in the corridors where project will end, namely in Nepal. It was agreed by the key informants that exit strategy in this country should be fully implemented including piloting fair recruitment of migrant workers from Nepal to Malaysia, piloting fair recruitment of Nepali workers to Qatar led by the Nepali Foreign Employment Board, piloting fair recruitment of migrant workers from Nepal to Jordan including monitoring of the working conditions of Nepali workers by trained Jordanian labour inspectors.

Lessons learnt:

Four key lessons learnt were identified through the evaluation.

Lesson One: Business associations and associations of the recruitment agencies are willing to incorporate ILO's General Principles and Operational Guidelines for Fair Recruitment into their policy and

normative framework to justify and guide field-based activities. This provides a basis for sustainability and an opportunity to collaborate with business associations in a proactive way in various sectors.

Lesson Two: Though labour inspectors in Jordan received training in ILO labour standards including fair recruitment in 2019 and 2020, key informants expressed the doubt on their engagement into future monitoring on working conditions of migrant workers in the garment sector or oversee fair recruitment practices. Thus, pilots should include the monitoring practices as the part of the exercise to be piloted and reinforced by all parties;

Lesson Three: Engaging trade unions in the protection of migrant workers, research activities and international cooperation increases ownership of results, strengthened social dialogue and sustainable partnerships between trade unions across the borders;

Lesson Four: Fair recruitment process should be efficient and prompt to meet the employers' needs in the labour force and accompanied by comprehensive system of human rights protection including monitoring mechanisms with the participation of wide range of stakeholders.

Good Practices:

Three emerging good practices were identified by the evaluation with potential for replication on the part of tripartite constituents: governments, trade unions.

Good practice One: E-Desk services run by the GEFONT in Nepal allowed assisting more than thousand Nepali migrant workers abroad;

Good Practice Two: Post-Arrival Orientation learning system “Online pre-departure package” installed in Hong Kong by the Philippine Overseas Employment Administration (POEA) is instrumental for domestic workers and PRA to upscale fair recruitment processes;

Good Practice Three: ANETI e-services in Tunisia provides the opportunity to the Tunisian citizens working abroad to file their complaints online from any destination country.

Recommendations:

1. For ILO HQ Administration: To develop a resource-mobilization and cooperation strategy with other ILO and UN projects including the IOM projects in the area of fair recruitment in the target countries to avoid duplication, maximize impact and ensure the accountability of the Project’s results.

2. For ILO Project management: To build on the achieved results in promoting ILO visibility and the fair recruitment concept to enhance project visibility and external public communication in the target countries at national and global levels.

3. For ILO Project management: To sustain the migration corridor approach in similar interventions including the third phase of the FAIR project but select the migration corridors based on the thorough rationale and high potential of the positive impact on migrant workers (men and women) and reduced impact on the environment.

4. For ILO Project management: to build on the experience gained in engaging trade unions in Nepal, the Philippines, Tunisia and Hong Kong (China) in protection of human rights of migrant men and women, to continue promoting the unionization of migrant workers in other

countries, establishing international cooperation between the trade unions in human rights protection of migrant men and women.

5. For ILO Project management: To ensure that promoted fair recruitment includes the monitoring of the working conditions and protection of human rights of migrant men and women in the countries of destination by introducing the specific activities within the piloted fair recruitment initiatives targeting governments and employers, beyond the trade unions.

6. For ILO Project management and ILO Gender, Equality, Diversity and Inclusion Branch (GEDI): To study, analyze and build on the Project experience to safely recruit and protect migrant women in order to promote women’s rights for migration especially in the context of the patriarchal societies where migrant women are deprived of the rights of dignified migration sending the messages that migration is a human right.

7. For ILO Project management: To improve a) project design to better integrate gender equality, disability inclusion and environmental sustainability in the Project results’ framework; b) to conduct independent evaluability exercise including evaluability of human rights and gender equality aspects; c) to improve data collection, reporting and monitoring performance to enhance the efficiency of the management for results; d) to continue good practice of Comprehensive Monitoring and Evaluation Strategy (CMES) but accompany it with the action-based Monitoring and Evaluation Plan and due data collection forms to enhance its implementation and data collection to

inform the delivery of the Project's results vis-à-vis Results' Framework on a regular basis with at least 6 months periodic internal reporting shared with the Donor.

8. For ILO Project management: To continue active promotion and dissemination of the knowledge products

and tools developed by the project in cooperation with the FRI knowledge hub, including presentation of the opportunities to the journalists' schools to use the developed tools on raising capacity of journalists to report on safe recruitment into their curricula.

1. PROJECT BACKGROUND

ILO's General Principles and Operational Guidelines for Fair Recruitment (GP&OG) were adopted by a tripartite meeting of experts in September 2016 (this process was supported by the FAIR project 2016 - 2018). The GP&OG have had considerable initial reach at the global, regional and national levels and are becoming a new international benchmark on fair recruitment practices. The GP&OG are being used by other international organizations - for example, IOM's International Recruitment Integrity System (IRIS) Standards are based on the GP&OG.¹

FAIR II seeks to consolidate and expand the results achieved during the phase I of the Project, through the upscaling of the pilots tested as well as the implementation of new fair recruitment interventions across migration corridors in North Africa, the Middle East, South and South-East Asia.

Recruitment of migrant workers can take many forms and patterns and affect women and men differently. Cross-border recruitment can be facilitated by public or employment agencies, through different degrees of informality, or can happen outside regulatory or institutional framework through family and social networks. Among those actors, private employment agencies play an increasing role in matching labour demand and supply across borders. Migration has been firmly placed on the international agenda as an issue of importance that needs to be addressed in a comprehensive and structured manner.

At the 106th International Labour Conference (ILC) 2017 General Discussion on Labour Migration, ILO constituents confirmed that implementing and promoting the ILO Fair Recruitment Initiative (FRI), the General principles and operational guidelines for fair recruitment and the Protocol of 2014 to the Forced Labour Convention, 1930 and its accompanying Recommendation was a key priority to prevent and address recruitment abuses.

The ILO's Fair Recruitment Initiative (FRI) was launched in 2014, with an initial five-year strategy, which underpins the FAIR project and other ILO Fair Recruitment projects. This strategy has been renewed for 2021-25. The FAIR project is one of two globally managed projects, along

with Global action to improve the recruitment framework of labour migration (REFRAME), that are focused on implementing the FRI strategy.

The ILO Declaration on Fundamental Principles and Rights at Work , adopted in 1998, stresses that fundamental rights are universal, and that they apply to all people in all States - regardless of the level of economic development. In particular the ILO Declaration on Fundamental Principles and Rights at Work mentions groups with special needs, including the unemployed and migrant workers.

The COVID-19 pandemic has suspended economies and labour markets around the world, with significant contractions of GDP observed in many countries. Entire sectors were shut down for a considerable length of time, generating hardship for many businesses and workers alike. The private employment services industry was no exception and the sector experienced unprecedented declines across many countries, both in terms of the number of workers placed in the labour market and in industry revenues. The crisis put a halt to the growth that the global private employment services industry had experienced for the past couple of years. In 2019 the industry was worth €495 billion, an increase of 5% compared to the previous year. In 2019, more than 60 million individuals were placed in the labour market - a contribution which deserves recognition in the current context. In 2020 according to the estimation of the World Employment Confederation, the global agency work sector contracted by as much as 18% in the first half of the year alone².

COVID-19 brought additional logistical challenges for labour recruiters as well as migrants, such as mandatory quarantine periods, testing, need for PPE and vaccinations being a condition of entry. However, labour recruiters foresaw those logistical challenges would remain, slowing recruitment processes and adding significant costs – which will likely be transferred to migrants in violation of international labour standards³.

As of December 2013, the number of overseas Filipinos totaled slightly more than 10 million, including some 4.9 million permanent settlers (Although the destinations of Overseas Filipino Workers have diversified, to this day, the Middle East still receives the largest share, with 64 per cent heading to the region in 2015, followed by Asia with 28 percent and the remainder were in Asia (Singapore, Hong Kong, Taiwan and Malaysia). Filipino women are very visible in international migration. They not only compose the majority of permanent settlers, i.e., as part of family migration, but are as prominent as men in labor migration.

Overcrowded and unsanitary living conditions have put migrants from the Asia-Pacific at a heightened risk of contracting COVID-19. Available data suggest that migrant workers from the Asia- Pacific region faced exploitative working conditions and were unable to refuse to work, coerced and threatened with dismissal or violence by their employers.

²WEC-Economic-Report-2021.pdf (wecglobal.org)

³Locked down and in limbo: The global impact of COVID-19 on migrant worker rights and recruitment. Katharine Jones, SanushkaMudaliar, Nicola Piper, 19 April 2021, FAIR II, ILO

Jordan's last population census gave the total population of the country as 9,531,712 in November 2015, 2,918,125 (31 per cent) of whom were foreign nationals. According to the Ministry of Labour of Jordan, there were around 341,000 registered migrant workers in Jordan in 2017. Jordan suffers from growing unemployment, rising from 13 per cent in 2015 to 18.3 per cent in 2017 with a high level of the forced labour projected at 37.89 % of total population ages 15+ in 2020⁴. Highly-educated women are particularly affected: 33 percent were unemployed and as many as 54 percent of women with a university degree were unemployed in 2017. At the same time Jordan has the lowest female labor force participation in the world of a country not affected by war (2018)⁵. Nonetheless, over half of the jobs created in the private sector, predominantly low-skilled and low-paid, are estimated to be filled by migrant workers. This illustrates the stakes and challenges of immigration to Jordan⁶. Additionally, Jordan is a migrant-sending country with an estimated 10 percent of Jordan's nationals (700 to 800,000) are expatriated abroad, most of them to the Gulf States⁷.

Nepal's socio-economic situation is characterized by out-migration for employment, with a significant proportion of the population being overseas for work at any one time. With almost a population of 30 million population, Nepal remains 142th ranked on the Human Development⁸. Only 36.5% employment is in formal sector whereas 64% employment is informal and largely occupied by women workers in informal employment. Due to the difficult economic situation in the country, Nepal is one of the important sources for migrant workers. Nepali workers are found in well over 100 different countries around the world and their remittances make a valuable and important contribution to Nepal's economy. The 2011 census on population and housing showed that almost 50 per cent of Nepal's households had a member who was either working overseas or had returned. While this labour migration has a significant positive effect on Nepal's economy, it also has a series of socioeconomic impacts on the welfare of Nepali nationals and their communities. Exploitation of migrant workers is rife and aspiring labour migrants may find themselves in a situation of irregular migration or trafficking. According to the data provided by the World Bank more than 16 million of Nepalese were in forced labour in 2020⁹. Nepal's environmental vulnerability also has an impact on the scale of internal and international migration. Climate change, environmental degradation, natural and man-made disasters cause displacement and dislocation from the land, meaning that many Nepalis migrate to ensure a sustainable livelihood¹⁰.

These growing migration flows bring with them cases of irregular migration from and into China.

⁴World Bank Data <https://data.worldbank.org/indicator/SL.TLF.CACT.ZS?locations=JO>

⁵Hashemite Kingdom of Jordan Understanding How Gender Norms in MNA Impact Female Employment Outcomes 01.06.20218 <https://documents1.worldbank.org/curated/en/859411541448063088/pdf/ACS25170-PUBLIC-FULL-REPORT-Jordan-Social-Norms-June-1-2018-with-titlepg.pdf>

⁶Jordan: education, labour market, migration Annex B to "Dutch labour market shortages and potential labour supply from Africa and the Middle East" (SEO Report No. 2019-24). https://www.seo.nl/wp-content/uploads/2019/01/Annex_B_Jordan.pdf

⁷Migration profile : Jordan (eui.eu)

⁸Human Development Report 2019, United Nations Development Program http://hdr.undp.org/sites/default/files/hdr2020_ru.pdf

⁹World Bank Data <https://data.worldbank.org/indicator/SL.TLF.TOTL.IN?locations=TN-NP-PH-JO>

¹⁰Migration in Nepal. Country Profile, IOM, 2019

Hong Kong is often described as a ‘city of immigrants’ and is home to the Chinese, British, other European, and South Asian communities. Hong Kong follows a liberal immigration policy.

Project intervention logic

The project “Integrated Programme on Fair Recruitment (FAIR) Phase II” (the Project), is a 36-month, US\$ 4,099,717 million second phase initiative, funded by the Swiss Agency for Development and Cooperation (SDC) and implemented by the International Labour Organization (ILO). The Project strategy is based on a three-pronged approach: 1) implementing fair recruitment processes in selected migration corridors and sectors, 2) providing reliable information, improved services including facilitating access to justice, to migrant workers in the recruitment process and 3) producing and disseminating global knowledge and guidance about fair recruitment, including through the media¹¹.

FAIR II seeks to consolidate and expand the achievements produced by ILO, through the upscaling of the pilots tested under FAIR I as well as the implementation of new fair recruitment interventions across migration corridors in North and West Africa, the Middle East and South and South-East Asia.

The Project Development Objective was to reduce deceptive and coercive practices during the recruitment process and violations of fundamental principles and rights at work, as well as other human and labour rights, through increased safe migration options, effective regulation of public and private employment agencies, and accountability of all actors¹².

The Project aimed to achieve the following outcomes:

Outcome 1: Key stakeholders take action towards implementing fair recruitment processes in selected migration corridors

Outcome 2: Trade unions and civil society provide reliable information, improved services, including facilitating access to justice to migrant workers in the recruitment process

Outcome 3: Global knowledge and guidance about fair recruitment produced and disseminated, including through the media¹³.

The project was implemented in Hong Kong SAR (China), Jordan, Nepal, Philippines, and Tunisia to engage two existing migration corridors (Nepal-Jordan and Philippines- Hong Kong SAR-China), with Tunisia as a country with both migration outflows and inflows.

¹¹ProDoc

¹²Ibid

¹³Ibid

Project management arrangements

The project was developed and implemented jointly by the ILO's Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) and the Labour Migration Branch (MIGRANT), as an integral part of the ILO Fair Recruitment Initiative. The ILO's Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) is responsible for the overall coordination of the project. Given the inter-departmental and multi-regional focus of the project, FUNDAMENTALS manages the project in close collaboration with the Labour Migration Branch (MIGRANT), as together they jointly implement the Fair Recruitment Initiative and the EC funded Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME) project. The project is implemented in collaboration with other technical units namely the Employment and Labour Market Policies Branch (EMPLAB), BETTER WORK, Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK), including the Bureau for Workers' Activities (ACTRAV), the Bureau for Employers' Activities (ACTEMP), the Department of Communications (DCOMM), as well as concerned regional and country offices. The Project relies on expertise from its headquarters in Geneva and its specialists based in its regional offices for the Arab States and for Asia and the Pacific and its decent work team in North Africa as the work is part of an inter-departmental Fair Recruitment Initiative.

Project oversight is provided by the Chief of FUNDAMENTALS with the support of a Chief Technical Advisor (CTA) who has the overall responsibility for the implementation of the project, the Migrant Recruitment Advisor, the Technical Officer within the MIGRANT's Branch. At the national level, the Project is supported by National Programme Coordinators. The Project works in collaboration with ILO's Tripartite Constituents at the country level as well as a number of additional stakeholders to implement the project activities.

Overview of present situation of the project

The project has made progress under each of its main objectives.

At the global level, the Project developed ILO General Principles and Operational Guidelines on Fair Recruitment (GP&OG) and Definition of Fees and Costs (GPOG) and subsequent definition of costs and fees. These instruments have been successfully disseminated through key training and advocacy tools including: an annual training course on "Establishing Fair Recruitment Processes" delivered through International Training Center of the ILO (ITC-ILO); five self-guided training modules on fair recruitment, explainer videos on the GPOG and Definition, online training modules for journalists reporting on fair recruitment and forced labour (rolled out in 8 countries).

The Responsible Business Alliance adopted the code of conduct in line with the GPOG, which affects all its 164 members and their next tier suppliers, and impacting an estimated 3,5 million migrant workers across the world. The ILO Global Media Competition launched by the FAIR continues its global stature as an important contribution to combating toxicity in the public discourse on migration, and the 2019, 2020 and 2021 editions featured the topic of fair recruitment;

The COVID-19 crisis burst out after 15 months of the Project's implementation. The Project conducted rapid assessments in the Philippines, Nepal and Tunisia focused on the impact of the pandemic on recruitment business operations. The assessment contributed to a meta-analysis on the

global impact of COVID-19 on migrant worker rights and recruitment which resulted in the publication “The global impact of COVID-19 on migrant worker rights and recruitment”.

The Project supported the International Trade Union Confederation (ITUC) in launching an online platform for migrant workers, the Recruitment Advisor, in 7 countries, 5 of which are supported by FAIR, to allow workers to “rate” their recruitment agencies in order to expose violation or recognise good practices; number of reviews posted. FAIR is further supporting the reach of this service with the introduction of chatbot technology.

Over 1,600 people attended the Global Forum for Responsible Recruitment (GFRR2021), jointly organised by the ILO, IOM and IHRB in April 2021.

At the country level:

Tunisia:the project supported a new law intended to strengthen the enforcement of private recruitment agencies regulation in Tunisia. The move has involved the creation of a new body of inspection, dedicated to monitoring private agencies placing Tunisian workers abroad, and the development of a comprehensive set of guidance, tools, digital reporting procedures and a training programme for inspectors. These developments led to the establishment of the four Tunisian General Labour Union(UGTT) migrant resource centres and a network of focal points to provide the necessary assistance and support to migrant workers in Tunisia, whatever their status. In Tunisia, the UGTT migrant resource centres, distributed since the start of the pandemic, health safety kits to 5,000 migrant workers, and undertook awareness-raising and information campaigns on health and safety at work in the four sectors most occupied by migrant workers (construction, agriculture & fishing, restaurants and domestic work)covering four administrative regions. FAIR II also contributed to a major change within UGTT, in supporting the unionization of migrant workers.

The Philippines - Hong Kong (China) migration corridor: the Overseas Employment Association has been assisted by the Project in developing an “anti-illegal recruitment” campaign, reaching workers across all local districts, with messaging and digital flyers based on the GP&OG. Filipino migrant workers in Hong Kong (China) with similar grievances were supported by FADWU and Justice without Borders (JWB), and training to enhance FADWU’s capacity to identify, manage and support migrant workers filing complaints continued despite the pandemic. The project further facilitated the successful collaboration and information exchange between the partner trade unions SENTRO in the Philippines and FADWU in Hong Kong (China) in the framework of a Trade union-to-Trade union agreement. The development of tools which combined with the capacity building efforts of JWB will ensure sustainability in FADWU’s capacity to take care of migrant workers accessing justice.

Jordan – Nepal migration corridor: As a result of the collaboration between FAIR II and the Better Work programme, where the Jordan Garment factories association, endorsed a new “zero-fee” policy in January 2019. In Nepal from the beginning of the implementation agreement under FAIR II, GEFONT support groups and migrant desks have supported thousands of migrant workers resolve cases: 4,125 workers were supported in Malaysia (2905 male, 1220 female); 1,004 workers were supported in Qatar and 258 individuals were supported in Jordan (86 female and 172 male). The pilot, involving a fair recruitment agency in Nepal, four garment factories in Jordan, the Nepali trade union, and the Safer Migration Initiative (SaMi) in Nepal, showed the importance of bringing multiple

stakeholders together along common principles, including the workers themselves, empowered to participate with access to information and to recourse in case of deception.

2. EVALUATION BACKGROUND

2.1. Evaluation purpose, objectives and Scope

In line with the ILO's Evaluation Policy (2017), projects with budgets of 1 to 5 million United States dollars and a duration longer than 18 months must undergo both a mid-term internal and a final independent evaluation. A mid-term internal evaluation of the FAIR II project was conducted in June 2020 which provided strategic and operational recommendations as well as highlighted lessons to improve performance and delivery of results. From a learning perspective, the aim of the evaluation is to understand what worked, what didn't work, and why, to inform future interventions of a similar nature, the design and implementation of future projects as well as define steps for further project development within the framework of the FAIR Recruitment Initiative.

- I. The evaluation addresses the following specific objectives and was guided by the OECD-DAC evaluation criteria (relevance, coherence, efficiency, effectiveness, impact and sustainability):
- II. To assess the appropriateness of the project strategy and approaches and how the needs of the tripartite Constituents have been met;
- III. To validate the project's achievements vis-à-vis its intended objectives, outcomes and outputs, articulating and analysing factors beyond ILO's control that may have affected the achievement of the project intended results, including within the context of the COVID pandemic outbreak;
- IV. To assess the actual and potential impact of the project;
- V. To assess the potential for sustainability of the results achieved by the project;
- VI. To document lessons learned, best practices and challenges to inform future work of ILO on Fair Recruitment and in turn be used to inform future project design and implementation;
- VII. To identify strategies for replication and scaling-up of the project's best; and
- VIII. To identify areas of opportunity for further development of FAIR interventions.

The objective of this evaluation is to assess the efficiency, effectiveness, relevance and sustainability of the project and more specifically, the results and impact attained in relation to its overall objectives and expected results as defined in the project document, guided by the OECD-DAC evaluation criteria.

To help achieve these objectives, the evaluation looks to serve the following purposes: The final evaluation assesses the project performance to date (in terms of relevance, effectiveness and efficiency), and determines the likelihood of the project achieving its intended outcomes, including their impact and sustainability. In addition, the evaluation integrates gender equality, disability inclusion and other non-discrimination issues as a cross-cutting concern throughout its methodology, analysis and deliverables¹⁴.

¹⁴Gender concerns were addressed in accordance with the ILO Guidance note 4, "Integrating gender in monitoring and evaluation of projects".

The scope of the evaluation covers the duration of Phase II from November 2018 to October 2021, the full geographic coverage in Hong Kong SAR (China), Jordan, Nepal, the Philippines, and Tunisia. The evaluation targeted all outcomes of the project, with particular attention to coherence and synergies across its components. The evaluation was conducted in the time period from 14 October 2021 to 31 December 2021.

The evaluation integrated gender equality, disability inclusion and other non-discrimination issues as cross-cutting concerns throughout its methodology, analysis and deliverables. Finally, the evaluation paid special attention to how the Project is relevant to the ILO's Programme and policy frameworks at the national, regional and global levels, relevant Sustainable Development Goals (SDGs), UNDAFs/UNSDCFs and national sustainable development strategies and other relevant national development frameworks, including relevant sectoral policies and programmes.

2.2.Evaluation principles, standards and criteria

The ILO adheres to the UN System Evaluation Norms and Standards and applies the OECD/DAC Evaluation Quality Standards and Criteria. Therefore, in conducting the independent final evaluation, the evaluation consultants complied with the evaluation rules and standards of the United Nations System, as well as the Evaluation Quality Standards and Criteria of OECD/DAC and the United Nations Evaluation Group standards. These international benchmarks require that gender and human rights be taken into consideration in evaluations. Thus, gender and human rights considerations were taken into consideration during the final evaluation. Finally, ethical safeguards concerning the independence of the evaluation were ensured at all stages of the evaluation process.

2.3.Evaluation methodology

The purpose and scope of this evaluation adopted a methodology that provides accountability in assessing how the project has progressed its results as well as highlighting lessons learned to improve performance and assessing the relevance of the sustainability strategy, its progress and potential in achievement. Thus, a mixed methods approach was proposed for the final evaluation, with main focus being on qualitative techniques, but also including quantitative data collection.

To strengthen the credibility and usefulness of evaluation results, the evaluators used both primary and secondary data sources. The primary data was collected directly from stakeholders on their first-hand experience with the intervention through Key informants' interviews via ZOOM, TEAMS, SKYPE and WhatsApp, group discussions and online survey via Google forms. The latter allowed the evaluation consultants to originate the information for the first time. Secondary data sources consisted of documentary evidence that has direct relevance for the evaluation, such as nationally and internationally published reports, project documents, monitoring reports, previous reviews, country strategic plans, and research reports¹⁵. Using both primary and secondary data sources allowed enhancing the validity of the results of the evaluation.

¹⁵Secondary data will be collected through a desk review of project documents and other relevant materials. Secondary data is the already existing data, collected by different institutions and organisations earlier and will allow the evaluator to get more complex view on the situation on the ground, the project context, the progress and environment of its implementation.

Evaluation methodology included the following data collection methods:

Document review: Review and analysis of project document, the logical framework, DWCPs, country progress reports and consolidated reports, activity reports, surveys, studies and other knowledge products produced by the project, monitoring and evaluation reports from the previous stage of the project as well as other relevant documents. Overall, the final evaluation consulted about 200 documents, out of them more than 100 – documents and papers produced by the Project.

Key informant interviews: individual semi-structured interviews and group discussions were conducted with all ILO project staff directly involved in project management and implementation, interviews with key project stakeholders and beneficiaries in the project countries. In particular, the following interviews were conducted:

- Interviews with project technical and managing staff (at both national, sub-national, sub-regional and global level at ILO’s headquarters in Geneva);
- Teleconference interviews with project stakeholder in the countries.

Interviews were conducted in line with UNEG Norms and Standards on competencies and ethics in evaluation¹⁶, see Annex B for the detailed statistics and list of persons interviewed. Overall, **32 interviews** were conducted (30 individual and 2 group discussions) with the participation of 35 persons (18 men and 17 women) based in 6 countries – Switzerland, Tunisia, Nepal, Jordan, the Philippines, Hong Kong SAR (China). In Tunisia, Nepal, Jordan, the Philippines interviews were held with the representatives of ILO’s tripartite constituent – government, trade unions and employers’ organizations.

At the end of the country data collection, de-briefing meetings with ILO Country Office Directors and a data validation meeting with the project team (CTA, Technical officers and National Coordinators). Preliminary findings were shared and the data was validated.

The evaluation exercise adopted a Human Rights and Gender Sensitive Approach. To ensure this, UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation¹⁷ was followed in conducting the exercise and reporting. On the basis of the evaluability exercise, UNEG recommendations were suggested to be included in the evaluation process, they are available as Annex B to this report and were used for orientation in data collection and report writing stages. Data analysis has been conducted using triangulation method, to validate main findings of desk research and primary data collection, to eliminate inconsistencies in the findings and ensure quality control.

¹⁶UNEG Norms and standards for evaluation, 2016 URL: <http://www.uneval.org/document/detail/1914>

¹⁷United Nations Evaluation Group, Integrating Human Rights and Gender Equality in Evaluation, (UNEG, 2014)

2.4.Evaluation criteria and questions

The evaluation followed the UN Evaluation Standards and Norms, the Glossary of key terms in evaluation and Results Based Management utilizing OECD DAC evaluation criteria¹⁸. The evaluation applied the OECD/DAC evaluation criteria of relevance, effectiveness, efficiency, sustainability and impact potential. The ToR for this evaluation contained guiding questions under the DAC criteria noted above. The list of questions can be found at Annex D and are also included at the beginning of each evaluation criteria heading in the ‘Findings’ section.

2.5.Limitations of the evaluation

Five major limitations and constraining factors challenged the evaluation process:

1. Limitation to travel due to the COVID-19 pandemic situation makes it difficult to access project stakeholders in the countries of implementation.
2. Drawing comprehensive evaluation conclusions on the implementation of the Phase II using online interviews (primary source) was also challenging. Since the multitude of interacting stakeholders in varying degree were involved in the Project from its start in 2018. Some interviewees could not recall specific Project’s activities / events in detail due to the passage of time.
3. ILO implements several projects in fair recruitment initiative and projects stakeholders could not often differentiate one project from another, as they recall the activity or certain event or take this generally as an “ILO” activity, thus additional measures of validations were needed to assign the reported results to the current evaluated project.
4. In addition, the data collection process was lengthy due to the virtual nature unlike in-person data collection missions when stakeholders allocate time to meet with evaluator within the allocated time frame. Requests for appointments took long to be answered, and several were either postponed/or cancelled which both hampered and lengthened the data collection phase.
5. Finally, comprehensive data on project activities implemented in 2021 was not made available to the consulting team until after the end of the data collection phase, which impacted the conclusion of the data analysis and drafting of the evaluation report.

¹⁸OECD DAC evaluation criteria which were used are: the relevance, the coherence and validity of the programme design, effectiveness and efficiency of the programme, the impact of the results and the potential for sustainability.

3. EVALUATION FINDINGS

3.1. Relevance and strategic fit

The extent to which the objectives and design of the project responds to beneficiaries', country, global, partners' and donors' needs, policies, strategies, and priorities and continue to do so.

3.1.1. Were the project objectives relevant to the needs of the tripartite Constituents in the project countries and the main beneficiaries? What are the areas of relevance for future interventions in the target area?

In accordance with the ProDoc, “the development objective of this project is to reduce deceptive and coercive practices during the recruitment process and violations of fundamental principles and rights at work, as well as other human and labour rights, through increased safe migration options, effective regulation of public and private employment agencies, and accountability of all actors”.

In order to reach this long-term objective, the Project particularly adopted the migration corridors' approach by strengthening fair recruitment corridors Nepal-Jordan and the Philippines- Hong Kong SAR (China) to prevent abuses and forced labour of migrant workers.

The relevance of this approach is estimated differently by states of origin and states of destination. In the countries of origin, governments, trade unions and employment agencies acknowledge the importance of fair recruitment and protection of migrant men and women. In the countries of destination, the goal of the project is less relevant to the priorities of constituents. Consequently, government and trade unions of the receiving countries are mostly occupied with the protection of national workers. These differences in the perception of the importance of fair recruitment can be traced within particular corridors.

The Jordan – Nepal corridor

Nepal overseas labour migration as a common livelihood strategy for almost half of population. Fair recruitment of migrant workers is extremely relevant for Nepali migrants regardless the destination, as the majority of used to pay excessive fees and are often not aware about the conditions of employment. What is really important, highly relevant and promising in the particular Nepal-Jordan corridor is that it opened opportunities for migrant women and similar interventions could use lessons learnt to enhance fair recruitment and extend the protection of migrant women who come to Jordan from India and Bangladesh to work in the garment sector.

But for Jordan, the relevance is not so obvious indeed, except for the fact that one of the priorities for the garment sector in Jordan is diversification of the countries of origin which provide labour force for factories. According to the interview with a key informant the representatives of the garment industry and the government in Jordan supported the FAIR II Project on the opening new corridor with Nepal willing to reduce the risks of shortage of the labour force in case if the Jordan – Bangladesh migration corridor is halted.

The Philippines –Hong KongSAR (China) corridor

Fair recruitment of labour migrants is highly relevant for the Philippines. The country has become the second country to ratify the ILO Convention 189 on Decent Work for Domestic Workers and local government is mainstreaming the domestic workers rights protection. The Philippines government endorsed a policy prohibiting recruitment agencies to collect placement fees from domestic workers and this legal requirement is enshrined into the Labour Code, 2005¹⁹.

The particular migration corridor is extremely relevant to the needs of domestic workers (mostly female) from the Philippines. The Filipinos domestic workers are said to be among the most vulnerable category of international migrants in Hong Kong therefore the awareness raising of potential migrant workers on recruitment process is essential to eliminate unfair practices.

Tunisia.

The Project did not establish the migration corridors with other countries, considering it as both destination and origin country for labour migration. According to the various stakeholders, the country could establish corridors either with Europe or Gulf countries to promote fair recruitment of Tunisian citizens abroad in addition to the already established migration corridors where Tunisia is the country of destination. In particular, it is attractive for migrants from some countries of the sub-Saharan Africa (Cote d'Ivoire) and North Africa (Libya).

3.1.2. To what extent was the Project appropriately responsive to political, legal, economic, institutional changes etc, including within the context of the COVID-19 pandemic in the project countries?

The evaluation confirmed that the Project has remained responsive to political, legal, economic, institutional changes in the target countries.

COVID-19 pandemic became the most important challenge emerged during the project implementation.

At the global level, the Project coordinated and instigated a series of impact assessments, drawing on a common methodology (assessment instrument developed at HQs by FRI team). The impact assessments conducted in Tunisia, in the Philippines, and in Nepal contributed to a meta-analysis on the global impact of COVID-19 on migrant worker rights and recruitment. The Rapid Assessments shed light on the impact of the pandemic on recruitment business operations and on migrant workers, and the presentations conducted in these countries allowed sharing and validating findings among key stakeholders, including the recruitment sector, government, workers' representatives and employers' representatives. The project adapted its work on employer engagement, and conducted innovative behavior insights study (as an additional activity), to be carried out online instead of face to face, due to pandemic context. This required a shift in strategy for employer engagement work of the project.

¹⁹However, it is allowed to collect fees from high-skilled migrant workers, meanwhile there are advanced agencies in the Philippines mainstreaming ethical recruitment and on voluntarily bases not agreed not to collect any fees from any categories of international migrants. Labor Code Provisions on Overseas Employment. 2005 URL: [https://www.poea.gov.ph/laws&rules/files/Labor%20Code%20of%20the%20Philippines%20Provisions%20on%20Overseas%20Employment\).html](https://www.poea.gov.ph/laws&rules/files/Labor%20Code%20of%20the%20Philippines%20Provisions%20on%20Overseas%20Employment).html)

In Jordan the Government announced strict lockdown measures in March 2020 responding to COVID-19, activated the Defence Law, and issued 15 defence orders to curb the spread of the virus and mitigate its socio-economic impact on the population. In the Philippines, having one of the world's longest COVID-19 lockdowns/mobility restrictions presented a number of challenges in Project implementation. The escalation in numbers of repatriated and retrenched Overseas Filipino Workers (OFWs) placed considerable pressure on the capacity of the Philippine government to respond quickly with limited resources available. The Project supported the Government to provide inputs to pandemic response strategies and policies, which included considerations to allow workers with valid work documentation to travel back to Hong Kong whenever possible. The project also supported Filipino trade union "SENTRO" to enhance their service delivery capacity during the COVID-19 pandemic in particular for returning migrant workers. In Tunisia the Project launched information campaign in English and French languages for migrant workers aimed at addressing challenges of the coronavirus crisis. 4 videos were developed on good practices in terms of health and safety at work and COVID-19 protection measures targeting migrant workers in specific sectors of industries.

The Project also was responsive to the political challenges in Jordan and Nepal on implementing the bilateral agreement between these countries on recruitment of Nepali workers to the garment sector and worked hard to reopen the corridor when it has been banned. In Tunisia the Project also supported the creation of a new body of inspection, dedicated to monitoring private agencies placing Tunisian workers abroad through the development of a comprehensive set of guidance and tools on digital reporting and procedures to be used by the labour inspectors in their daily work.

3.1.3. To what extent has the project supported delivery of the strategy and objectives of the FAIR Recruitment Initiative as set by the tripartite Constituents?

As it is provided by the ILO web site, the Fair Recruitment Initiative (FRI) was launched in 2014 as part of the ILO Director General's call for a Fair Migration Agenda. Since its launch, the FRI has been critical to ILO's work in the area of national and international recruitment of workers and has added renewed impetus and visibility to this important topic. The role of ILO and its constituents has expanded and the development of additional knowledge, tools and guidance has contributed to advancing the international debate on this subject during the implementation phase I of the strategy (2014-2019).

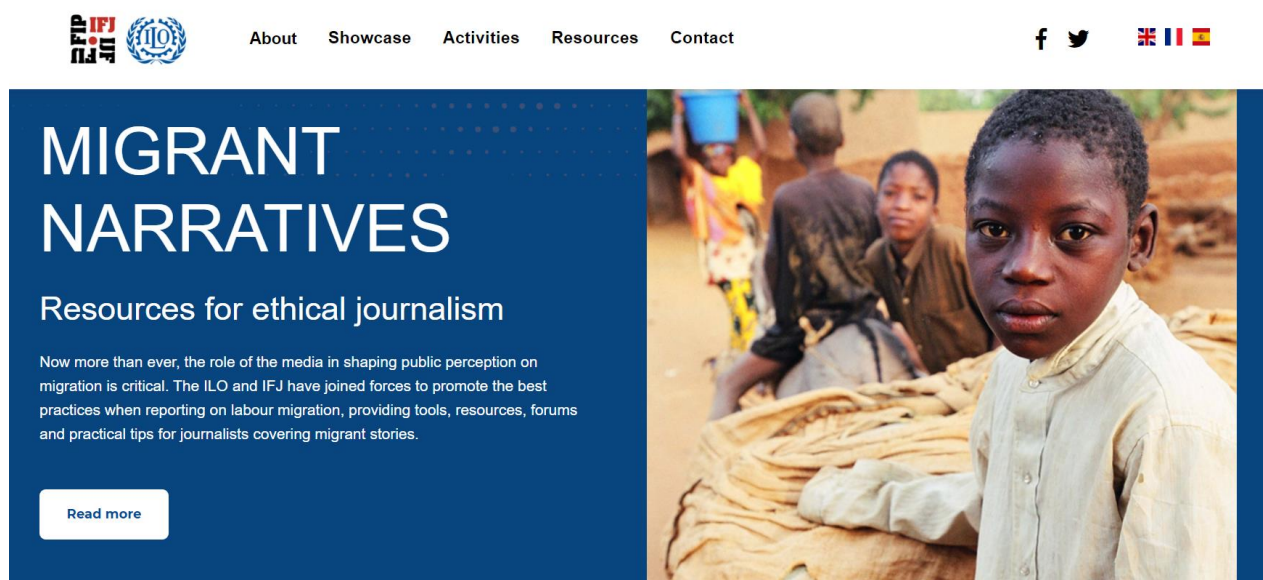
At the global level the Project has contributed to several high-level initiatives to raise the visibility of recruitment issues amongst global policy makers, business networks, civil society groups, and advocates for migrant workers' rights. These include the development and launch of the next phase of the ILO Fair Recruitment Initiative strategy, the planning and delivery of the Global Forum on Responsible Recruitment jointly with IOM and IHRB, global level publications and knowledge products including a new series of Promising Practices and project research publications, and technical contributions to several trainings in collaboration with the ILO International Training Center ILO in Turin. The FAIR II Project also contributed to the thematic meetings in other countries (Turkmenistan) and with other projects (THAMM, Tunisia; BRIDGE in Malaysia);

At the national level, the Project produced high quality research on the impact of COVID on recruitment stakeholders and workers' rights, and made technical contributions to the policy makers and stakeholders to comply with the fair recruitment principles through:

- a) assessing effectiveness of the bilateral migration agreements in Nepal and supporting the request of the Nepali Association of Foreign Employment Agencies (NAFEA) for ILO guidance to revise its association Code of Conduct;
- b) providing technical assistance to revise legislation in Jordan and Tunisia;
- c) assisting governments in the Philippines in the development of the online Post-Arrival Orientation System to the Department of Labour and Employment and its Overseas Labor Office in Hong Kong;
- d) supporting the trade unions in the unionization of migrant workers in Tunisia;
- e) conducting awareness raising campaigns for wide public in Hong Kong in particular an innovative campaign targeting employers aiming at changing the market demand in favour of fair recruitment agencies;
- f) promoting GP&OG in Nepal by conducting study and producing Nepal recruitment profile, which analysis law and practice in relation to each of the 13 principles of the ILO GP&OG and launching the POEA social media campaign against illegal recruitment in the Philippines, which includes digital flyers relating each of the 13 general principles of ILO GP&OG.
- g) raising capacity building of the constituents in fair recruitment and human rights protection of migrant workers in all target countries.

The ILO and its partners have been engaging with the media to support the production of quality reporting on forced labour and fair recruitment issues, creating or strengthening networks of specialized journalists, as well as building partnerships with those institutions who have the capacity and mandate to take forward media training and outreach. Globally, the ILO/International Federation of Journalists website was launched to promote the best practices when reporting on migration narratives (Figure 1).

Figure 1. Migrant Narratives web-site



The conducted analysis and observation of projects activities and outputs allowed to conclude that the FAIR II Project has particularly supported the implementation of nearly all the pillars of the **Fair Recruitment Strategy** (Table 1):

Table 1. FAIR II contribution to FRI strategy

<u>Pillar 1</u> Enhancing, exchanging and disseminating global knowledge on national and international recruitment processes
Target 1.1 Quality data and research in key thematic areas or sectors, including the care economy, agriculture, construction, transport and services, are produced and disseminated.
Target 1.2 Evidence-based and innovative tools and guidance are produced and disseminated.
Target 1.3 ILO fair recruitment standards, principles, including the fundamental principles and rights at work, and guidelines are prominent on the global and regional agendas and pilot innovations are promoted.
Target 1.4 Training and capacity building is effectively delivered in cooperation with ITC-ILO, and materials developed, adapted and updated to address their emerging needs.
Target 1.5 The general public has increased access to information about abusive recruitment practices and their impact in terms of forced and bonded labour and human trafficking, including through improved and accurate reporting by the media on this topic.
<u>Pillar 2</u> Improving laws, policies and enforcement to promote fair recruitment
Target 2.1 National laws and policies are adopted, in consultation with social partners, and implemented to support employment creation and protect workers throughout the recruitment process
Target 2.2 Increased number of countries that have introduced/improved their recruitment enforcement system to monitor recruitment violations and provide effective remedies
Target 2.3 Increased number of countries that agree or renegotiate bilateral labour agreements in line with ILO standards and principles, and through social dialogue at all stages

Target 2.4 Workers' and employers' organizations engage effectively in bipartite or tripartite social dialogue in the area of recruitment
Pillar 3 Promoting fair business practices
Target 3.1 Businesses and employers in IOE's networks as well as ILO networks (e.g. ILO GBNFL & Alliance 8.7, the Child Labour Platform, etc.) and in selected sectors have increased awareness and access to knowledge, guidance and tools to change recruitment practices in a gender-responsive manner and implement ILO guidance.
Target 3.2 Businesses, particularly SMEs, have improved access to country and/or sector specific tools to conduct due diligence for fair recruitment practices.
Target 3.3 Private recruitment agencies (as well as public employment services as relevant) have increased awareness and access to knowledge, guidance and tools to change practices, conduct due diligence, and align with voluntary schemes.
Pillar 4 Empowering and protecting workers
Target 4.1 Trade unions have increased awareness and access to knowledge, guidance and tools to increase representation of migrant workers among their members
Target 4.2 Trade unions have increased awareness and access to knowledge, guidance and tools to improve and expand their activities to promote, support and advance fair recruitment, in cooperation when relevant with civil society organizations
Target 4.3 Workers are provided with independent, relevant, understandable and actionable information about their rights and obligations in recruitment, including on access to justice and remedies
Target 4.4 Workers can effectively access compensation and other remedies through justice and company-union grievance mechanism and social dialogue

3.1.4. How did the project address global, regional and national gender-related goals?

Women's equality and empowerment is one of the 17 Sustainable Development Goals (SDG) adopted by all UN Member States in 2015. Achievement of this goal - SDG-5 – is the part of UN agenda in Philippines Jordan and Nepal. Moreover, Nepal nominated itself as a champion in promotion of gender equality and women's empowerment and this commitment has been reaffirmed in key policy documents, such as the current 15th Development Plan and the 25 Year Long-Term Vision 2100 that internalizes the Goals. SDGs codes are assigned for all national development programmes through the Medium-Term Expenditure Framework. Further, Nepal has prepared the SDG Status and Roadmap to localize the SDG indicators with baselines and targets for 2030. Other key documents are a SDGs Needs Assessment, a Costing and Financing Strategy, and additional SDGs Localization Guidelines. Finally, Nepal has conducted a Development Finance Assessment (DFA) to provide an overview of development finance flows and institutions and policies that can align finance with national development priorities.

Regardless the importance of gender agenda for ILO globally and for the Project target countries, the Project did not set specific gender-related goals in its results framework and the intention to address global, regional and national gender-related goals was not reflected in the rationale in the Project document.

At the same time the Project's activities focused on two particular migration corridors within particular industries – domestic workers Philippines – Hong Kong and garment workers Nepal – Jordan. The latter presumes very strong women empowerment component as the majority of migrants within these flows are female which means providing women with opportunity to make life-determining decisions including to choose the place of living and working. Therefore, even instead of the fact that promotion of gender equality and women's empowerment were not reflected in the design, these issues were addressed on practice by within these corridors.

3.1.5. To what extent did the Project address the issues of the environmental sustainability as one of the main ILO's cross-cutting policy drivers?

A just transition towards environmental sustainability is one of the ILO's cross-cutting policy drivers, introduced in the organizational strategic plan in 2018-21 and fully embedded in the policy outcomes of the Programme of work for 2020-21, with accompanying indicators to track progress. The evaluation did not reveal any efforts of the Project to address the issues of environmental sustainability, neither in its design nor during implementation. According to the key informants' interviews the environmental issues including the climate change consequences to be studied to understand the triggers for labour migration. It is concluded that this cross-cutting policy driver has not been rated relevant by the constituents, the ILO and the Donor to the FAIR II Project.

On the other hand, it has been observed by the evaluators that neither ILO nor constituents are well-equipped with corresponding competences or knowledge to converse about the environmental sustainability and how it could be promoted through the development project. Another important aspect of the learning is that strategies to address environmental sustainability should be well embedded at the Project design, including into the Results' Frameworks in order to achieve the desired change in strengthening environmental sustainability.

KEY FINDINGS ON RELEVANCE AND STRATEGIC FIT OF THE PROJECT:

Strategic relevance of the Project is rated high by this evaluation that was confirmed by all stakeholder groups. Migration issues are of great importance for all target states. The Project adopted the migration corridors' approach working in the countries of origin (the Philippines and Nepal) and in the countries of destination (Hong Kong - SAR of China and Jordan). In the countries of origin, governments and trade unions acknowledge the importance of fair recruitment and protection of migrant men and women. In the countries of destination, the goal of the project is less relevant to the priorities of constituents.

The Project demonstrates high level of relevancy for women's empowerment in the origin countries of the target corridors. The Project remained responsive to political, legal, economic, institutional changes in the target countries, including within the context of the COVID-19 pandemic as confirmed by key informants and secondary data sources. The Project was also supportive to the delivery of the strategy and objectives of the FAIR Recruitment Initiative. The evaluation exercise has not revealed any efforts by the Project to address the issues on the environmental sustainability as one of the main ILO's cross-cutting policy drivers.

3.2. Validity of design and coherence

the extent to which the project design, logic, strategy, and elements are/remain valid and coherent vis-à-vis problems and needs.

3.2.1. Was the project strategy, objectives, and assumptions appropriate for achieving the planned results and in particular, in promoting gender equality, inclusion of people with disabilities and other non-discrimination issues?

The Project aimed to continue reducing deceptive and coercive practices during the recruitment process, violations of fundamental principles and rights at work, as well as other human and labour rights, through increased safe migration options, effective regulation of public and private employment agencies, and accountability of all actors. The desk research and key informant interviews confirmed the relevance of this goal of the intervention.

The Project strategy adopted the corridor approach in Nepal and Jordan, and Philippines and Hong Kong SAR (China); and the synergetic approach in Tunisia with no focus on developing the migration corridor. The validity of both design approaches is presented below. The Key Informants Interviews (KIIs) revealed that the design of the Project based on the migration corridor approach proved to be valid, revealing the importance of directing interventions on both sides of the corridor, engaging tripartite constituents in the countries of origin and destination of migrants with different, socio-economic and political background, legal frameworks, and institutional structure.

The majority of informants clearly confirmed that the corridor approach of the FAIR Phase II proved to be a holistic and comprehensive. It was emphasized that the main difference between other ILO projects and FAIR II is that the latter really does closely track migrant workers movement and look into the countries' specific. During the interviews it was witnessed that "FAIR's II perspective is very close to migrant workers experience since it operates internationally, and migrants work internationally", it allows "to balance interest of receiving and sending countries".

However, there is a reservation that was also raised by project stakeholders. Dealing with a migration corridor narrows the "labour standards' setting, developing policies and devising programmes" to the extent of particular groups of migrants limiting ILO's work at the country and international level. Correspondingly, some informants consider that the ILO's role is not to organize corridors but to promote decent working conditions regardless of the nationality of the worker. Moreover, it is unlikely that migrant workers' conditions can be enhanced without a general improvement at the overall national level.

One more questionable consequence of the selectivity that characterizes the corridor approach is the tendency to choose the corridor that is easier to work within. This deemed to be due to a strong ILO presence in the country of origin and destination ends of the leg or readiness of the stakeholders to accept the fair recruitment etc., but not the countries for which fair recruitment is highly relevant. Partly the case of Nepal-Jordan proves this concern. The country analysis outlined and confirmed through KIIs, Nepali migrants represent a weak minority of more than 60 thousand of migrant workers taking place in 2018 in the Jordanian garment sector, let alone the total

migration population of Jordan. Nevertheless, Nepal was selected as an origin country and kept despite the prolonged ban imposed by the Nepali Government. On the other hand, despite the fact that the relevance of the corridor for Jordan may be questionable, it is definitely highly important for Nepal because it provides unique opportunity for Nepali women to improve their mobility in general as well as contribute to their empowerment.

The skepticism regarding the corridor selection was raised by stakeholders in the Philippines as well. They marked as much more relevant big labor market and migration flows to the Middle East countries from the Philippines with larger proportion of irregular recruitment taking place. At the same time the key informants also confirmed that the choice of Philippines-Hong Kong SAR (China) corridor allowed to build model migration system “where everybody follows the rules and regulations, knows that to expect and how fair recruitment looks like”. The stakeholders stressed that the lack of Middle East destination for Philippine migrants was a major limitation of the FAIR II project.

It is a conclusion of this evaluation that the corridor approach overall was a good strategy to tackle the needs of migrants promote ethical recruitment, and at the same time, suffers from at least two weaknesses in FAIR II Project:

- ✓ Asymmetrical importance of chosen corridors for countries of origin along with the disproportionate volume of labour migration flows (cross-national comparison of the relevance of corridors should be taken in consideration);
- ✓ The selection of corridors is highly dependent on the well-established operational ILO practice in countries geographically falling within the definition of migration corridors and preferences of the Donor but not empirically and statistically proven by the importance of corridors based on the needs of migrant workers.

The interviews with Project stakeholders including ILO management, confirm the opinion of the evaluation that selection of the countries could have been influenced by the condition compromising on the evidence-based approach driven by the situation analysis at the first place.

In general, the corridor-based approach is highly important and relevant in terms of providing good showcase of properly regulated system of fair recruitment system. The success of establishing and developing migration corridors yet largely depends on the political will and interests of governments of both receiving and origin countries. Thorough stakeholder analysis, sufficient time for the inception phase to conduct the research and consultations with stakeholders are mandatory to developing new migration corridors.

The synergetic one country approach. A synergistic strategy for the implementation of the project proved to be vital in Tunisia. The project has been exceptionally successful in securing the interlinkages with other projects and with other countries not foreseen at design stage. For example, with the support of the Project, the Tunisian General Labour Union (UGTT) has begun to prepare a draft agreement and a two-year joint work plan with the General Union of Workers of Côte d'Ivoire (UGTCI) aiming to protect migrant workers throughout the migratory cycle.

The governments of Qatar and Tunisia have agreed to open a fair recruitment route for Tunisian workers in the hotel-catering and construction sectors. The national institutes responsible for migration and placements abroad, including National Agency for Employment and Independent

(ANETI) and the UGTT implemented measures aimed at strengthening protection in the most vulnerable sectors (domestic work, construction and services).

During the Fair II project, a new regional synergy emerged. The Fair II project has attracted interest from neighboring countries – Morocco and Senegal. Unfortunately, in the absence of additional funding, these countries were left outside the framework of the Fair II Project. However, thanks to other projects such as THAMM program, it became possible to exchange experience between interested countries on the issue of fair recruitment and to apply the good practices achieved during Fair II in the others countries.

However, key pillars for relevant policy development in the migrant destination and origin countries, including the importance of cooperation from the respective governments to make the desired change, were not included in the theory of change.

The other important aspect observed in the Project design is the lack of clarity under the **Immediate objective 1**, which states that “key stakeholders take action towards implementing fair recruitment processes in selected migration corridors”, yet the key stakeholders such as government were not specified. Given the power of the governments and the viability of the Project depending on their willingness of cooperation, it is important to include them into the Project’s design in clear and results-oriented manner. For example, it is evident that the implementation of bilateral agreements and cooperation of governments at both sides of migration corridors is crucial. Similarly, the private recruitment agencies and employers are the important stakeholders and the Project’s design should articulate in clear manner their role and the desired change to be happen on their part.

The Project design including its goal, outcomes and outputs were not appropriate to make a significant change in addressing the special gender needs of migrant men and women and reducing inequalities, including between migrant workers and national workers. The final evaluation of the phase I of the project also noted the failure to strategically integrate gender equality issues. The second phase of the Project neither improved the design nor developed a Gender Mainstreaming strategy to advance gender equality at the strategic and operational level. Important to mention that FAIR II was designed in Feb’ 2018 - 10 months before FAIR II started and the new FAIR II project team came on board. The FAIR I final evaluation was shared with the project team in January 2019.

As it was emotionally mentioned by one of the Project stakeholders, for Nepal-Jordan corridor, gender issue is “what is all the project about for ILO Nepal”. Recruiting women to Jordanian garment sector is one of few opportunities for Nepali women to exercise their right to make choice in patriarchal context of the country and this is the priority for ILO Nepal. The evaluation opinion is that would such approach highlighted in the project design, the selection of the corridor would sound much stronger avoiding any doubt regarding the scale, the numbers and the validity of long struggle for lifting the ban.

Also, it was noted through the key informant interviews that the project is aimed at reducing the risks of the forced labour and human trafficking yet these domains are not articulated in the theory of change and the Project’s logic. The absence of such components in the programme design leads

to inconsistency that can be traced within the Nepal-Jordan as well as Philippines-Hong Kong corridors.

Majority (if not 99%²⁰) of the migrant workers considered as beneficiaries of the Philippines-Hong Kong corridor are female. The interviewed stakeholders categorized them as the most vulnerable and discriminated group of low-skilled migrant workers. The KIIs confirmed that during project designing phase women socio-economic status was taken into consideration, and gender issue was recognized as a priority along with women empowerment strategy. The latter was a major part of the project conceptualization phase. Since the project is about fair recruitment almost all significant activities, i.e. the pre-departure, post-arrival training secessions and access to justice component as well as sexual harassment issues handling were considered. If this gender sensitive character would be articulated more clearly in the Project design, the selection of the corridor would be better justified.

The inclusion of people with disabilities was not included in the Project design and key informant interviews did not reveal activities targeting people with disabilities. For instance, persons with partial mobility or deaf/hard hearing persons could perform sewing operations, totally visually impaired persons could perform any manual operations without using hazardous electrical and machinery equipment). According to the best practices in the garment sector visually impaired persons were involved in the production process requiring 340 operational steps, most of which are performed by employees who are blind or visually impaired—a labor pool not generally associated with such highly detailed, technical labor.²¹

By exploring these best practices and innovations could give opportunity to the Project to enhance access to fair recruitment process for persons with disabilities, men and women, and put the principle “no one is left behind” in practice. It would also widen the access to the persons with disabilities for migration as “migration is the right” and men and women with disabilities should enjoy it as well.

3.2.2. How well did the project link and contribute to national development priorities, the ILO Strategic Plan and the SDGs?

The Project contributes to national development priorities in the countries of origin of migrants, Philippines and Nepal, through the establishment of safe migration routes for migrant women who gain the opportunity to generate income for investment into the well-being of their family members and general local economy. In the countries of destination, the project supports safe recruitment of the labour force in the export-oriented garment sector for Jordan and care economy for Hong Kong SAR China. The Tunisian National Strategy for Migration gives special attention to Tunisians living abroad, to protect their rights and to actively involve them in the political and economic transitions of the country.

²⁰There are no clear statistics on the sex-desegregation on low-skilled migrant workers flow from the Philippines to Hong Kong. While arguing that overwhelming majority of them are women, the KIIs mentioned that only 1% (up to 10%) of the total migration flow are men.

²¹Breaking barriers in the textile industry for people who are blind - Specialty Fabrics Review

Jordan. The priorities of the country's national development strategy, "**Jordan 2025: A national vision and strategy**" are broadly aligned to the Project's goals: (i) Economic growth, fiscal stability, reduction of financial waste and public debt to safe levels; (ii) Development of economic sectors through market creativity and honing the tools and means of high-value-added export-oriented sectors; (iii) An increment of women's participation in the labor market. The Project targets fair recruitment in garment sector, which is a high-value-added export-oriented sector. The Project further promotes women's participation in the labour market.

Nepal. National development plans, **the 14th Plan (2016/17–2018/19)** and **15th Plan (2019/20–2023/24)** have continued to pursue the vision of 'Prosperous Nepal, Happy Nepali,' with 10 national goals: high and equitable national income; development and full utilization of human capital potentials; accessible modern infrastructure and intensive connectivity; and high and sustainable production and productivity as prosperity; and well-being and decent life; safe, civilized and just society; healthy and balanced environment; good governance; comprehensive democracy; and national unity, security and dignity as happiness.²² The goal of the FAIR II to promote safe recruitment of migrant workers contributes to the goal of safe, civilized and just society, the well-being and decent life for all. According to the **Nepal Migration Report 2020**²³ issued by the Nepal government the diversification of the migration routes, efficiency in drafting the bilateral agreement including effective communication with the countries of destination of migrants, access to justice are of high strategic importance to the government. The Project contributed to these goals by facilitating the implementation of the bilateral agreement between Nepal and Jordan as well as by facilitating access to justice for Nepali migrants at large.

The Philippines. The **2017-2022 Philippine Development Plan (PDP)** and the country's long-term aspirations articulated in **AmBisyon Natin 2040** (National Economic and Development Authority (NEDA) 2017; NEDA 2016), **the President's 0 to 10 Point Socio-Economic Agenda** puts emphasis on regional or subnational equality and the improvement of the access to services in rural areas is coherent with the SDG's core tenet of leaving no one behind. The Project has supported safe recruitment of migrant women from the rural areas in the Philippines, reducing inequalities and enhanced access to justice for the migrant workers from the Philippines (majority of them are women) in the Hong Kong SAR of China through the wide range of direct human rights protection measures.

Hong Kong SAR (China). The country's **13th Five-Year Plan**²⁴ and other medium-to-long-term development strategies are based on the "two centennial goals". The first centennial goal is to build a "moderately prosperous society" by 2021 to ensure broad prosperity, with poverty all but eliminated. The second centennial goal is to transform China into a "fully developed and advanced nation" by 2049. A modern China would be a world leader in innovation, with a clean environment, a large middle class, and a much narrower gap between rural and urban growth, public services, and living standards.²⁵

²² Voluntary National Review on SDGs, Government of Nepal, National Planning Commission, June 2020. 26539VNR_2020_Nepal_Report.pdf (un.org)

²³ Migration-Report-2020-English.pdf (moless.gov.np)

²⁴ The 13TH Five Year Plan for Economic and Social Development of the People's Republic of China (2016-2020)

²⁵ China's vision for the next 30 years - Nikkei Asia , Voluntary National Review. China, 2021

Tunisia. The project supports the country in placing the migration governance in the overall development context through the establishment of the specific migration centers, policy development and protection of rights of migrants including the Tunisian citizens working abroad through the installation of the electronic platform for public employment services with the possibility to register complaints online.

The Project is aligned with the outcomes 8 and 9 of the Programme and Budget for the biennium 2018-2019: Outcome 8 (Protecting workers from unacceptable forms of work) and Outcome 9 (Fair and effective international labour migration and mobility) when the ILO had the 10 key policy outcomes. For the 2020-2021 biennium the ILO has adopted 8 policy outcomes and the project is linked with the outcomes Outcome 7.5 (Increased capacity of constituents to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers).

Linkages and contribution to SDGs. The Project is linked to Sustainable Development Goal 8 (Decent Work and Economic Growth) and Goal 10 (Reduced Inequalities), however, the particular targets and indicators were not specified. The evaluation also confirms that the Project further contributes to the achievement of the SDG #5 Achieve Gender Equality and empower all women and girls, by promoting safe recruitment in the garment and care sectors, which are predominant occupations of migrant women.

3.2.3. How well were the principles of Results-Based Management applied in the design of the project, including the identification of risks and assumptions, and sustainability strategies?

Table 2. The principles of the FAIR II project in accordance with the Project's Management Cycle

Planning of the development intervention	The planning of the Phase II was based on the findings of the previous Project Evaluation (Phase I). Though the M&E recommendations were not specifically responded to, it was confirmed by the KIIs and validated by the Project outputs that some recommendations such as development of the comprehensive M&E plan and developing new migration corridors (namely Nepal – Qatar and the Philippines – Qatar) were followed.
Formulation of Results	The Project's long-term goal has been formulated
Monitoring and Evaluation	Planning for monitoring and evaluation was envisaged in the Project document and supported with an adequate Budget
Stakeholder Participation	The Project's has involved the tripartite constituents in the target countries yet it was the challenges arose with the consultation process in Qatar when the Project's launch happened beyond the approval of the new technical cooperation between the ILO and Qatar and the Government was not in position to engage in Project's implementation

The sustainability strategy was developed although the exit strategy was not yet specified for the countries which the Project envisaged at the end of the second phase – Nepal, the Philippines, Jordan and Hong Kong (SAR).

Assumptions and Risks Analysis Matrix were developed yet the Stakeholder's Analysis was not conducted to inform the Risk Analysis Matrix. The fact that the Project could not achieve the goal of establishing the migration corridor with Qatar may indicate a lack of proper consultation

with the powerful stakeholders, namely governments and employers in the region. Other risks identified by the Project as high including the assumptions set (ex. Government of Jordan is willing to review current legislation on manufacturing) held true and were well managed by the Project team.

The Project has also identified and well managed the risks related to the safety of journalists by including sessions on basic security as an introduction to every training session for journalists.

Overall, the Project's strategy lacks coherence and clear targets set. If the scalability of fair recruitment models piloted in the first phase was sought, then it would have been logical to pilot fair recruitment models with new countries or sectors. For example, in the case of Jordan, the fair recruitment model could have been piloted in the garment sector by extending fair recruitment practices to Bangladesh or Sri-Lanka, as the greatest number of migrant workers come from these countries.

3.2.4. To what extent were differential needs of men, women, boys and girls well reflected in the project interventions (gender responsive services, trainings, targeting women or men for specific interventions etc.)

The differential needs of men, women, boys and girls were well reflected in the project interventions i.e., gender responsive services, trainings, targeting women or men for specific interventions etc. However, the Project design was not formulated strategically to address *the promotion of gender equality, inclusion of people with disabilities and other non-discrimination issues*.

The Project did not set any specific gender-related goals in its results framework or reflect the intention to address gender-related goals in the Project rationale, even taking into account that the Project's strategy focused on two particular migration corridors within particular industries where the majority of migrants are women (domestic workers Philippines – Hong Kong and garment workers Nepal – Jordan).

KEY FINDINGS ON VALIDITY OF DESIGN:

Overall, the Project strategy, objectives and assumptions were appropriate for achieving the planned results. The corridor-based approach adopted by the Project has proved to be appropriate in terms of demonstrating a good model for a proper system of fair recruitment. The goals of the project contribute to the SDG 8 and 10. At the same time, there are also significant drawbacks in the design of the Project. The Project was aligned with the overall strategy of ILO's 2018-19 and 2020-21 Programme and Budget (P&B). However, the particular targets and indicators were not specified. The design of the Project as stipulated in the ProDoc is linked with the Goal 8 (Decent Work and Economic Growth) and Goal 10 (Reduced Inequalities) yet the particular targets and indicators were not specified.

The theory of change of the Project translated in the logical framework misses the important pillars on policy development in the countries of destination and origin of migrant workers and the desired cooperation of the respective governments in order to achieve the long-term goal of the project.

The differential needs of men, women, boys and girls were well reflected in the project interventions i.e., gender responsive services, trainings, targeting women or men for specific interventions etc. However, the Project design was not formulated strategically to address the promotion of gender equality, inclusion of people with disabilities and other non-discrimination issues.

The Evaluation revealed that the principles of Results-Based Management (RBM) were not fully applied in the design of the project. RBM principles were addressed at all stages of the Programme Cycle to moderate extent. The sustainability strategy was developed although the exit strategy was not yet specified for the countries where project interventions was envisaged to terminate at the end of the second phase, i.e. Nepal, the Philippines, Jordan and Hong Kong (SAR).

3.3. Effectiveness

Effectiveness —the extent to which the project’s immediate objectives were achieved, or are expected to be achieved, taking into account their relative importance.

3.3.1. To what extent has the project achieved its purpose and expected results as stated in its logical framework? Why and what have been the supporting and constraining factors? How can future interventions build on and scale the achievements and /or overcome the constraining factors?

Outcome 1 Fair recruitment corridors and sectors are expanded or created

The Comprehensive Monitoring Evaluation Strategy (CMES) and the Results Framework used by the Project to report on the achieved results under this outcome set the following success indicators:

- Number of employers adopting fair recruitment methods disaggregated by sector and corridors;
- Number of workers recruited through fair labour recruiters (disaggregated by sex, sector and corridor);
- Number of labour recruiters partnering with ILO FAIR successfully completed training and self-assessment procedures;
- Number of relevant legal and policy instruments adopted by Governments to foster FAIR recruitment

The baseline data collected by the Project and the targets set included:

- ✓ only Jordan for the first indicator, namely “Number of employers adopting fair recruitment methods disaggregated by sector and corridors”, versus all the target countries of the Project;
- ✓ only Nepal for the second indicator “Number of workers recruited through fair labour recruiters (disaggregated by sex, sector and corridor”, versus all the target countries of the Project;
- ✓ only Nepal for the third indicator “Number of labour recruiters partnering with ILO FAIR successfully completed training and self-assessment procedures” and
- ✓ only Jordan for the fourth indicator “Number of relevant legal and policy instruments adopted by Governments to foster FAIR recruitment”.

The suggested indicators limit the assessment of the outcome from the Nepal – Jordan corridor and do not reflect the progress of the whole Project scope with interventions across two migration corridors (Jordan - Nepal; the Philippines –Hong Kong SAR China) and Tunisia.

If the performance is measured based on the targets set by the Project Document, then success has been achieved with good progress, estimated at 80%.

Table 3. Project progress. Outcome 1

Outcome 1 Fair recruitment corridors and sectors are expanded or created				
Success Indicator	Baseline	Target	Delivery	Status on implementation
Number of employers adopting fair recruitment methods disaggregated by sector and corridors	4 major employers representing more than 50% of the Jordanian garment sector have adopted fair recruitment methods	At least 10 employers adopt fair recruitment methods	Completed	100% achieved
Number of workers recruited through fair labour recruiters (disaggregated by sex, sector and corridor)	200 workers already recruited through fair recruitment processes under previous ILO pilot	At least 300 workers are recruited through fair labour recruiters	Completed	10% achieved
Number of labour recruiters partnering with ILO FAIR successfully completed training and self-assessment procedures	One labour recruiter partnering with FAIR II	All labour recruiters partnering with ILO FAIR successfully completed training and self-assessment procedures	Completed	100% achieved
Number of relevant legal and policy instruments adopted by Governments to foster FAIR recruitment	Legislation already in place on regulating recruitment but doesn't prohibit collection of recruitment fees from workers of origin	At least one legislation is amended in accordance with ILO's standards	Completed	100% achieved

The target set, “at least 10 employers adopt fair recruitment methods” has been achieved in accordance with the Better Work Jordan Compliance Assessment Tool, which indicated that “61 out of 81 (75%) factories were compliant to workers not paying fees (Better Work Jordan Annual Report, 2020)” and “67 out of 88 (76%) of factories were rated as “compliant” in relation to the indicator “workers not paying recruitment fees” (Better Work Jordan Annual transparency report 2021).

Table 4. Progress on the outcome level indicator “Number of employers adopting fair recruitment methods disaggregated by sector and corridors”

Success Indicator	2019	2020	2021
Number of employers adopting fair recruitment methods disaggregated by sector and corridors	61 out of 79 (82%) of factories were compliant to workers not paying recruitment fees (Better Work Jordan Annual Report, 2019)	61 out of 81 (75%) of factories were compliant to workers not paying fees (Better Work Jordan Annual Report, 2020)	67 out of 88 (76%) of factories were rated as “compliant” in relation to the indicator “workers not paying recruitment fees” (Better Work Jordan Annual transparency report 2021).

If the Project adopts the Better Work Jordan Annual report as a measure tool, then the indicator set should be more appropriate and ambitious as “at least 60 factories are compliant to workers not paying fees” or better “at least 70 factories are compliant to workers not paying fees”.

As for the second indicator “Number of workers recruited through fair labour recruiters” the target set “At least 300 workers are recruited through fair labour recruiters” has not been achieved. In case of Nepal-Jordan leg, it is obvious that the Project effectively succeeded in building the system but failed in numbers. The recruitment of migrant workers within other corridors (the Philippines – Hong Kong SAR China) and Tunisia has not been undertaken by the Project through the fair recruitment pilots, thus, the evaluability of this outcome is limited.

The reach of the Project within Nepal-Jordan corridor is scanty: during the implementation period the Project managed to have only **30 migrant workers** (all women) fairly recruited, which is 10% vis-à-vis target set of 300 workers. This was largely due to the delay in the issuing of the approval for migrant workers to migrate on the part of the Nepal government which supposed that the minimum wage pays of 300 USD existing in Jordan for domestic workers should be also applied to the garment sector. It is worth mentioning here that the Project in both Nepal and Jordan made tremendous efforts to break this situation and reopen the corridor which finally was a success.

On the other hand, the actions taken by the Project contributed effectively to achievement of the result that makes this Project special – incorporating the concept of fair recruitment into migration corridors. Corridor-based fair recruitment is normally implemented by recruiting agencies in the country of origin and employers in the destination country. In addition, all this process should be guided by Government and supported by organizations protecting workers’ rights – trade unions or alike. In this sense the structure of the intervention suggested by the ILO and activities implemented looks quite logical.

As for the third indicator “All labour recruiters partnering with the Project successfully completed training and self-assessment procedures”. The number of labour recruiters partnering with FAIR II increased from one to two in comparison with the last Project’s phase and trained more than 70 representatives (sex disaggregated data is not available) of the private recruitment agencies in Nepal (33 private recruitment agencies). In Jordan the Project trained 22 managers & HR managers (1 female, 9 males; and 12 managers/staff, sex disaggregation is not available) from 16 garment factories on fair recruitment. Also, 2 men and 1 woman manager /staff received training on ITC-ILO global online training on Fair Recruitment.

The available sex disaggregation data indicates that men are dominating among the staff trained and the Project should aim at training more women in order to ensure gender-balance and promote gender-sensitive fair recruitment practices. It would be also beneficial if in future the indicator will measure percentage of the garment factories in Jordan which undergone fair recruitment training in progress based on the baseline data (Ex. Year 1 – 50%, year 2 – 60%, year 3 – 70%) as it is important to ensure significant number of trained institutions in order to create meaningful impact.

To conclude, the Project’s targets set under outcome “Fair recruitment corridors and sectors are expanded or created” have been achieved except for meeting the target number of workers recruited through fair labour recruiters. The Project has achieved the other results across all five outputs planned under Outcome 1 beyond the targets which are presented below.

Nepal – Jordan corridor. In terms of quality aspect of this work in Nepal, the Project made all the parties involved understand what fair recruitment is about. Generated awareness and knowledge gained resulted in the appreciation of the concept by the stakeholders. The concept that the country did not have before, as one of the informants confessed. The project changed the mindset or at least contributed into this change substantially. Thanks to the trainings provided and routine communication with Project stakeholders, the recruitment agencies In Nepal started to realize that they cannot work in the future, in the way they had been and they are going to have

shift in the recruitment practices. As evidence, the Nepali Association of Foreign Employment Agencies (that has more than 856 agencies under its umbrella) approached ILO (FAIR) for support in updating their former Code of Conduct along similar lines, and for technical advice on matters of policy and practice. This work is not finalized yet because of coming elections, but the gap assessment is already done by ILO.

The changes also can be traced on the opposite end of the corridor. Jordan Garment factories association, J-GATE, endorsed a new “zero-fee” policy in January 2019. The work done by the Project on political level is remarkable. The important pillar of the fair recruitment is zero recruitment fees and related costs charged from migrant workers hence it leads to the high debt and reduces the prospects of workers to leave the employer. The Project has provided inputs to the draft amendment of article 12 of the national labour law of Jordan, including a provision to prohibit charging fees to workers and currently this provision is under revision. In Jordan the Project achieved its goal “at least one legislation is amended in accordance with ILO’s standards” as ILO provided inputs to the draft amendment of article 12 of the Labour Code, through consultations with the General Federation of Jordanian Trade Unions and the Parliamentary Labour Committee/Parliament of Jordan. These changes indicate that the Jordan authorities and employers take actions on fair employment regarding the zero fee policies yet fair recruitment goes beyond that.

The results of engagement with employers in Jordan are not so unambiguously successful. The process was evaluated by Tufts University in participation with five factories in Jordan, four received fairly recruited workers and fifth served as a control group. The study provided substantial evidence of the benefits of fair recruitment to prospective migrants and employers. And this was confirmed by evaluation interviews that employers (at least some of them) clearly understand that the worker recruited under fair recruitment is the different worker, preferable to be employed. However, the fair recruiter lacked capacity to meet the demand for fairly recruited migrants generated by the program. The great challenge is that this is the project with high level of involvement of government – the practice that the factory hardly can replicate not being a part of such intervention run and led by UN agency. Therefore, contrary to expectations, participating factories resorted to conventional recruiters during the fair recruitment phase of the pilot in order to meet their workforce needs. They participated in the corridor but they still brought migrants through other channels including Nepalis travelling through India.

Fair recruitment Decent work should go in line with access to justice. From the beginning of the implementation agreement under FAIR II, trade union GEFONT supported thousands of migrant workers resolve cases through migrant desks: 4,125 workers were supported in Malaysia (2905M, 1220W); 1,004 workers were supported in Qatar (685 M, 319W) and 258 individuals were supported in Jordan (86W and 172M). 43 GEFONT focal points (33 Men and 10 Women) attended capacity building training to strengthen the internal capacity of GEFONT in providing frontline services to migrant workers in the recruitment process.

In spite of signed Memorandum of understanding with GEFONT, the **General trade union of workers in textile, garment and clothing industry(JTGCU)** in Jordan has not reported on work on protection of migrants from Nepal. Also, the evaluation has not revealed efforts of the Project to promote the unionization of migrant workers from Nepal joining the trade unions in Jordan. Thus, the prospects of further protection of labour rights of migrant workers from Nepal in Jordan is quite vague.

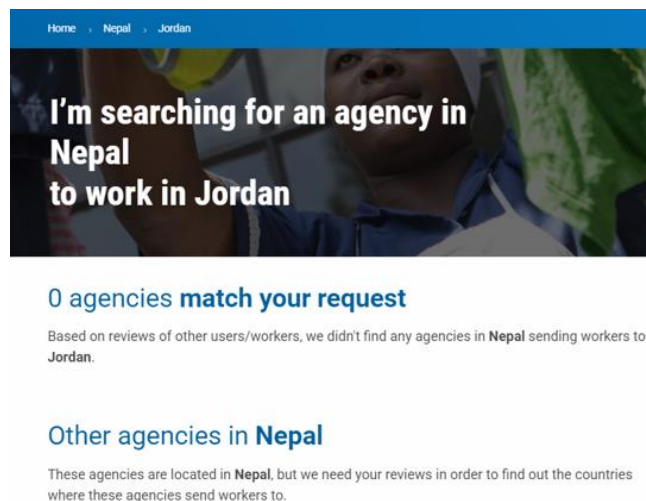
With the ILO Better Work Jordan project, the Project trained 39 labour inspectors (27 men, 12 women) on compliance with internal labour standards with a focus on fair recruitment in garment

factories including hiring of Nepali workers. Yet it is not sure that the provided training will result in the change of the adopted practices on the part of labour inspectors to monitor working conditions of migrant workers including those from Nepal. These doubts were supported by other interviewed stakeholders from Jordan.

The alternative mechanism to support access to fair recruitment and access to justice for migrant workers promoted by the Project was the platform Recruitment Advisor (www.recruitmentadvisor.org) managed by the International Trade Unions Confederation (ITUC). The evaluators tried using the platform modelling the situation when the job seeker from Nepal is looking for a recruitment agency to settle a job in Jordan, yet the platform found zero results for agencies which send migrant workers to Jordan (see Picture 1). Interviews with ITUC informed that the information page was developed for Jordan and Nepal, yet the stakeholders in Nepal should upload the reviews of the migrant workers who migrated to Jordan to make this e-corridor work at the MRA platform.

Given the complex environment experienced by the Project at this corridor, some solid results were achieved demonstrated by key stakeholders in fair recruitment in Nepal – Jordan corridor.

Figure 2. Screenshot of the search results at the Migrant Recruitment Advisor web-site. Experiment of request “I am searching for an agency in Nepal to work in Jordan. Accessed on 07.01.2022



The Philippines – Hong Kong SAR (China) corridor. The project actively connected the Philippine Overseas Labour Office (POLO) in Hong Kong with initiatives and service innovations of the Department of Labour and Employment in Manila. The partnership was established with Philippines-based trade union SENTRO which supported its affiliate in Hong Kong, the Progressive Labour Union of Domestic Workers (PLU). Access to justice and reliable information remained central to the project strategy to promote fair recruitment. It is demonstrated by the direct involvement of the trade unions to the protection of migrant women in the domestic work sector. PLU handled 13 court cases of 22 women workers. 9 out of 13 cases were resolved, while the 4 other cases are still on-going. 182 new members (all women) were recruited by PLU and SENTRO. 240 Filipino domestic workers (all women) in Hong Kong have undergone PLU Basic Orientation Seminar. Hong Kong Federation of Asian Domestic Workers Unions

(FADWU)²⁶ delivered the report “The Price of Justice” on challenges faced by migrant domestic workers in accessing redress mechanisms in Hong Kong (SAR) and the related production of the documentary film. The report contains the recommendations to the China government and Hong Kong authorities to improve access to justice to migrant domestic workers from the Philippines in Hong Kong which demonstrates the improved capacity and the ownership of the Project’s results on the part of trade unions. The documentary accompanying the “Price of Justice” report launched in 2019 was screened in several locations, in both Hong Kong and at international film festivals. FADWU also developed a centralized case database for the case management team to record client’s information, the problems reported, as well as any follow-up actions taken to address the issues.

Associations of the recruitment industry in Hong Kong (China) and the Philippines, namely Association of Hong Kong Manpower Agencies (AHKMA) and the Society of Hong Kong - Accredited Recruiters of the Philippines (SHARP), representing 106 business members adopted a voluntary Code of Conduct aligning their practices with ILO guidance on fair recruitment serving as an example of demonstrated commitment on the part of recruitment agencies in both countries. An online worker feedback system allows for monitoring of compliance to the Code’s principles and identification of corrective action where needed. However, due to Covid-19 restrictions, the survey was put on hold, thus delaying the collection of necessary evidence to demonstrate that the practice is making a difference in the lives of migrant workers. At the time of evaluation, the Survey instrument tested and survey report completed, that reflects the performance of the members of AHKMA and SHARP recruitment associations in relation to the implementation of their Code of Conduct on fair recruitment. The results will feed into a baseline information system that will in turn inform the Corrective Action Plan of AHKMA and SHARP. The baseline information for domestic workers in the Philippines-Hong Kong (China) corridor will also be of use for other sectors in other countries of destination, including the impact of COVID-19 on these recruitment corridors. This initiative brings the monitoring of working conditions of workers in a household setting into focus, a place of employment that is otherwise inaccessible to labour inspection.

FAIR II provided technical assistance in the development of an online learning system in Hong Kong- Post-Arrival Orientation Seminar (PAOS) as a part of a rights-based information and education campaign run by the Philippine government’s for Overseas Filipino Workers. Post-Arrival Orientation Seminar (PAOS) could be undertaken by Overseas Filipino Workers online to learn accurate information on working and living conditions in Hong Kong, rights and obligations, freedom of association, access to the government programmes and services in Hong Kong. Also PAOS informs Overseas Filipino Workers on the benefits of joining workers’ unions including information about the PLU and FADWU and access to Law Enforcement Assistance.

The DOLE Administrative Order 532 series of 2018 mandates all recruitment agencies in destination countries to monitor the successful completion of PAOS of the workers they recruit.

²⁶Hong Kong Federation of Asian Domestic Workers Unions (FADWU) is a registered union federation that is composed of local and migrant domestic workers unions in Hong Kong. Currently its affiliates include Hong Kong Domestic Workers General Union (HKDWGU), Thai Migrant Workers Union (TMWU) in Hong Kong, Union of Nepalese Domestic Workers in Hong Kong (UNDW), Progressive Labor of Domestic Workers in Hong Kong (PLU) and Overseas Domestic Workers Union (ODWU) with 1,100 domestic workers organised. It is an affiliate of Hong Kong Confederation of Trade Unions (HKCTU) and of International Domestic Workers Federation (IDWF).

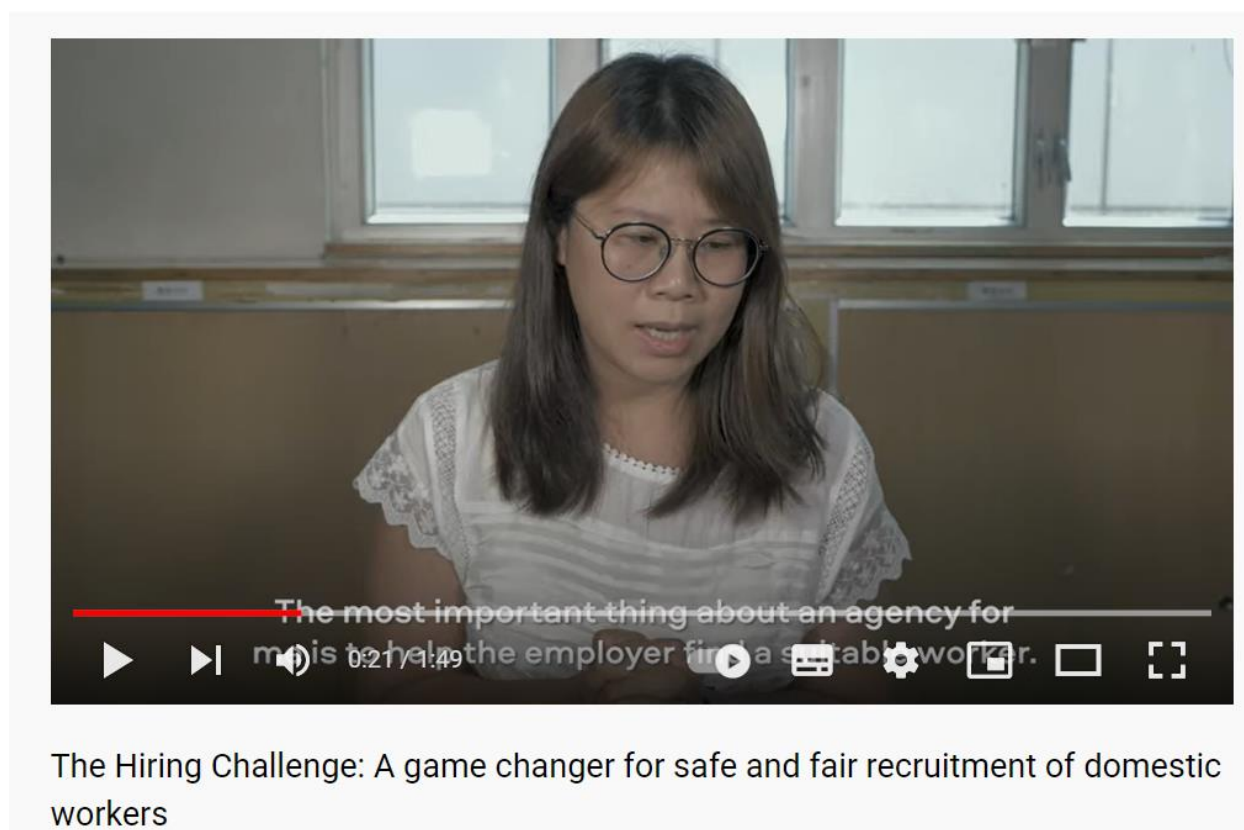
This means that all accredited agencies have to promote the PAOS. There are 525 agencies accredited by POLO- Hong Kong at the date of 2 February 2022.

The other innovative intervention includes online Employer engagement campaign - a 360° immersive gaming experience – The Hiring Challenge. The Hiring Challenge has been specifically developed to sensitize the employers in Hong Kong represented by the households on their responsible choice of the recruitment agencies to hire the care worker. The innovative communication approach used the immersing techniques and gaming framework placing users in the streets of Hong Kong and inviting them to go through a life situation when a young couple expecting a baby considers hiring a domestic worker. The player's task is to navigate a series of real-life choices in order to find an agency that provides a professional service, whilst at the same time not exploiting the worker they will eventually hire. The gamified experience has multiple outcomes and provides the user with recommendations on how they can improve their real-world strategy based on their final score.

The experience draws on Behavioural Insights research and is part of an ongoing collaboration with the University of Geneva to identify message frames targeting employers of domestic workers that are most likely to trigger behaviour change. Though the Project has used various channels to deliver messages of the Hiring Challenge the number of views of the campaign observed by the evaluators is quite limited to make a significant impact (Ex. Entered on 03/02/2022 teaser video placed on Youtube is watched 335 times, Instagram page of the campaign – 33 subscribers and Facebook page liked by 33 persons and 4,854 unique visitors to the website). It was reported by the Project's team that next phase of dissemination will take place during project extension, involving the business leaders and multinational corporations in Hong Kong and dissemination through a new promotional video using behavioural insights frames.

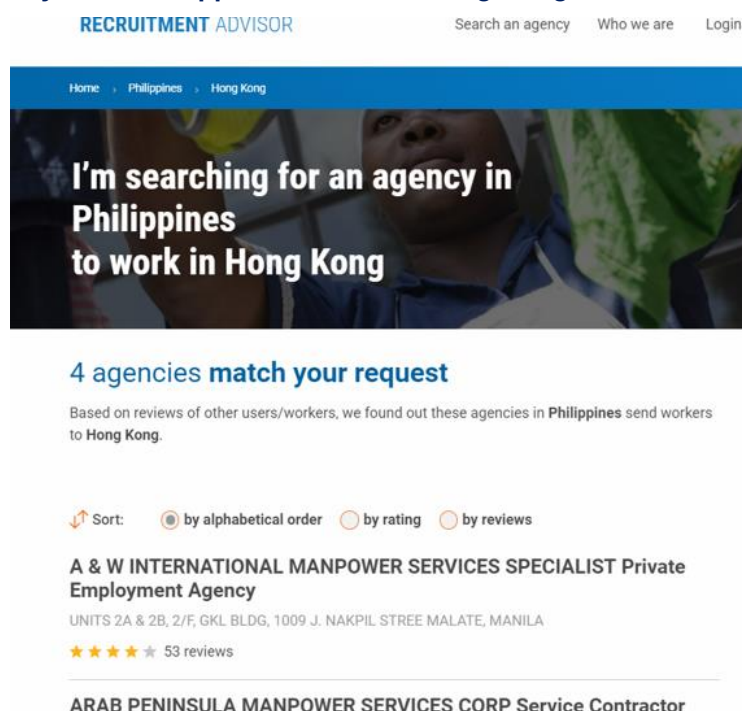
The Hiring Challenge campaign was designed taking into account local traditional and gender norms portraying equally opinions of men and women which gives credit to the Project on the gender-sensitive implementation, contribution to gender equality and human rights protection of migrant domestic workers

Figure 3. Screenshot of the Hiring Challenge Campaign promotional video



The alternative mechanism to support access to fair recruitment and access to justice for migrant workers Recruitment Advisor (www.recruitmentadvisor.org) found 4 results for recruitment agencies in the Philippines which send migrant workers to Hong Kong (see Picture 2). Out of 4 agencies 2 agencies received more than 50 reviews by migrant workers, one 30 review and the other – 11 reviews.

Figure 4. Screenshot of the search results at the Recruitment Advisor web-site at the request “I am searching for an agency in the Philippines to work in Hong Kong. Accessed on 07.01.2022.



The agency could be scored against 5 criteria: Recruitment Fees and Related Costs, Pre-Employment orientation, Employment Contract, Working Conditions, Workers' Evaluation. The criteria which received less points according to the presented appraisal is the recruitment fees and the related costs which suggests that this criterion is important to the migrant's workers and the Project's focus to inform the stakeholders on zero fee policy during the recruitment process is the right one.

It was observed by the evaluators that at the Recruitment Advisor the potential migrant workers could obtain useful information through easy-to-read articles including Relevant Legislation for migrant workers in Hong Kong, Common problems in the Recruitment Process in Hong Kong, Tips for Migrants Workers in Hong Kong, Existing government to government agreement on protection of migrant workers, Relevant international conventions in Hong Kong. Similar articles are available for migrant workers who are based in the Philippines. If assumed this information is an accurate and updated, this serves as a good starting point for migrant men and women to receive comprehensive information about labour migration including risks of the forced labour and human trafficking. This information is available as in English, as in Philipino languages

Tunisia. The implementation strategy in Tunisia was focused on enhancing the capacity of the PES to address fair recruitment challenges migrant men and women encounter with. According to the tripartite constituent's stakeholders interviewed public employment services and the MFPE have improved their capacities to implement and monitor fair recruitment processes. With the indication in the baseline zero in the indicator 1.5 "number of users of the new improved ANETI e-services, on December 23, 2021 it makes 16318 (11476 men and 4842 women).²⁷ Within the

²⁷Observation by the evaluators, 1 Jan 2022: <http://www.aneti-international.tn/index.php/form/reclamation>

FAIR II Project 51 public employment services officials (20 women, 31 men) have been trained on fair recruitment practices and ILS. The Project also supported 4 managers (all women) of The National Agency for Employment and self-Employment (ANETI) and Tunisian Agency for Technical Cooperation (ATCT) to participate in a study tour to Pole-Emploi France to learn good practices in international placement processes.

FAIR also contributed to a major change within trade union UGTT, in supporting the unionization of migrant workers in Tunisia. The FAIR II provided technical assistance in the development of the Strategy for unionization of migrant workers. The UGTT has formally adopted the strategy. The Project also supported the UGTT in expanding its network of Migrant resource centers. 4 new Migrant resource centers were established during FAIR II (2 new ones in 2021), 4 were operationalized and 2 additional focal points appointed, bringing the total to 11 focal points (5 women and 6 men) appointed and trained. 91 trade union staff (42 women, 49 men) benefitted from the UGTT capacity building plan in accordance with the developed Strategy.

Secondly, the number of women and men migrant workers are supported or organized by trade unions has reached 5000 persons, when the minimal target number was indicated only 300 persons. The UGTT undertook awareness-raising and information campaigns on health and safety at work in the four sectors most occupied by migrant workers (construction, agriculture & fishing, restaurants and domestic work).

The Project has contributed to Tunisian government' in setting up of a new body of labour inspection, dedicated to monitoring private agencies placing Tunisian workers abroad, and the development of a comprehensive set of guidance, tools, digital reporting procedures and a training programme for inspectors.

Legislative changes induced by the GP&OG and technical contribution of FAIR include the introduction of a new law intended to strengthen the enforcement of regulation of private recruitment agencies in Tunisia. The FAIR II Project has recommended the Tunisian government 29 legislative amendments to the law 2010-49 and decree 2010-2948 introducing dissuasive penal sanctions. However, the political situation in Tunisia is hampering the implementation of the project products. The work of the Parliament still has been suspended from 25 July, 2021. Developed amendments to the law, and as a result, the work of the new inspection body remains in a suspended state. While it is necessary to note that the ground is ready: 28 inspectors have been trained, the law provides for sanctions for private agencies for misconduct. But so far, all this remains in a frozen state. However, the Project Team sees a solution for this difficult situation: to accept these amendments through a Presidential Decree.

According to the latest information received at the debriefing session with ILO staff, Tunisia has become a fixed member in the ILO Fair Recruitment Strategy Advisory Committee until 2025. The international fair recruitment committee is institutions where the ILO serves as the secretariat and it is composed of a few member states, donors such as the European Union and SDC, employers' organizations and workers' organizations. Tunisia is represented by the leader of the FAIR II project representing the Ministry of Employment. Representatives of the governments of Bangladesh, Italy, Kenya, Mexico, Qatar, Switzerland and Tunisia, the International Organisation of Employers (IOE), the International Trade Union Confederation (ITUC) and the Swiss Development Cooperation agency met for the first time in January 2022 as members of the Advisory Committee of the ILO Fair Recruitment Initiative. Committee Members will share Knowledge and expertise, identify common challenges and opportunities and provide strategic guidance to the ILO in implementing the Fair Recruitment Initiative strategy for 2021-25.

Moreover, the creators of amendments the law 2010-48 for the inspection body were invited to participate in the International Migration Review Forum (MRF) 2022. International Migration Review Forum will serve as the primary intergovernmental global platform to discuss and share progress on the implementation of all aspects of the Global Compact, including as it relates to the 2030 Agenda for Sustainable Development, and with the participation of all relevant stakeholders. The International Migration Review Forum shall take place every four years beginning in 2022. Each edition of the International Migration Review Forum will result in an intergovernmentally agreed Progress Declaration. The case of Tunisia will be presented as a good practice of fair recruitment process implemented within the FAIR II project in relation to the creation of a new inspection body for private employment agencies.

Outcome 2. Migrant workers have greater access to reliable information and improved services throughout the recruitment process

The Project measured the success under this outcome through the achievement of the following indicators:

- Number men and women migrant workers that provide inputs to Migrant Recruitment Advisor website in pilot countries (disaggregated by countries and sex)
- Number of recommendations developed on solutions and policy changes to improve migrant workers' access to justice
- Number of organizing strategies, case management tools and techniques developed and tested

The baseline data and the target on the indicator “**Number of recommendations developed on solutions and policy changes to improve migrant workers' access to justice**” were not specified but at the period of the evaluation the Project reported that three research documents were elaborated to inform the indicator:

Justice without Borders (2021) Strategy guide on the regulatory structure around agency fees along the Philippines Hong Kong Migration corridor;

Social Science Baha 2021 Ensuring Access to Legal Support for Migrant Workers for Violations in the Recruitment Process in Nepal: Opportunities and Challenges;

FADWU 2019. The Price of Justice - Migrant domestic workers' experience of trying to resolve labour disputes in Hong Kong.

While two reports have not been published, the above mentioned FADWU report included the recommendations to government on improving migrant workers' access to justice in Hong Kong.

In terms of addressing the indicator “**Number of organizing strategies, case management tools and techniques developed and tested**”, the base line data was developed for Tunisia, namely, 1 Focal points network (Tunisia); 1 MoU (Nepal-Jordan expected signature in 2018) while the target set was “Case management tools in Philippines and Hong Kong (China) at least 1 agreement between 2 national trade unions additional services provided in Nepal and in the Philippines – Qatar corridor”.

It was learnt through this evaluation that in Tunisia the trade union UGTT has formally adopted a strategy to support the unionization of migrant workers. Two new additional UGTT Migrant Resource Centers were set up bringing the total to 6 and 4 were operationalized.

Case management tools and techniques have been developed, tested and used for the Philippines-Hong Kong (SAR) corridor. An agreement formalized the collaboration between SENTRO and FADWU-PLU and additional services were provided by GEFONT for Nepali migrant workers in Qatar, Malaysia and Jordan. Thus, the success indicator was archived to a high extent.

Table 5. Project progress. Outcome 2

Outcome 2 Migrant workers have greater access to reliable information and improved services throughout the recruitment process				
Success Indicator	Baseline	Target	Delivery	Status on implementation
Number men and women migrant workers that provide inputs to Migrant Recruitment Advisor website in pilot countries (disaggregated by countries and sex)	Not defined	A total of 300 additional workers have provided input to Migrant Recruitment Monitor web-site in three pilot countries	Completed	100% achieved
Number of recommendations developed on solutions and policy changes to improve migrant workers' access to justice	Not defined	Not defined	Completed	100% achieved
Number of organizing strategies, case management tools and techniques developed and tested	1 Focal points network (Tunisia); 1 MoU (Nepal-Jordan expected signature in 2018)	Case management tools in Philippines and Hong Kong (China) at least 1 agreement between 2 national trade unions additional services provided in Nepal and in the Philippines – Qatar corridor	Completed	100% achieved

Overall, it could be concluded that the FAIR II project has met all the targets set for the Outcome 2 yet facing challenges to achieve the number of planned reviews at the Migrant Recruitment Advisor (MRA) web-site.

Outcome 3. Global knowledge and policy guidance about fair recruitment produced and disseminated including through the media

The success of achievement of the Outcome 3 is measured by the following indicators:

- Number of recommendations of technology study pilot tested
- Number of media stories related to the fair recruitment of migrant workers published by trained journalists' media, following the media training (s)
- Number of journalism schools or universities that include in their programme or curricula, reporting on communicating on fair recruitment

Under this outcome the Project has undertaken the research “**Use of digital technology in the recruitment of migrant workers**”. The study sought to improve the understanding of how migrant workers utilize digital technologies along their recruitment journey.

The Project set the target to have at least 10 articles per country. It was reported in interviews that 36 media pieces produced by the Labour Employment Journalist Group (LEJoG) in Nepal, 10 media pieces coming from the Philippines, 7 media pieces were produced by trained journalists in Tunisia and 2 from Jordan. Thus, the target set was achieved to a high extent in Nepal, fully achieved in the Philippines, almost achieved in Tunisia and not achieved in Jordan.

As for the target set that “2 journalism schools or universities include in their programme or curricula, reporting or communication on fair recruitment” versus zero baseline at the start of the second phase of the FAIR, the Project achieved it. In Tunisia, one journalism school (the Institute of Press and Information Sciences - IPSI) delivered a training programme for 2019-2020 based on the ILO media toolkit on reporting on forced labour and fair recruitment. In the Philippines, the ILO has engaged in a partnership with Asian Institute of Journalism and Communication through which the course on Reporting on Labour Migration has been integrated into the Journalism Degree Program of 7 higher education institutions. Overall, 633 journalists were trained by FAIR II (out of the overall number where gender-disaggregated data is available (227 persons) – 128 men, 99 women): 170 journalists trained in Tunisia; 133 journalists trained in Nepal; 330 journalists trained in the Philippines).

Table 6. Project progress. Outcome 3

Outcome 3 Global knowledge and policy guidance about fair recruitment produced and disseminated including through the media				
Success Indicator	Baseline	Target	Delivery	Status on implementation
Number of recommendations of technology study pilot tested	Baseline is zero at the start of the Project	At least 1 recommendation pilot tested	Completed	100% achieved
No of media stories related to the fair recruitment of migrant workers published by trained journalists' media, following the media training (s)	10 articles in the Philippines; 3 articles in Tunisia	10 articles per pilot country	Completed	70% achieved for Tunisia, 360% for Nepal, not achieved for Jordan and Hong Kong
Number of journalism schools or universities that include in their programme or curricula, reporting on communicating on fair recruitment	No journalism schools or universities in pilot countries currently include in their programme of curricula, reporting or communicating on fair recruitment	2 journalism schools or universities include in their programme or curricula, reporting or communication on fair recruitment	Completed	100% achieved

Overall, it can be concluded that the FAIR II project has met all the targets set for the Outcome 3. The FAIR II Project achieved meaningful results demonstrated on the part of journalism schools in Nepal, the Philippines and Tunisia which included reporting on fair recruitment into their curricular with high potential of scalability.

3.3.2. How well were the uncertainties and risks associated with COVID-19 managed and how effective were the changes that were put in place?

It was reported during the interviews that the Project has not particularly introduced changes to the Project's design but rather adapted its approach in assisting the stakeholders at the global and country levels namely in the Philippines, Nepal and Tunisia in learning how the COVID-19 crisis

has affected migrant workers and the recruitment practices through the rapid assessments. Rapid Assessments of the impact of COVID-19 on migrant workers were based on the ILO Rapid Assessment questionnaire. It adapted a generic methodology to the national context, to ensure its appropriateness but also comparability.

The Rapid Assessments in the Philippines, Nepal and Tunisia focus on the impact of the pandemic on recruitment business operations, and the presentations aim to share and validate findings among key stakeholders, including the recruitment sector, government, workers' representatives and employers' representatives.

In Tunisia, a study “Enquête rapide sur l’impact de la COVID-19 sur les travailleurs migrants en Tunisie” 2021 was conducted through the UGTT migrant resource focal points targeting migrant workers. In total 607 migrants were interviewed by regional UGTT coordinators in the Grand Tunis, Sousse et Sfax districts. The Tunisian research’s findings show that during the first wave of Covid-19, almost 45 percent of those surveyed lost their jobs due to the COVID-19 crisis, only 40 percent were working and 6.6 percent were already unemployed before the COVID-19 crisis. Migrants were informed about COVID-19 mainly through social media. The vast majority of migrants knew the precautions at work. The survey showed that migrants' expectations of UGTT revolve around financial support, even occasional, from facilitating access to social security, resolving conflicts with employers or landlords, assistance in the fight against COVID-19. Within the framework of the study, the migrants were given the opportunity, to make proposals for improving the situation.

The study in Nepal “Rapid Assessment of the Impact of COVID-19 on Private Recruitment Agencies in Nepal” 2021 was carried out by the Centre for the Study of Labour and Mobility (CESLAM) for the ILO. The survey data were supplemented with 30 interviews with recruitment agencies, and an additional six key informant interviews with the officials of NAFEA, MoLESS, and organizations working in the sector of foreign labour migration. The research informed that one-third of the PRAs (32.8 per cent) had received a number of grievances from the workers, and most of these had to do with wage cuts, job losses, non-payment of wages and other violations of rights. Only about half of the recruitment agencies (49.2 per cent) had taken any short-term measures to cope with the current crisis. Among the employment sectors, “hotels and tourism” was the sector most affected by a decline in demand for workers from Nepal. PRAs had a positive view of NAFEA’s performance during the crisis. The Nepali research propose the best practices and recommendations.

The research in the Philippines “Impact of COVID-19 on private recruitment agencies in the Philippines” 2021 was conducted and authored by FAIR Project Philippines and reviewed and edited by FAIR Project Geneva, SAFE & FAIR Project Malaysia and MIGRANT. A total of 54 respondents participated in the survey – 37 from Hong Kong SAR and 17 from Philippines. The Philippine research’s findings show that 98 per cent of the respondents said that mobility restrictions (domestic flights within the Philippines and Hong Kong SAR-bound international flights) affected recruitment operations the most. It was revealed that 94 per cent of the agencies in the Philippines, as compared to 70 per cent in Hong Kong SAR, have been affected by the crisis in terms of their operations. These findings may be explained by the policy differences between the Philippines and Hong Kong SAR. The common short-term measures were adapted by the recruitment agencies in both the Philippines and Hong Kong SAR, e.g. modifying working hours and days, sustaining contact with employers and employees, and sharing news or updates about COVID-19; informing employers about the status of workers and discussing steps to complete the hiring process and others. The Philippine’s research has the recommendations from the Recruitment agencies and from the ILO.

These rapid assessments conducted in Nepal, Tunisia, the Philippines and Hong Kong informed the global research undertaken by the ILO: “The global impact of COVID-19 on migrant worker rights and recruitment” published 19, April 2021. The research raises questions of the job and wage losses, border closures and how it push migrant workers towards irregular pathways, as well as the issues of the discrimination and xenophobia against migrants. Another problem highlighted in the research is an access to social protection. Also, the research focuses on the issue of the devastating impact of the massive returns that took place in response to COVID-19, and the reintegration challenges.

All these knowledge products create the solid base for the development practitioners to use the findings of the situation analysis to develop future interventions aimed at addressing the consequences of the COVID-19 crisis on the recruitment practices and migrant men and women. The project also facilitated access to information, education and communication (IEC) material on COVID-19 for migrant workers in Jordan. In Nepal, GEFONT was instrumental in providing support with the repatriation of more than 90 Nepali migrant workers from Qatar, and represented. Since the start of the pandemic, more than 900 workers by referring 41 cases of grievances against unpaid wages and various other violations of working conditions. Filipino migrant workers in Hong Kong (China) with similar grievances were supported by FADWU and Justice without Borders (JWB). Trainings aimed to enhance FADWU’s capacity to identify, manage and support migrant workers filing complaints continued despite the pandemic.

In Tunisia the Covid-19 pandemic, on one hand, complicated the implementation of activities but on the other hand, it enhanced digitalization of the Project, which made it even more accessible to a larger audience. During the Covid-19 crisis Fair II implementation in Tunisia was not interrupted. Only a few activities were re-scheduled, and offline activities were moved to online (e.g. global launch Toolkit event). Moreover, the sanitary crisis made it possible to highlight the vulnerable points of the project and test its strength which turned out to be possible thanks to the well-coordinated work of the Fair II in Tunisia project team.

3.3.3. To what extent were cross-cutting issues (such as environmental sustainability, international labour standards, social dialogue, gender equality, disability inclusion and human rights) been duly considered/mainstreamed in the project implementation and how well was this reflected in the project reports? If any gaps, how could they have been better integrated?

The Project has demonstrated strong expertise in the mainstreaming of international labour standards, human rights and social dialogue. The main focus of these interventions was made through inclusion of the relevant ILS in the capacity building and awareness raising events, promoting human rights agenda through the tailored-made research and contributing to social dialogue by enhancing capacity of the social partners. This was well reflected in the Project’s progress reports. Compliance of factories with the “Zero recruitment fees” policy, gaps analysis of the legislation and the project’s actions and achieved results to address them, training on the implementation of ILO General Principles and Operational Guidelines for Fair Recruitment.

International Labour Standards

The Project has promoted key International Labour Standards aimed at ensuring the quality and standards of employment, the Private Employment Agency Convention, 1997 (No. 181) and accompanying Recommendation, No. 188, which provide international standards for fair and decent labour recruitment practices.

The Project produced a good practice guide for inspectors, which sets out a unified approach to site visits, with reference to ILO GP&OG and Definitions (2019), ILO Conventions C181 (on Private Recruitment Agencies), C89 (on Forced labour) and C143 (on Migrant workers) and the Tunisian legislation on the job-placement of Tunisians abroad. As such, the guide will harmonise procedures and foster shared values and practice between inspectors.

In terms of promoting gender equality at work the Project promoted core ILO's conventions on Equal Remuneration Convention, 1951 (No. 100) on Discrimination (Employment and Occupation) Convention, 1958 (No. 111) on Employment Policy Convention through the preparing and disseminating results of the regional researches in Tunisia and Philippines.

Gender Equality

Promotion of gender equality as a cross-cutting issue, while not being addressed in a strategic manner, has resulted in the contribution to the women empowerment of female migrant workers from Nepal and the Philippines. In these patriarchal societies women face particular challenges while making a choice for labour migration. By promoting safe recruitment and decent work the Project was able to send the important message that “migration is the right and women should not be deprived of that choice”.

The Project has not provided specific feedback on activities related to the gender equality issues in the Progress reports yet it has provided sex-disaggregated data in a consistent manner. The data for the ILO Global Media Contest has also been collected in a sex disaggregated manner. The Project's team observed that largest quantity of stories was submitted by male reporters (see Table 9)

Table 7. Number of entries submitted to the Global Media Contest by sex disaggregation

2019: total number of entries 265			2020: total number of entries: 212			2021: total number of entries 137		
men	Women	Rather not say	men	women	Rather not say	men	women	Rather not say
161 (60,8%)	101 (38,1%)	3 (1,1%)	114 (53,8%)	93 (43,9%)	5 (1,9%)	68 (59,6%)	54 (39,4%)	15 (10,9%)

Also, the content analysis of the articles showed that the majority of protagonists of the articles were men. FAIR II contributed to the preparation of the brief “Gender-sensitive reporting and communication on labour migration” to inform the reporters and development actors on the specific aspects of gender-sensitive reporting through the explanation of the gender related terms, the nature of the labour migration from the gender perspectives and examples of the articles

portraying migration experience of men and women. Gender-related quantitative information was collected regarding the author, the sources and, when applicable, migrant sources. During the evaluation qualitative analysis of the news items was also done to see how the gender dimension of labour migration is considered. It contains specific and practical recommendations for journalists, editors, communicators and educators on using a gender-sensitive approach to inform public debate on labour migration in support of global effort towards gender equality.

The other examples of using gender-sensitive approach at country level as observed in Tunisia and Hong Kong SAR China. In Tunisia, videos on safety precautions during Covid-19 in their workplace are divided into 4 sectors of interest to men and women, for example, the construction and domestic sectors. In Hong Kong SAR China the innovative 360 degrees immersive information campaign show cased the opinions of men and women regarding the choice of the domestic helpers engaging both men and women as heroes of the campaign.

Speaking about gender issues it is worth mentioning that the Project is trying to solve the issue of protecting the rights of women migrants in destination country, but no solution has yet been found to the problem of reuniting a woman with a separated family (children). Migrant women leave for work for a long time, 5-10 years, and do not have the opportunity to raise their children. Filipino psychologists claim that in school activities, children of migrant mothers tend to score lower and to have poorer performance. They added that the absence of mothers is consistently identified as having a more pervasive influence on the lives of their children²⁸.

Disability Inclusion and Environmental Sustainability

The evaluation has not observed any specific activities or initiatives targeted to address the specific needs of persons with disabilities or environmental sustainability due

These gaps could be addressed a) by enhancing the capacity of the ILO to strategically mainstream the cross-cutting issues such as gender-equality, disability inclusion and environmental sustainability starting from the conceptualization phase of the Project Cycle Management; and b) by including the due section in the reporting templates of the progress reports to report on the results achieved and strategic use of this knowledge in managing results.

3.3.4. To what extent did minority groups, physically challenged, women and other groups in vulnerable situations benefit from the project?

²⁸ Providing psychological services for children of overseas Filipino workers (OFWs): A challenge for school psychologists in the Philippines Maria Caridad H. Tarroja, Katrina C. Fernando
<https://journals.sagepub.com/doi/10.1177/0143034312453399>

The evaluation did not find evidence that the Project paid particular attention at the implementation phase to develop specific interventions to tackle needs of minority groups and/or physically challenged people. Although neither project logic matrix nor the project document (ProDoC) identifies female migrants as a vulnerable category, the evaluation interventions revealed that FAIR II specifically addressed the needs of migrant women by including them as key beneficiaries in the Philippines - Hong Kong and Nepal-Jordan corridors. This statement is fully confirmed by all informants interviewed.

The evaluation outlined that one of the main achievements of FAIR II Project is contribution to women empowerment through the capacity building of leaders of migrant's communities on rights protection and enhancing their legal literacy. The pre-departure trainings along with post arrival orientation impacted to a greater extent the female migrant workers who are aware of legal rights and mechanism of legal protection. The key informants also mentioned the importance of the capacity building component for Trade Unions as it resulted in the enhanced capacity of the female caseworkers to deal with sensitive cases, for instance, sexual harassment. Overall, the scope of FAIR II activities indirect positive effect could be considered as female migrants' empowerment and enhancement of literacy in terms of transparent recruitment process and regular oversees job performance.

FAIR II did not develop holistic approach to deal with physically challenged and other vulnerable groups with the aim to stimulate overall fair recruitment process. The Project has not addressed the violations and discrimination performed by recruitment agencies both in countries of origin and destination (in case of the Philippines- Hong Kong corridor) mostly due to preferences of the employers.

3.3.5. In what ways did the Project respond to the findings and recommendations of the Mid-Term Evaluation?

The Project has not prepared the official management response following the mid-term evaluation. However KII confirmed that the Project team has met upon the completion of the mid-term evaluation to discuss its findings and develop further implementation strategy of the Project. The Project paid due attention to the recommendations of the Mid-term Evaluation of 2020. In particular, the 2020 progress report indicates actions that were taken to respond to the recommendations of the evaluation:

1. Recommendation 3 - officially cancel the two outputs concerning the Qatar corridor;
2. Recommendation 5 -the repurposing of funds from Qatar corridors and components cancelled due to COVID-19 could benefit activities in the countries of origin for Nepal-Malaysia or Philippines-Malaysia fair recruitment corridors; and
3. Recommendation 7 – the project team should consult the donor to assess to what extent activities under the Nepal-Jordan fair recruitment corridor can be continued, for example benefitting all migrant workers in Jordan. Complementing recommendations 5, the activities listed under the key findings as examples could benefit from repurposing unused project funds.

It was decided by the Project to “Build on existing experience, tools and partnerships to promote fair recruitment processes for Nepalese and Filipino migrant workers in other ASEAN countries of destination (e.g. Malaysia)” and “given the current ban imposed on recruiting Nepalese migrant workers into the garment sector in Jordan, to re-direct and repurpose existing resources to capacitating national stakeholder in fair recruitment”. At the same time, the Project continued its efforts to re-open the Nepal-Jordan corridor as important destination for Nepali female migration. The evaluation confirms that it is well justified and deserves full respect. It was reported through the key informant interviews that in October 2021 the corridor Nepal – Jordan was reopened and in this case any efforts are paid off, even in difficult conditions of ban for travel and resistance of authorities.

KEY FINDING ON EFFECTIVENESS:

*This evaluation found the overall project’s performance in terms of effectiveness is high. The project has successfully achieved the results for **Outcome 2, Migrant workers have greater access to reliable information and improved services throughout the recruitment process.** As for **Outcome 3 Global knowledge and policy guidance about fair recruitment produced and disseminated including through the media,** overall, the Project has met all the targets set at 100%. As for the **Outcome 1, Fair Recruitment corridors and sectors are expanded or created,** the evaluators faced difficulties in the assessment of whether the project achieved its purpose and expected results as stated in its logical framework due to a number of limitations. One such limitation, for instance, was that reporting on achieved results against targets set was not always corresponding to the formulation of the indicators. The indicators set by the Project to assess project performance against **Outcome 1,** were limited to Nepal – Jordan corridor and didn’t reflect the progress of the whole Project’s scope across two migration corridors (Jordan - Nepal; the Philippines – Hong Kong SAR China) and Tunisia. If the success is measured across the targets set by the Project, then the Project can be said to have achieved the result with good progress estimated at a rate of 80%.*

The Project achieved meaningful results at the institutional level reinforcing fair recruitment practices for migrant workers, increasing international cooperation between the trade unions, strengthening human rights protection mechanism and contributing to the unionization of migrant workers. The development and piloting of specific systems and digital tools to drive fair recruitment practices, facilitating access of migrant workers to the tools and enhancing capacities of key partners directly involved in the recruitment process were key factors that supported the achievement of results. At the same time, legal and institutional arrangements which lack clear provisions for operationalising fair recruitment practices were the main constraining factors for successful Project implementation. One of the main achievements of FAIR Project is contribution to women empowerment. Project’s performance within the corridors had a very strong women empowerment effect although it was not articulated in the project design. The major asset of the Project is that it clearly demonstrates that migration is a right and women should enjoy safe and regular migration as it gives them financial independence, acquisition of new skills and social autonomy. While improving women’s mobility in general, the project also contributed particularly into gender equality through the capacity building of leaders of migrant’s communities on rights protection and enhancing their legal literacy. The Project demonstrated strong expertise in mainstreaming international labour standards (ILS), human rights and social dialogue across its interventions. Relevant ILS were mainstreamed in capacity building and awareness raising events, the human rights agenda was promoted through tailored-made research and social dialogue was strengthened by enhancing capacity of social partners.

3.4. Efficiency of resource use

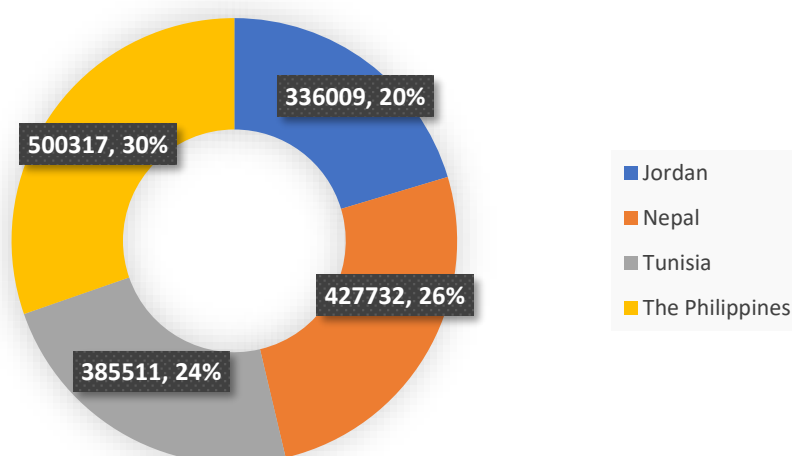
Efficiency- the extent to which the project's outputs delivered are derived from an efficient use of financial, material and human resources.

3.4.1. How well have the various project's activities in comparison to the plan, transformed the available resources into the intended results in terms of quantity, quality and timeliness? Have resources been used efficiently?

The aim of the efficient management is the conversion of funds, expertise and time into outputs, outcomes and impacts, in the most cost-effective way possible. In this sense, the FAIR II demonstrates an example, how complicated and sometimes even sophisticated plans are transformed into efficient action thanks to commitment and professionalism of staff. The Project was relatively moderate in using financial resources, primarily as it was based on the model to use existing human resources. Overall, financial resources have been planned and allocated efficiently. Technically, the Project consists of four country level teams with independent budgets and HQ-level project management capacity and funding to guide the development of Project strategies, coordination of joint activities as well as performance of such strategic elements as for example – MRA.

In terms of regional distribution, the budget was allocated in a balanced way, reflecting strategic priorities and local implementation costs of the project: more funds for countries of origin (USD500317 for Philippines and USD 427732 for Nepal) and some less for Jordan (USD 336009) where the Project was implemented only under Outcome 1 and jointly with the Work in Freedom programme, as well as for Tunisia (USD 385511) where the corridor approach was has not been applied. The budget for Hong Kong SAR China was included into the global budget overseen by Migrant on outcome 2 (outputs 2.2 and 2.3). The rest of budget for Hong Kong was decentralized on the Philippines budget – pertaining to output 1.3 (overseen by Fundamentals') and outputs 2.2 and 3.2. (overseen by Migrant).

Figure 5. Budget distribution across the target countries, USD



The budget seems balanced and reasonable and no hidden costs have been observed. The budget in general was spent according to the budget lines, with well justified re-allocations as a result of external factors and redesign of such components as Qatar corridors development. Key informants' interviews did not reveal any evidence on the misuse of funds or inappropriateness of expenditures.

The main concern regarding the budget allocation is that the Project has a narrow funding base with one international funding partner only (SDC). It has a condition to co-find 50% of the Project's costs by the ILO. The possible negative consequences of this approach are the risks to the sustainability of the Project: good practices may not be sustained when this funding ends.

Having in mind the delays in delivery of important Project outputs, which are well justified and do not depend on the project team in any way, such as consequences of COVID-19 or ban imposed on travel within Nepal-Jordan corridor, it seems that more time and resources are needed to finish delivery of outputs and consolidate the results that have already been achieved. In such situation a cost extension can be considered to accelerate the efficiency of the deliverables, following proper budget and work plan revision to be conducted by the Project team. In parallel, it might be of use to identify new donor funding sources soon, if a continuation of the Project or any action aimed at further development of corridor approach beyond 2021 is to be envisaged. This in general is important for the Project exit strategy that will be further elaborated in the Sustainability section, but this is especially critical for Nepal where the strategically important for women empowerment corridor to Jordan is finally re-open and where the other corridor to Malaysia would be established as a promising and important destination.

Another concern is the amount allocated to the development of the Migrant Recruitment Advisor (MRA), USD 178 500. The Project did not take full advantage of the use of the MRA as a common tool, even though that was one of the main project activities with significant financial allocation. The informants expressed doubts in the efficiency of this instrument, which the

evaluation found to be reasonable as the tool does not still provide information about recruitment agencies working for the Jordanian garment sector, one of the paramount focus of the Project.

The Project HR structure consists of the global team based in Geneva and National Project Coordinators in each of the participating countries except for Hong Kong. The overall responsibility for strategic coordination and oversight, internal monitoring of day-to-day progress as well as preparation of the project reports lies with the Chief Technical Advisor. National Project Coordinators are responsible for project implementation on the national levels, they work in close coordination with the ILO field offices and officially report to their Country Directors. The Chief Technical Advisor (CTA) provides technical and strategic guidance to National Project Coordinators (NPCs), but has not direct oversight over their performance. According to the project budget, from 27% (Tunisia) to 56 % (Jordan) of direct project costs were allocated to project staff costs, which seems quite an efficient allocation taking into account that project teams were the main driving force of the Project.

The project has managed to make good choice and use of human resources. Project staff on both global and national levels demonstrate high level of professional competencies, strategically covering all key areas to deliver the expected results. However, the evaluation revealed minor interaction between country teams and ILO regional offices to exchange experiences and capitalize on extremely professional and experienced specialists placed in these offices. At the same time, key informants mentioned high level of communication within their own country team.

In terms of allocation and use of external expertise the project has been efficient in engaging external collaborators, ensuring balanced regional presentation (national expertise from all countries was secured), with substantive professional expertise in the subject areas addressed by the project. The fact that institutions based in the developing countries offered a research partnership and training expertise, can be seen as a means for promoting real and effective South-to-South partnerships. Many researchers and trainers were from the target regions.

The initial work plan was devised quite efficiently, with sufficient allocation of time resources for project implementation. At the same time, not all project outputs have been delivered in a timely manner. Most of the delays are within the framework of output 1.1 “Migrant workers from Nepal are fairly recruited in the garment sector in Jordan”, and within the components related to capacity building interventions (delayed mostly due to COVID 19). All outputs have been mostly achieved and some research papers are pending approval for publishing.

Several of the weaknesses in implementation can be traced back to a lack of adequate planning to address difficulties linked to time allocated and spent by the project team. The project document, for example, reflects reasonably well the scope of research, capacity building and media activities to be conducted, but it does not consider the volume, challenges and adequate time periods for project consultations, coordination and other matters. In reality, the complete process of communicating with governments, trade unions and other stakeholders took substantial amount of time. Additionally, the impact of the COVID-19 changed some priorities regarding activities. However, it is concluded that some initial weaknesses of the project design were compensated by

commitment and expertise of country teams as well as by supervision and strengthened monitoring established at the global level.

The aforementioned difficulties at the policy level ultimately diminished the project's time efficiency. In the end, the project has been granted a two months no-cost extension until the end of 2021.

Nevertheless, these weaknesses in processes and delays in delivery, which were documented thoroughly in the project progress reports as well as through interviews with project coordinators, did not ultimately compromise the overall outcomes of the project. And even despite these delays, it is impossible to present claims to the project staff at least at the output level, since even in these conditions the activities planned in the budgets have been contracted or in the process of negotiation. Moreover, all the interviewed stakeholders mentioned the commitment of ILO global and country teams, their openness for innovations and their determination to put the principles of fair recruitment into practice.

It can be concluded, that the efficiency of project personnel on all the levels (global and countries) and cost efficiency can be considered as highly satisfactory and the overall project efficiency ended up being satisfactory.

3.4.2. To what extent and how did the Project resources in the targeted countries act as a catalyst and support ILO influence and/or leverage other related interventions (within ILO, wider UN and other partners) to increase efficiency, if any?

The successful implementation of the Project (given the constraints) was basically due to the joint implementation with other ILO programmes and to the cooperation and partnership of country teams with stakeholders. At the global level the Project established joint cooperation with EU-funded project titled “Global Action to Improve the Recruitment Framework of Labour Migration” (REFRAME), SDC funded FAIRWAY Programme and “From Protocol to Practice: A Bridge to Global Action on Forced Labour” (The Bridge Project). The examples include cost-sharing events, sponsoring participation of stakeholders at the capacity-building activities and adapting tools for the local context.

At the country level, ILO was able to leverage Project funding from other programme budgets, for example Work in Freedom to complement Project activities in Nepal. The two programmes ran in parallel and contributed to the same overarching goal. In Nepal, building on the Government's engagement as a signatory in the Global Compact on Migration, and in particular on Objective 6 on Fair and Ethical Recruitment, and on Nepal's participation in Alliance 8.7, FAIR II coordinated with ILO's Work in Freedom project to organize a multi-stakeholder consultation on Fair Recruitment and Decent Work, aiming to promote fair recruitment at the national as well as local level, and, as a pathfinder country.

Tunisia was particularly effective in leveraging other ILO projects – thanks to the relentless efforts of the NPC in Tunisia, the project achieved much wider range of results than budgeted resources would have allowed. The EU and GIZ funded sub-regional ILO-IOM project, towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM), collaborated with FAIR II to develop the MRA platform and a video preparation for candidate inspectors. The THAMM project managed to transfer the good practices of FAIR II to Morocco and to Senegal.

In the Philippines, FAIR II cooperates with Safe and Fair, a EURO25.5m project supporting women migrant workers' rights and opportunities in the Association of Southeast Asian Nations (ASEAN) region, implemented with the United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN). Collaboration included technical assistance to the Philippine Overseas Employment Administration (POEA) and the Department of Labour and Employment (DOLE) to review the pre-departure and post-arrival rights-based information to address vulnerabilities of migrant women.

The Project made great efforts to build on the existing geographic presence of ILO and to expand linkages to activities conducted under the regular country programmes of ILO. Overall, this evaluation mapped more than 11 projects implemented by UN agencies and the ILO in cooperation with the FAIR II project in all target countries (see Table 10)

Potential synergies and cooperation between UN partner agencies have not been fully used although the added value lies in the search for synergies. Successful multi-stakeholder partnership at national level requires clarity in roles towards implementing partners, the funding partner, regional and local authorities and non-governmental counterparts. And while the project benefited from close collaboration with other ILO interventions it sometimes suffered from weaknesses regarding collaboration mechanisms with other agencies for example the IOM. It was reported by the ILO to evaluators that the cooperation strategy with the IOM is being developed at the HQ level.

3.4.3. To what extent did the M&E system utilized by FAIR II project ensure efficient project management?

Global coordination and management tools such as guideline documents, milestones, common tools for planning and monitoring of results exist. In this sense, one of the strongest products of the Project design is the Comprehensive Monitoring and Evaluation Strategy (CMES). The document elaborates in details how the project implements its theory of change and how the progress should be traced. However, the evaluation could not find how this system is applied in practice for instance, how data was collected to inform indicators and how progress was monitored against targets set. Partly, this information is shown in progress reports but it is extremely hard to follow the links between these reports, CMES and budget planning.

The periodicity of reporting is satisfactory and convenient; however, the format of the annual report does not allow to clearly see the results relative to the planned actions.

Some level of sophistication of monitoring practices also put in place by the Project design. None of the indicators had been formulated in a way that allowed for continuous monitoring throughout the project cycle. The project did not define milestones for measuring indicators progress (in addition to the monitoring of whether activities had been implemented according to planned schedules). Such important indicators as number of workers fairly recruited or number of agencies, were measured only at project completion.

This raises concern about the proper use of project management tools and the usefulness of the project logframe formulations. It also raises concern about the possibility of project managers actually being able to document results on a regular basis and make adjustments to the Project according to the needs and outcomes of the project.

The reporting on the indicators developed by CMES was not consistent and the baseline data was in some cases missing even though it is the second phase of the Project. In this regard the overall management set up of the Project requires more stronger internal reporting procedures and implementation of the CMES should be supported by an operational M&E plan that is followed at the global and country level.

KEY FINDING ON EFFICIENCY:

The Evaluation confirms the overall efficient use of Project resources to achieve the planned results in terms of quantity, quality and timeliness. The Project was relatively moderate in efficiently utilizing financial resources, primarily as it was based on a model of using existing human resources. Human resources have been planned and allocated efficiently except for the evident need of hiring a Part-Time Assistant at the HQ level to support the Chief Technical Advisor (CTA) in the operational implementation of the project including monitoring of project activities. The evaluation found that available funds were adequate given the envisaged catalytic nature of the Project. In its role as catalyst, the main purpose of the Project was to provide a model and pilot new approaches. This function, however, may not have been commonly and thoroughly understood by national partners. In several cases, expectations at the country level were oriented towards the numbers of migrants recruited through the pilots rather than the role of the Project as a catalyst.

The project has leveraged financial resources and established technical collaboration with many ILO projects in all countries and globally to maximize impact to a great extent: Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME), FAIRWAY, Better Work, Work in Freedom, Appui à la migration équitable pour le Maghreb (AMEM), Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM) and others. The cooperation with the UN projects were established to some extent. In Hong Kong SAR (China) the project leveraged collaboration with the IOM and civil society organisations.

The evaluation observed that existing M&E systems were not efficiently utilized by the Project to ensure efficient project management. The Comprehensive Monitoring and Evaluation Strategy (CMES) that was developed was not operational as it was not supported by the corresponding Monitoring and Evaluation Plan and due implementation practices to ensure efficient monitoring and evaluation procedures.

3.5. Effectiveness of institutional and management arrangements

the extent to which the management capacities and arrangements put in place support the achievement of results.

3.5.1. To what extent did the project management capacities and arrangements put in place support the achievement of the expected results i.e., shared technical oversight across two technical Branches (Fundamentals and Migrant), overall management by one CTA (Fundamentals), part time technical officer (Migrant), financial oversight across the two Branches etc.?

It has been revealed through the evaluation process that assigning management roles to the two departments of the ILO namely the Fundamentals and Migrant has been beneficial to the Project implementation in terms of intensified technical support to uphold fundamental human rights and fair recruitment standards and promoting rights of migrant workers through close cooperation with the media.

Shared technical oversight across two technical Branches (FUNDAMENTALS and MIGRANT) and demonstrated ownership of the Project by two departments allowed the running of two large scopes of work to achieve two major results of the Project at the global level:

- A) Wide promotion and dissemination of the ILO General Principles and Operational Guidelines on Fair Recruitment (GP&OG) and Definition of Fees and Costs (GPOG) and subsequent definition of costs and fees, and their dissemination;
- B) Developed tools, practices and methods such as addressing the Fair Recruitment theme at the ILO Global Media Competition, Media toolkit for journalists and piloted trainings which enhanced the capacity and interest of media to report on issues of fair recruitment of migrant men and women.

Though Project staff in the two branches admitted that in the beginning it was quite challenging to define the working arrangements and division of labour between the two branches, in the long run the team has not experienced any issues in communication, implementation modalities or strategic focus. Financial oversight across the two Branches ensured better focusing on the assigned areas of work. However, in future the Project team recommends holding funding resources intended for country level implementation against the global budget, since this causes delays in approving expenditures. In the current set-up, the two branch directors approve project expenditures. Funding must be decentralized to ensure ownership and efficiency, with only global level activities resources centrally.

Overall management by CTA (FUNDAMENTALS) and part time technical officer (MIGRANT) has not caused any conflicting management situations which were confirmed by the national project coordinators in the target countries.

3.5.2. How effective was this management arrangement, including the management and operational changes put in place in response to COVID-19 and what lessons can be drawn to inform the next phase of FAIR?

This management arrangement proved to be effective though running such management partnerships could be quite challenging and requires certain level of management competences, flexibility, willingness to cooperate and keep in mind the mutual goals to be achieved by the two branches. The management level of the Project has demonstrated great enthusiasm, passion and high level of cooperation during the strategic and operational modalities of project's implementation.

This management set up has not been changed during the COVID-19 pandemic and it supported the implementation of majority of the project activities in virtual mode in spite of the limitations due to the situation of the COVID-19 pandemic, closure of the borders and political challenges in the target countries. The Project team however indicated the particular challenge of organizing virtual activities, which could be more laborious. It can be concluded for the next phase of FAIR that various activities such as high-level events, trainings, global media competitions could be successfully implemented in virtual format.

3.5.3. Was the project strategy appropriate and effective to enable tripartite Constituents and other stakeholder involvement, including, in project implementation?

The Project's strategy included direct engagement approach to enable tripartite Constituents and other stakeholders in the achievement of the overall development goals of the Project. The Project has consulted, cooperated and sub-contracted wide range of institutions to implement project's activities including:

- the trade unions to support the unionization of migrant workers in Tunisia and supporting return of migrant workers from Jordan to Nepal;
- the employers' organizations and business associations to promote adoption of the fair recruitment principles for their members;
- the civil society organizations to address issues of human rights violations of migrant workers (men and women) in the Philippines and at the Recruitment Advisor platform;
- the media institutions including journalism schools and media associations to enhance the capacity of journalists to report on fair recruitment of migrant workers in Nepal, Tunisia and the Philippines.

This approach has resulted in a high level of participation of project stakeholders when following the project's activities, they have come up with their own initiatives to promote fair recruitment principles and human rights protection of migrant workers (men and women). These examples include:

1. In Nepal additional services were provided by the trade union GEFONT for Nepali migrant workers in Qatar, Malaysia and Jordan;
2. In Nepal, the Philippines and Tunisia journalism schools included fair recruitment in their curricula;
3. In the Philippines, the Overseas Employment Association is developing an “anti-illegal recruitment” campaign, reaching workers across all local districts, with messaging and digital flyers based on the GP&OG;
4. In Tunisia, the journalism school (the Institute of Press and Information Sciences - IPSI) delivered a training programme for 2019-2020 based on the ILO media toolkit on reporting on forced labour and fair recruitment;
5. In Jordan, the Garment factories association, J-GATE, endorsed a new “zero-fee” policy in January 2019

KEY FINDING ON EFFECTIVENESS OF INSTITUTIONAL AND MANAGEMENT ARRANGEMENTS:

The evaluation found that institutional and management arrangements of the Project were effective. The shared technical oversight across two technical Branches (Fundamentals and Migrant) and demonstrated ownership of the Project by the two departments facilitated the running of two large scopes of work, which has resulted in the achievement of two major results achieved at the global level in particular relevant to the expected Outcome 3:

a) Wide promotion and dissemination of the ILO General Principles and Operational Guidelines on Fair Recruitment and the Definition of Fees and Costs (GP&OG) which recognize the principle that workers shall not be charged directly or indirectly, in whole or in part, any fees or related costs for their recruitment;

b) Developed tools, practices and methods such as addressing the Fair Recruitment theme at the ILO Global Media Competition, Media toolkit for journalists and piloted trainings for journalists which enhanced the capacity and interest of media to report on issues of fair recruitment of migrant men and women.

The project management arrangement was found to be effective, and it is noted that no operational changes were made within the context of COVID-19 pandemic. Project activities were effectively implemented virtually in spite of travel restrictions arising from COVID-19 measures in target countries. Although the Project team noted the laborious nature of arranging virtual events, it could be concluded for the next phase of the project that certain activities such as high-level events, trainings, global competitions for the media among others could be successfully implemented virtually.

The Project strategy applied direct engagement approach to enable tripartite Constituents and other stakeholders to contribute to the achievement of the overall development goals of the Project. The Project has consulted, cooperated and sub-contracted a wide range of institutions to implement project activities, including workers’ and employers’ organizations, business associations, civil society organizations, media institutions including journalism schools and media associations. This approach has resulted in a high level of participation of project stakeholders at the self-mobilization level as the latter have come up with their own initiatives to promote fair recruitment principles and human rights protection of migrant workers (men and women).

3.6. Impact Orientation and Sustainability

Impact Orientation and Sustainability - the extent to which the net results (including financial, economic, social, environmental and institutional capacities of the systems needed to sustain them over time) are likely to be maintained beyond the completion of the project (impact); the extent to which the net results (including financial, economic, social, environmental and institutional capacities of the systems needed to sustain them over time) are likely to be maintained beyond the completion of the project (sustainability)

3.6.1. How has the project ensured sustainability of its results and impacts i.e., strengthened capacities of tripartite Constituents and other stakeholders, continuity of use of knowledge, improved practices, etc.?

The project has undertaken the following strategies to increase the chances of sustainability of results:

1. Capacity Building Strategy through trainings, webinars and developed tools to be used by stakeholders;
2. Advocacy activities to enhance awareness and promote Fair Recruitment principles;
3. Human Rights protection activities including awareness raising and training aimed at protecting rights of migrant men and women;
4. Building partnerships with various stakeholders and projects to maximize impact gained, reach out for more users and enhance the sustained results.

The evaluation has identified meaningful results at the policy and institutional level, both at the global and country level with high potential of sustainability.

Policy Change Results

At the global level:

The ILO General Principles and Operational Guidelines on Fair Recruitment and Definition of Fees and Related Costs (GPOG) developed with the support of FAIR II, were adopted by a Tripartite Meeting of Experts, in November 2018. The GPOG aim to inform the current and future work of the ILO and of other organizations, national legislatures, and the social partners on promoting and ensuring fair recruitment.

At the country level:

The project supported the inclusion of GP&OP principles in national labour law in Jordan. In Nepal GPOG informed bilateral migration agreement with Malaysia. The Project provided technical assistance to drafting the bilateral agreement based on the GPOG. Though these policy changes which took place in Nepal, Jordan and Tunisia have not been adopted yet, the KIIs in these countries indicated a high likelihood of adoption. Once these policies are adopted by the states, then they would provide legal ground for the implementation of the ILO General Principles

and Operational Guidelines on Fair Recruitment and Definition of Fees and Related Costs (GPOG).

Institutional Change Results

At the global level:

In order to sustain the achieved results in raising capacity of the constituents in operationalizing GPOG, the training “Establishing Fair Recruitment Processes” was added to the ITC-ILO courses available for the ILO constituents worldwide in English, French and Spanish.

The Responsible Business Alliance (RBA) implements the code of conduct in line with the GPOG. RBA embraces 164 members and their next tier suppliers with potential of impacting an estimated 3,5 million workers across the world. Due Diligence toolkit produced for employers and members of the ILO Global Business Network on Forced Labour (GBNFL) which has 19 members (6 companies and the rest are business networks).

ICTU launched MRA operating in six countries and considers it as important tool on giving voice to migrants. Though this evaluation showed challenges faced by the ICTU to engage with migrants, its staff showed high level of commitment to overcome the challenges and strive for excellence giving migrant men and women a voice.

The capacity building for journalists has high potential to be sustained by the International Federation of Journalists (IFR). IFR and ILO jointly launched the web-site Migrant Narratives with the materials for journalists including the media toolkit which could be of interest to 600,000 professional journalists in 190 affiliated national journalists trade unions in 140 countries of the IFR. The Facebook group opened by the Project in September 2018 currently unites 63 journalists.

At the country level:

Examples of improved capacity could be observed in Nepal, the Philippines and Hong Kong. In Nepal the trade union GEFONT supported groups and migrant desk representing grievance against employers on the part of Nepali migrant workers from Qatar, Malaysia and Jordan. In Tunisia FAIR II also contributed to a major change within the trade union UGTT in supporting the unionization of migrant workers in Tunisia through the elaboration of the respective strategy. The trade union FADWU in Hong Kong published its report “The Price of Justice” on challenges faced by migrant domestic workers in accessing redress mechanisms in Hong Kong (SAR) and the related production of the documentary film. In Hong Kong trade union PLU handled 13 court cases of 22 women workers.

An agreement formalized the collaboration between SENTRO and FADWU-PLU resulted in the protection of migrant women across the borders. Though Memorandum of Understanding was signed between the GEFONT and The General Trade Union of Workers in Textile, Garment & Clothing Industries in Jordan (JTGCU) it has not resulted in the protection of migrant workers

from Nepal on the part of JTGCU and perhaps direct input of resources is required to invest in the trade unions before meaningful changes could be expected.

The embedded change results at the institutional level could be observed in Tunisia, Nepal, the Philippines and Hong Kong. In Tunisia a new body of inspection has been set up to monitor private agencies placing Tunisian workers abroad. Once the new law is adopted it could be expected that legal ground is built to sustain the achieved results. Trained labour inspectors are expected to apply knowledge and use tools to monitor private recruitment agencies.

In Hong Kong the Project handed over of the online Post-Arrival Orientation System to the Department of Labour and Employment and its Overseas Labor Office (DOLE) in Hong Kong. The DOLE Administrative Order 532 series of 2018 mandates all recruitment agencies in destination countries to monitor the successful completion of PAOS of the workers they recruit. Thus, this result has high sustainability prospects as in accordance with the administrative order all accredited agencies have to promote the PAOS. There are 525 agencies accredited by POLO-Hong Kong.

FAIR II provided technical support to the associations of the recruitment industry in Hong Kong (China) and the Philippines, representing 106 business members which adopted a voluntary Code of Conduct aligning their practices with ILO guidance on fair recruitment. Later FAIR II supported the development of a tool to monitor the implementation of the Code of Conduct adopted in 2019 by the associations of recruitment agencies, SHARP (in the Philippines) and AHKMA (in Hong Kong). The agency associations designed new monitoring tool based on their input to monitor the implementation of the Code of Conduct which gives prospects of high sustainability based on the demonstrated ownership of the results.

In Nepal the Nepali Association of Foreign Employment Agencies (NAFEA) approached ILO (FAIR) for support in updating their former Code of Conduct along similar lines, and for technical advice on matters of policy and practice. Supported NAFEA's request for ILO guidance to revise its association Code of Conduct, initially drafted back in 2017, to include provisions on fair recruitment. Draft submitted to NAFEA for review and adoption. The Committee has not approved it yet NAFEA is interested in endorsement which gives prospects of embedding the GPOG at the operations of the private recruitment agencies in Nepal.

The other important results achieved by the Project with high prospects of sustainability were observed in Tunisia, Nepal and the Philippines on the part of media institutions. First, journalists trained produced articles on the topic of labour migration and fair recruitment as a result of a training. Second, journalism schools included reporting on labour migration and fair recruitment into their curricula which gives prospects of sustainability and achieved results at the national level. In Tunisia the only national journalism school in the country, Institute of Press and Information Sciences (IPSI) delivered a training programme for 2019-2020 based on the ILO media toolkit on reporting on forced labour and fair recruitment. In Nepal journalism school included fair recruitment in their curricula. The remarkable result was achieved in Hong Kong: Asian Institute of Journalism and Communication integrated the FAIR II course on Reporting on

Labour Migration into the Journalism Degree Program of 7 higher education institutions which prepares the ground for high sustainability and scalability of the achieved results.

3.6.2. What actions has the project taken to ensure sustainability of project results, in particular, Nepal, Jordan and the Philippines where the project will end with Phase II? What lessons could be drawn to inform the next phase of FAIR?

The project strategy on sustainability outlined the measures and the desired results to ensure the *political* and *institutional sustainability* and the potential *replicability* of the achieved results.

Political sustainability

KIIs indicated a commitment on the part of the tripartite constituents to develop policies and establish fair recruitment practices in line with the adopted ILO's General Principles and Operational Guidelines for Fair Recruitment, which provide a normative framework to justify and guide field-based activities, thereby giving a basis for sustainability.

The other important impact of the Project was the formulated definition of recruitment fees and related costs based on the ILO's General Principles and Operational Guidelines for Fair Recruitment, General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs.

In terms of policy level sustainability, the Project has had a tangible impact as it helped bring the policy and legislative frameworks of the project countries in line with international human and labour rights. For instance, the support to the labour law reform process within the framework of Article 10 Jordanian Labour Law and the Tunisian legislative changes induced by the GP&OG aimed at strengthening the enforcement of regulation of private recruitment agencies in Tunisia.

The main activity towards policy change in the Philippines was piloting the shorter obligatory training for domestic workers. The pilot was successful and while the training certification authority (TESDA) has not yet endorsed officially since it is still recent –but this endorsement is likely to happen in accordance with the opinion of informants.

No specific activities to ensure policy changes have been undertaken in Hong Kong SAR China.

Institutional sustainability

In Nepal, the Nepali Association of Foreign Employment Agencies has also approached ILO (FAIR) for support in updating their former Code of Conduct and for technical advice on matters of policy and practice which gives good prospects of the ownership of the Project in Nepal. In Jordan Collective Bargaining Agreement for the garment sector was reviewed in end 2019, and now includes for the first time a provision to prevent charging fees to workers providing the potential of the sustainable result at the policy level. The willingness of the employer's

associations in Nepal and Jordan to adopt the GP&OG provides the policy framework for the implementation of these practices in practice. However, the commitment of the Nepal government to enforce zero fee recruitment policy on the part of the recruitment agencies working in Nepal through the policy regulations would be crucial to make the faire recruitment process sustainable in this corridor.

It was reported by key informants in Nepal that within the Project framework, the private recruitment agencies in Nepal were trained in the fair recruitment principles and the governments received the Pre-departure orientation manual (Training of Trainers) developed and handed over to Foreign Employment Board, the Government of Nepal for men and women workers migrating to Qatar. These measures have high prospects of the sustainability if they are fully piloted and installed through high level commitment on the part of stakeholders.

As for the activities aimed at the monitoring of working conditions of migrant workers in Jordan, though labour inspectors in Jordan received training in ILO labour standards including fair recruitment in 2019 and 2020, the key informants expressed doubt that they will be engaged in monitoring working conditions of working in the garment sector or oversee fair recruitment practices. Finally, the inspectors do their work in accordance with government instructions.

In the Hong Kong SAR (China) the Project has assisted in completion of online Post-Arrival Orientation learning system Online pre-departure package and content of the Antilegal Recruitment Campaign of the Philippine Overseas Employment Administration (POEA) which gives high prospect of sustainability and usage by the Pilipino migrant workers.

Associations of the recruitment industry in Hong Kong (China) and the Philippines, representing 106 business members adopted a voluntary Code of Conduct aligning their practices with ILO guidance on fair recruitment.

In Hong Kong SAR (China) FADWU published its report “The Price of Justice” on challenges faced by migrant domestic workers in accessing redress mechanisms in Hong Kong (SAR) and the related production of the documentary film. It is worth highlighting that the report included the recommendations to the government which demonstrates the ownership of the results and strengthened social dialogue.

The following lessons could be drawn to inform the next phase of FAIR:

1. Business associations and associations of the recruitment agencies are willing to incorporate ILO’s General Principles and Operational Guidelines for Fair Recruitment into their policy and normative framework to justify and guide field-based activities, thereby giving a basis for sustainability and the indication to work with business associations in a proactive way in various sectors;
2. Though labour inspectors in Jordan were trained on ILO labour standards including fair recruitment in 2019 and 2020, the key informants expressed the doubt that they will be

engaged in monitoring working conditions of working migrants in the garment sector or oversee fair recruitment practices thus pilots should include the monitoring practices as the part of the exercise to be piloted and reinforced by all parties;

3. Engaging trade unions in the protection of migrant workers, research activities and international cooperation demonstrates the ownership of the results, strengthened social dialogue and sustainable partnerships between the trade unions across the borders

3.6.3. Did the project have a concrete and realist exit strategy to ensure sustainability? If not, what could be done to strengthen exit strategies and sustainability?

The Project did not formulate an exit strategy, thus limiting the sustainability of the results in the corridors where interventions will end, i.e, in Nepal. It was agreed by the key informants that the exit strategy in this country should be fully implemented. The suggested exit strategies were suggested by the key informants:

1. To implement one fair recruitment pilot on the migration corridor with the participation of all the parties involved and usage of developed tools including the monitoring of the working conditions by the Nepalis workers in the garment sector in Jordan by trained labour inspectors in Jordan;
2. To pilot recruitment of small number of Nepali workers to Malaysia applying the developed tools and fair recruitment models;
3. To pilot recruitment of small number of Nepali workers to Qatar led by Foreign Employment Board who would pilot pre-departure orientation training using Pre-departure orientation manual (Training of Trainers).

KEY FINDINGS ON SUSTAINABILITY:

This evaluation found that the Project's performance in terms of impact orientation and sustainability is quite promising. The project strategy outlined measures and desired results to ensure political and institutional sustainability and the potential replicability of the achieved results. The important impact of the Project was the formulated definition of recruitment fees and related costs in accordance with the tripartite principles and social dialogue which has been adopted by the ILO as the inseparable part of the ILO's General Principles and Operational Guidelines for Fair Recruitment.

The project has been effective in securing national ownership of the project results. This evaluation revealed results with high potential of sustainability demonstrated by trade unions, associations of the private recruitment agencies and state institutions in the target countries. The evaluation observed the commitment on the part of the tripartite constituents to develop policies and establish fair recruitment practices in line with the adopted ILO's General Principles and

Operational Guidelines for Fair Recruitment, which provide a normative framework to justify and guide field-based activities, thereby giving a basis for sustainability.

The Project has not formulated exit strategies , thus limiting the sustainability of the results in the corridors where project will end, namely in Nepal. It was agreed by the key informants that exit strategy in this country should be fully implemented including piloting fair recruitment of migrant workers from Nepal to Malaysia, piloting fair recruitment of Nepali workers to Qatar led by the Nepali Foreign Employment Board, piloting fair recruitment of migrant workers from Nepal to Jordan including monitoring of the working conditions of Nepali workers by trained Jordanian labour inspectors.

4. CONCLUSIONS AND LESSONS LEARNT

4.1. Conclusions

The FAIR II Project has resulted in a comprehensive intervention supporting the implementation of the Fair Recruitment Initiative of the ILO at the global and strategic level by enhancing understanding of the GP&OG at the global, regional and country level. The FAIR II strategy successfully mobilized the stakeholders in the countries of origin and destination of migrant workers to adopt fair recruitment principles and strengthen human rights protection of migrant workers.

The implementation of the FAIR II Project through different migration corridors allows to conclude that similar interventions should take into account in its future design the goals of strengthening human rights protection mechanisms of migrants in a gender sensitive manner in cooperation with wide range of stakeholders. The ILO is in the unique position and the FAIR II results proved it, to support the international cooperation of the trade unions in extending their protection agenda towards migrant workers and the unionization of migrant workers takes an important role in this process.

Even though Nepal – Jordan corridor has not met the target number of migrant workers to be fairly recruited it has given the opportunity to identify the challenges faced during the implementation to draw the important lessons: fair recruitment process should be efficient and prompt to meet the employers needs in the labour force and accompanied by comprehensive system of human rights protection including monitoring mechanisms with the participation of wide range of stakeholders.

The other important learning revealed by this evaluation the FAIR II contributed greatly to the women empowerment of female migrant workers in the patriarchal society sending strong messages that migration is a right and women have the right to enjoy it as well as men migrant workers. The innovative approaches tested and piloted by the Project came with the learning that innovations come with risks and sufficient time and technical expertise should be sought to pilot technological interventions.

The validity and reliability of these conclusions are confirmed by the evidences collected by the evaluators to witness embedded change results at the global, policy and institutional level verified across online polls, individual interviews with Project stakeholders, policy review and analysis of the project documents. The triangulation method was applied to ensure the credibility of the observed findings to base evaluative opinion on these conclusions.

4.2. Lessons Learned

1. Business associations and associations of the recruitment agencies are willing to incorporate ILO's General Principles and Operational Guidelines for Fair Recruitment

into their policy and normative framework to justify and guide field-based activities, thereby giving a basis for sustainability and the indication to work with business associations in a proactive way in various sectors;

2. Though labour inspectors in Jordan received training in ILO labour standards including fair recruitment in 2019 and 2020, the key informants expressed the doubt that they will be engaged in monitoring working conditions of working migrants in the garment sector or oversee fair recruitment practices thus pilots should include the monitoring practices as the part of the exercise to be piloted and reinforced by all parties;
3. Engaging trade unions in the protection of migrant workers, research activities and international cooperation demonstrates the ownership of the results, strengthened social dialogue and sustainable partnerships between the trade unions across the borders
4. Fair recruitment process should be efficient and prompt to meet the employers needs in the labour force and accompanied by comprehensive system of human rights protection including monitoring mechanisms with the participation of wide range of stakeholders

4.3. Good Practices

This evaluation exercise collected additional emerging good practices with potential for replication on the part of tripartite constituents: governments, trade unions

Good Practices:

1. E-Desk services run by the GEFONT in Nepal allowed assisting more than thousand Nepali migrant workers abroad
2. Post-Arrival Orientation learning system Online pre-departure package installed in Hong Kong by the Philippine Overseas Employment Administration (POEA) is instrumental for domestic workers and PRA to upscale fair recruitment processes
3. ANETI e-services in Tunisia gives opportunity to the Tunisian citizens working abroad to file their complaints online from any destination country

5. RECOMMENDATIONS

When analysing data collected during the desk review and key informant interviews and formulating recommendations, the evaluators applied a utilization-focused approach.²⁹ This is

²⁹Utilization-Focused Evaluation. URL: <https://www.betterevaluation.org/it/node/779>

aimed at developing recommendations which will be realistic, feasible and support the ILO project team to make informed decisions about re-aligning the project implementation to improve its impact, increase sustainability of the results as well as produce evidence on emerging good practices and lessons learnt for future interventions.

Table 8. High Priority Recommendations

RECOMMENDATIONS /PRIORITY/ADDRESSED TO		TIMEFRAME AND RESOURCE IMPLICATIONS
HIGH PRIORITY FOR ILO:		
1	For ILO HQ Administration: To develop a resource-mobilization and cooperation strategy with other ILO and UN projects including the IOM projects in the area of fair recruitment in the target countries to avoid duplication, maximize impact and ensure the accountability of the Project's results;	Within two months after this evaluation; no additional resources are required
2	For ILO Project's management: To build on the achieved results in promoting ILO visibility and the fair recruitment concept to enhance project visibility and external public communication in the target countries at national and global levels; to allocate sufficient budget at country level to support wider dissemination of the key messages and innovative awareness raising campaigns targeted at least two millions of people at country level. To rely on the professional services in developing communication strategies including dissemination strategies to ensure wide coverage (Reach), Frequency and Affinity.	Action to be taken within two months after this evaluation with consideration to allocate at least six months for implementation; additional resources are required
3	For ILO Project's management: To sustain the migration corridor approach in similar interventions including the third phase of the FAIR project but select the migration corridors based on the thorough rationale and high potential of the positive impact on migrant workers (men and women) and reduced impact on the environment (ex. Selecting shorter air routes to reduce CO2 emissions). Due time should be given during the inception phase of the third phase to allow for the stakeholders' analysis and consultations with stakeholders. Risks assessment and mitigation strategy including the optional strategy for other corridors should be developed during the inception phase to mitigate the risks of low interest on the part of powerful stakeholders and lengthy delays.	Within six months after this evaluation; budget at the third phase of the Project the inception phase costs
4	For ILO Project's management: to build on the experience gained in engaging trade unions in Nepal, the Philippines and Hong Kong in protection of human rights of migrant men and women, to continue promoting the unionization of migrant workers in other countries, establishing international cooperation between the trade unions in human rights protection of migrant men and	Within six months after this evaluation; budget at the third phase technical support for the trade unions to draft the strategies and implement piloting initiatives

	women	
5	For ILO Project's management: to ensure that promoted fair recruitment includes the monitoring of the working conditions and protection of human rights of migrant men and women <u>in the countries of destination</u> by introducing the specific activities within the piloted fair recruitment initiatives targeting governments and employers, beyond the trade unions.	Within six months after this evaluation; budget at the third phase
6	For ILO Project's management and ILO Gender, Equality, Diversity and Inclusion Branch (GEDI): To study, analyze and build on the Project's experience to safely recruit and protect migrant women in order to promote women's rights for migration especially in the context of the patriarchal societies where migrant women are deprived of the rights of dignified migration sending the messages that migration is a human right.	Action to be taken within six months after this evaluation; budget at the third phase study and dissemination costs of the research. GEDI human resources contribution is required
7	For ILO Project's management: To improve a) project design to better integrate gender equality, disability inclusion and environmental sustainability in the Project's results' framework; b) to conduct independent evaluability exercise including evaluability of human rights and gender equality aspects; c) to improve data collection, reporting and monitoring performance to enhance the efficiency of the management for results; d) to continue good practice of Comprehensive Monitoring and Evaluation Strategy (CMES) but accompany it with the action-based Monitoring and Evaluation Plan and due data collection forms (eg. Sex/age disaggregated and non-discrimination inclusive participants forms, Sex/age and non-discrimination inclusive disaggregated post-training assessment forms, statistical data sheets to monitor the progress at the outcome level using external sources, etc.) to enhance its implementation and data collection to inform the delivery of the Project's results vis-à-vis Results' Framework on a regular basis with at least 6 months periodic internal reporting <u>shared with the Donor</u> .	Action to be taken within two months after this evaluation; costs should be budgeted at the Phase II Ibudget for: a) external technical expertise to improve Project's design and conduct <u>independent</u> evaluability exercise at the inception phase; b) internal staff resources to support data collection and monitoring procedures at the global level through the whole period of the 3 rd phase;
8	For ILO Project's management: To continue active promotion and dissemination of the knowledge products and tools developed by the project in cooperation with the FRI knowledge hub, including presentation of the opportunities to the journalists' schools to use the developed tools on raising capacity of journalists to report on safe recruitment into their curricula	Time-frame not-applicable since dissemination is ongoing including through the new FRI knowledge hub; budget at the third phase of the intervention

Table 9. Medium Priority Recommendations

RECOMMENDATIONS		TIMEFRAME AND RESOURCE IMPLICATIONS
MEDIUM PRIORITY FOR ILO PROJECT MANAGEMENT TEAM AND NATIONAL PROJECT COORDINATORS		
1	To engage with the ICTU at the headquarters and its stakeholders in the FAIR II target countries (Nepal, Jordan, the Philippines and Hong Kong) to A) ensure MRA services are available to migrant workers to sustain the achieved results and B) apply lessons learnt to the third phase of the Project including possibility of expansion of the ITUC MRA to Tunisia and francophone countries; and relevant Sub Sahara African countries that have Tunisia as destination point, and for destination countries for Tunisian nationals Tunisia.	Action A to be taken within two months after this evaluation and budgeted for the third phase of the Project to complete the activities in the target countries of the 2 nd Phase; Action B to be taken within two months of this evaluation to budget costs at the third phase of the FAIR to expand ITUC MRA to francophone countries and to Tunisia and relevant Sub Sahara African countries that have Tunisia as destination point, and for destination countries for Tunisian nationals
2	To conduct discussions on piloting innovative gender-sensitive and inclusive faire recruitment models for men and women aimed at widening access for a) children to safe migration option with their parents; b) for men and women with disabilities	Within six months after this evaluation; no additional resources

ANNEXES

ANNEXA List of Documents Analyzed

LIST OF THE DOCUMENTS ANALYZED

KEY DOCUMENT ABOUT THE PROJECT:

1. Country budget tables
2. Decent Work Country Programme Philippines, 2020–24

3. Decent Work Country Programme, The Hashemite Kingdom of Jordan, 2018-2021
4. Federal Democratic Republic of Nepal DECENT WORK COUNTRY PROGRAMME 2018-2022
5. Financial Utilization report. GLO/18/53/CHE (106817) - Integrated Programme on Fair Recruitment (FAIR) - Phase II - Global and Hong Kong components
6. Financial Utilization report. JOR/18/52/CHE (106874) - Integrated Programme on Fair Recruitment (FAIR) - Phase II - Jordan component
7. Financial Utilization report. NPL/18/50/CHE (106860) - Integrated Programme on Fair Recruitment (FAIR) - Phase II - Nepal component
8. Financial Utilization report. PHL/18/51/CHE (106861) - Integrated Programme on Fair Recruitment (FAIR) - Phase II – Philippines' component
9. Financial Utilization report. TUN/18/52/CHE (107066) - Integrated Programme on Fair Recruitment (FAIR) - Phase II - Tunisia component
10. ILO FAIR II Comprehensive Monitoring and Evaluation Strategy
11. ILO FAIR II Project Document (PRODOC)
12. ILO Programme and budget for the biennium 2020–21
13. ILO Project Financial Status Report by Project Outcome, Output and Activity and Expenditure Category
14. Internal mid-term evaluation of the ILO's "Integrated Programme on Fair Recruitment (FAIR) Phase II"
15. Key Informants Interviews Contact list, FAIR II Final Evaluation
16. Plan de Travail FAIR II Janvier 2021 - Octobre 2021
17. Plan de Travail FAIR II Janvier 2021 - Octobre 2021, Tunisie
18. Project Progress Report, FAIR II, 2020
19. Project Progress Report, FAIR II, 2021
20. Promising practices for fair recruitment: Code of Conduct on the fair recruitment of Filipino migrant domestic workers in Hong Kong (China) (ilo.org)
21. Promising practices for fair recruitment: Code of Conduct on the fair recruitment of Filipino migrant domestic workers in Hong Kong (China) (ilo.org), 2021
22. Promising practices for fair recruitment: Fair recruitment pilot between Nepal and Jordan in the garment sector
23. Promising practices for fair recruitment: Nepal – Bilateral labour agreements include provisions related to fair recruitment (ilo.org)
24. Promising practices for fair recruitment: Tunisia – Formation of a new body of inspectors for the recruitment industry (ilo.org), 2021
25. Promising practices for fair recruitment: Tunisia – Formation of a new body of inspectors for the recruitment industry, 2021 https://www.ilo.org/global/topics/fair-recruitment/publications/WCMS_778828/lang--en/index.htm
26. Promising practices for fair recruitment: Zero recruitment fee policy for (migrant) workers in Jordan (ilo.org)
27. Request for Proposal (RfP). Design and implement programmes targeted at increasing media sensitization to labour recruitment and forced labour related issues in Nepal, 2020
28. Request for support sent by the ILO to the MFA, Nepal, 2020
29. Stakeholders of the Evaluation – FAIR II Final Evaluation
30. TOR. Develop Content for Country-Specific Pre-departure Information, Education and Communication (IEC) material for Nepali Migrant Workers going to Jordan, Qatar and Malaysia, 2020
31. TOR. Fair Recruitment Initiative Partnership with journalism schools on fair recruitment - projects FAIR and REFRAME, 2019

STATISTIC RESOURCES:

32. 2016 ITUC GLOBAL RIGHTS INDEX
33. 2019 ITUC GLOBAL RIGHTS INDEX [2019-06-ituc-global-rights-index-2019-report-en-2.pdf \(ituc-csi.org\)](#)
34. Banque centrale de Tunisie , Périodique de conjoncture N°132 – Juillet 2021
https://www.bct.gov.tn/bct/siteprod/documents/Conjoncture_fr.pdf
35. European union trust fund for stability and addressing the root causes of irregular migration and displaced persons in Africa, Second Monitoring Report July - November 2019, ICMDP International Center for migration policy development
https://ec.europa.eu/trustfundforafrica/sites/default/files/eutf_noa_monitoring_report_2.pdf
<https://data.worldbank.org/indicator/SL.UEM.TOTL.ZS?locations=TN>
36. KNOEMA World data Atlas
<https://knoema.com/atlas/Philippines/topics/Demographics/Population/Net-migration-rate>
37. Philippine Statistics Authority <https://psa.gov.ph/statistics/survey/labor-and-employment/survey-overseas-filipinos+&cd=1&hl=en&ct=clnk&gl=hk>
38. Unemployment World Bank Data Tunisia

ILO RESOURCES:

39. Assisting migrant domestic workers in Hong Kong to realize their rights by deterring exploitation by employers and employment agencies, TOR, 2021 41
40. Brochure: ILO Fair Recruitment Initiative Strategy 2021-2025 - Taking stock, moving forward
41. Des travailleurs migrants en Tunisie se syndicalisent avec l'UGTT
https://www.ilo.org/africa/countries-covered/tunisia/WCMS_764258/lang--fr/index.htm
42. Diagnostic sur les processus de recrutement des travailleurs en tunisie, l'OIT 2019
43. ILO news release on the campaign: [A game changer for safe and fair recruitment of domestic workers \(ilo.org\)](#)
44. ILO/International Federation of Journalists website: <https://migrantnarratives.org/>
45. Implications of COVID-19 on evaluations in the ILO: Practical tips on adapting to the situation
46. Locked down and in limbo: The global impact of COVID-19 on migrant worker rights and recruitment, ILO paper, 2019
47. Recruitment of migrant workers from Nepal. Country Profile, 2021, ILO
48. ILO Policy Guidelines for results-based evaluation, 2012
http://www.ilo.org/eval/Evaluationguidance/WCMS_176814/lang--en/index.htm
49. Code of conduct form (To be signed by the Evaluators)
http://www.ilo.org/eval/Evaluationguidance/WCMS_206205/lang--en/index.htm
50. Checklist No. 3 Writing the inception report
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ANNEX B List of Persons Interviewed

SUMMARY STATISTICS

A total of 48 interviews were conducted, where 25 women and 23 men took part. There were 21 interviews with the ILO staff, 16 interviews with partners (including stakeholders, experts), 8 interviews with trade unions, 4 interviews the governmental structure and 1 interview with donor.

Figure 6. Key informant interviews conducted (by country and gender, in persons)

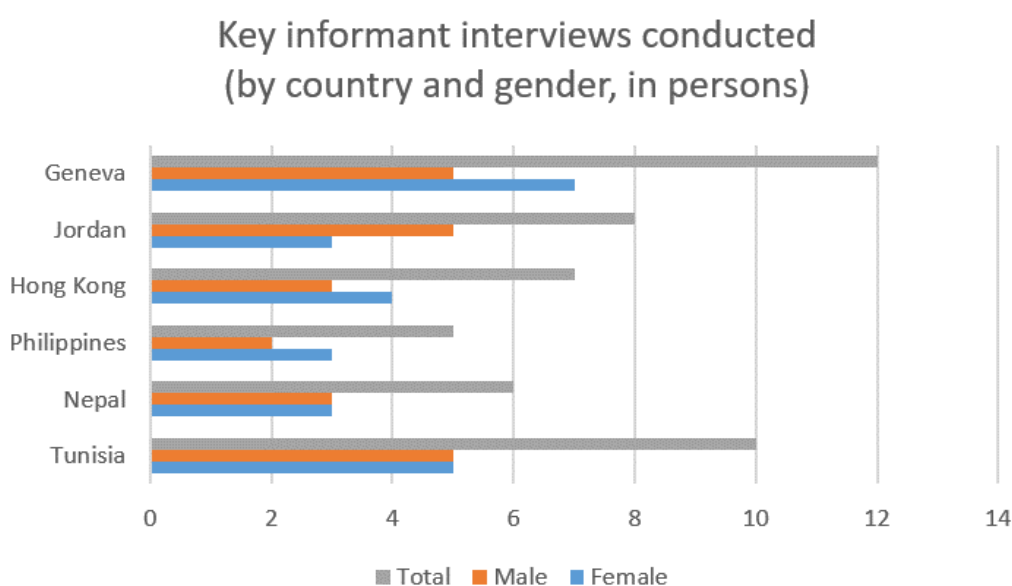
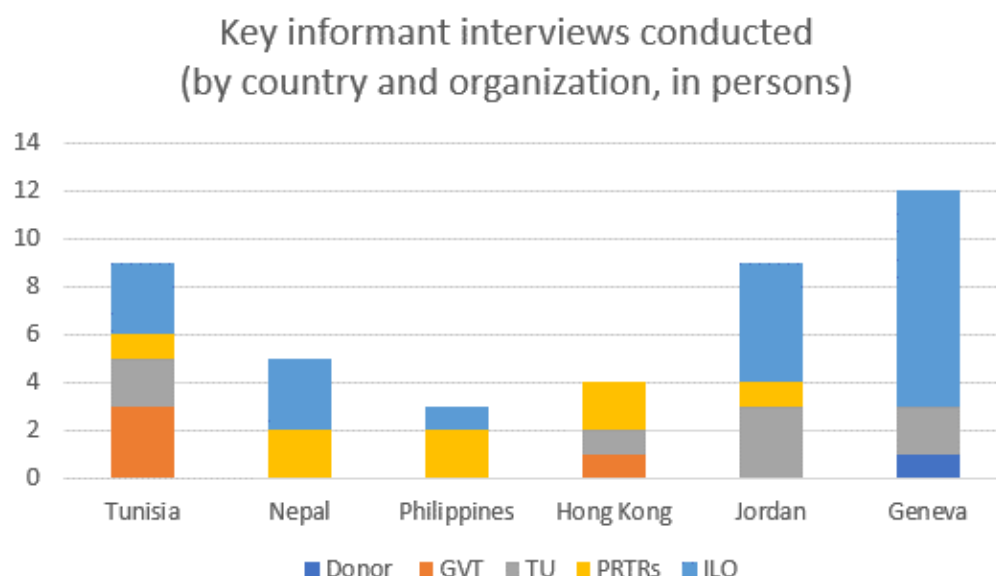


Figure 7. Key informant interviews conducted (by country and organizations, in persons)



THE LIST OF THE KEY INFORMANTS INTERVIEWED

Table 10. The list of the key informants interviewed

6 December 2021 (Monday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
13.30-14.30	GaelaRoudy Fraser	ILO	CTA, FAIR II	roudy@ilo.org	online	TEAMS
7 December 2021 (Tuesday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
	ClaravanPanhuys	ILO	Previously MIGRANT Technical Officer for FAIR II and REFRAME	vanpanhuys@ilo.org	online	TEAMS
8 December 2021 (Wednesday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
10.30-11.30	HanspeterWyss	SDC	Programme Manager	Hanspeter.wyss@eda.admin.ch	online	Click here to join the meeting
9 December 2021 (Thursday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
15:00 - 16:00	Beirnaert, Jeroen	ITUC		Beirnaert, Jeroen <jeroen.beirnaert@ituc-csi.org>		Click here to join the meeting
10 December 2021 (Friday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
	Henrik Moller	ILO	Snr Employers Relations Specialists	Moller@ilo.org	online	Click here to join the meeting
	Ferdaoues Oueslati	“Programme Intégré de Recrutement	Coordinatrice Nationale du projet FAIR	wertani@ilo.org	online	Click here to join the meeting

		nt Equitable” CO- ALGIERS -Tunisie				
13 December 2021 (Monday)						
GNV Time	Name	Organi- zation	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
12: 30-13: 30	Victor Hugo	ILO	ACTRAV, workers' specialist	ricco@ilo.org	online	
13. 30-14. 30	Michelle Leighton	ILO	MIGRANT branch, Chief	leighton@ilo.org	online	
14 December 2021 (Tuesday)						
GNV Time	Name	Organi- zation	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
10.00- 11.00	Mr. Mustapha Said	ILO	Sr. Specialist, Workers' Activities	said@ilo.org	online	Teams
16. 45 – 17. 45	Groupe: Maria Gallotti Heike Lautenschlager	ILO	snr Labour Migration specialist MIGRANT; Labour Migration Branch	gallotti@ilo.org lautenschlager@ilo.org	online	
15 December 2021 (Wednesday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
4:00- 5:00	Melchor Dizon	POLO HONG KONG	LABOR ATTACHE’	attymeldizoncpa@yah oo.com	online	ZOOM
10.30- 11.30	Brigitte Colarte	ILO	Swiss Agency for Developmen t and Cooperation Programme Manager	Brigitte.colarte- duerr@eda.admin.ch	online	
16 December 2021 (Thursday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
2:00- 3:00	Mr. Robert Godden		Rights Exposure, Inc	robgodden@rightse xposure.org	online	ZOOM
12:00 - 13:00	Mr. Fathalah Al Omrani	General Trade Union of Workers in Textile, Garment and Clothing Industries	President	faomrani@yahoo.co m	online	Teams
14:30 - 15:30	Ahlem Amri	ILO	National Coordinaor of the Porject THAMM	amri@ilo.org	online	Teams
16:0 0-	Mr Ahmed Messaoudi	Ministère de l'emploi et de la formation	Directeur Général	ahmed.messaoudi @mfpe.gov.tn	online	ZOOM

17:00		professionnelle-Direction Générale du placement				
17 December 2021 (Friday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
9:00 - 10:00	Mr. Paolo Salvai	ILO	Sr. Specialist, Employers' Activities	salvai@ilo.org	online	Zoom
11:00-12:00	Aurélia Segatti	ILO	Specialist Migration for Nord Afrique	segatti@ilo.org	online	Zoom
12:00 - 13:00	Mr. Loay Tolba	New Balance		loay.tolba@newbalance.com	online	Zoom
13:30 - 14:30	Ms. Suneetha Eluri	ILO	Technical Officer, Work in Freedom Programme	eluri@ilo.org	online	Zoom
15:00 - 16:00	Mr. Ryszard Cholewinski	ILO	Sr. Migration Specialist	cholewinski@ilo.org	online	Zoom
17:00-18:00	Ms. Dina Khayyat	Jordan Garments, Accessories & Textiles Exporter's Association JGATE	Deputy Chairman	dinajkhayyat@gmail.com	online	Zoom
20 December 2021 (Monday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
9:00 - 10:00	Richard Howard	ILO	Nepal Country Director	howardr@ilo.org	online	
10:00 - 11:00	Zied Charfi	Tunisian union of the industry, of the commerce	Membre of executive office of the UTICA	z.charfi@utica.org.tn	online	https://us02web.zoom.us/j/85233398367
12:00 - 13:00	Mohamed Belarbi	ILO	Conseiller Technique Principal du projet AMEM	belarbi@ilo.org	online	Click here to join the meeting
13:30 - 14:30	Neha Choudhary	ILO	National Project Coordinator, MiRiDEW	choudhary@ilo.org	online	
21 December 2021 (Tuesday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
3:00-4:00	Mr. Marc Capistrano	Staffhouse International - Recruitment Agency		marc@staffhouse.com		ZOOM
4:00-5:00	Mr Douglas MacLean, Justine Lam	Justice Without Borders	Director, Campaigns and Communications , Head of Hong Kong branch	robgodden@rightsexposure.org		ZOOM
5:00-6:00	Hussein Macarambon	ILO	National Project Coordinator	macarambon@ilo.org		ZOOM

22 December 2021 (Wednesday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
11:00-12:00	Mme Naima Hammami	Union générale Tunisienne du travail	Secrétaire Adjoint	ugtt.relationinternationale@yahoo.fr	online	
16:00-17:00	Mr Taoufik Ouled Ali	Ministère de l'emploi et de la formation professionnelle - Agence Nationale pour l'Emploi et le Travail Indépendant	Directeur de l'Unité placement à l'étranger	taoufik.ouledali@emploi.nat.tn	online	https://us02web.zoom.us/j/87239766792
23 December 2021 (Thursday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
9:00 - 10:00	Mme Khansa Gharbi	Ministère du Développement, de l'Investissement et de la Coopération Internationale - Agence Tunisienne de la Coopération Technique	Sous-Directeur	khansa.gharbi@atct.tn	online	ZOOM
24 December 2021 (Friday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
9:00-10:00	Shristi Kolkshyapati Pradhan	ILO	National Project Coordinator, FAIR Project	pradhan@ilogu.org	online	
27 December 2021 (Monday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
9:00-10:00	Bidur Karki	General Federation of Nepalese Trade Union (GEFONT)	Vice President	bidur@gefont.org	online	
30 December 2021 (Thursday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
9:00-10:00	Arjun Kharel	Social Science Baha (SSB)	Research Director	akharel@ceslam.org	online	
10:00-11:00	Nitya Bharati	FSI Worldwide Pvt. Ltd.	Recruitment and Migration Manager	nbharati@fsi-worldwide.com	online	
10 January 2022 (Monday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
8:00-9:00	Ms Marie Apostol, Mercedes Barcelon, Joanna Castro	The Fair Hiring Initiative		marie@fairhiringinc.com	online	ZOOM
10.00-11.00	Alix Nasri	ILO	FUNDAMENTALS, Chief Technical officer	nasri@ilo.org	online	TEAMS
11 January 2022 (Tuesday)						

GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
15:00 - 16:00	DalelLaroussi	SDC Tunisie	Chargée de Programme Migration & Protection	dalel.laroussi@eda.admin.ch	online	ZOOM
28 January 2022 (Friday)						
GNV Time	Name	Organization	Designation	E-mail	Mode of Interview	ZOOM TEAMS LINK
14:00 - 15:00	IraRachmawati	ITUC, Brussels	the Recruitment Advisor platform,manager	ira.rachmawati@ituc-csi.org	online	ZOOM

ANNEX C Terms of Reference



Terms of Reference

Final Independent Evaluation of the Integrated Programme on Fair Recruitment (FAIR) Phase II

Table 16. Terms of reference

ILO Project Code	GLO/18/08/CHE
Country	Global and Hong Kong SAR (China), Jordan, Nepal, Philippines, and Tunisia
Programme&BudgetOutcomes	Output 7.5
DWCP Outcome	JOR154, JOR103, NPL105, NPL828, PHL130, PHL802, HKG901, TUN129, TUN130, GLO727, GLO365
Administrative Unit	FUNDAMENTALS
TechnicalBackstopping Unit	FUNDAMENTALS and MIGRANT
CollaboratingUnits	ACTRAV, ACT/EMP, BETTER WORK, EMPLAB, INWORK, COOP, ROAS, ROAP, ROAF, MULTI, DWT/CO–Cairo, CO–Algiers, CO–Kathmandu, CO–Manila, CO–Doha, CO–Beijing, DWT - Senegal, DWT-Cairo
Type of Evaluation	Final Independent
Project Period	1 November 2018 - 31 October 2021
Total Project Budget	US\$ 4,099,718
Funding Agencies	Swiss agency for Development and Cooperation (SDC)

INTRODUCTION AND RATIONALE FOR EVALUATION

The Fair Recruitment Initiative (FRI) was launched in 2014 as part of the ILO Fair Migration Agenda. Since its launch, the FRI has been critical to ILO's work in the area of national and international recruitment of workers and has added renewed impetus and visibility to this important topic. The 2021-2025 FRI Strategy will continue to be grounded in relevant international labour standards (ILS), global guidance, and social dialogue between governance institutions and actors of the labour market. The FAIR Project contributes towards delivering the outputs and outcomes of the Fair Recruitment Initiative (FRI).

The Project is in its second phase of implementation with a budget of US\$4,099,718, funded by the Swiss agency for Development and Cooperation (SDC).

In line with ILO's Evaluation Policy (2017)³⁰, projects with budgets of 1 to 5 million United States dollars and a duration longer than 18 months must undergo both a mid-term internal and a final independent evaluation. A mid-term internal evaluation of the FAIR II project was conducted in January 2020 which provided strategic and operational recommendations as well as highlighted lessons to improve performance and delivery of results.

In line with the ILO's Evaluation Policy and the donor agreement, a final independent evaluation is being conducted to review the project's performance and enhance learning within the ILO, project stakeholders and Development Partners. Findings and recommendations of the evaluation will also provide valuable inputs to strengthening the ILO's management capacity as well as inform future project design.

The evaluation will be conducted as an independent evaluation where, the evaluation is managed by an ILO official and conducted by an external evaluation consulting team, selected through a competitive process in consultation with the Project Management Team and the ILO's Evaluation office (EVAL).

ILO tripartite Constituents³¹, key project stakeholders, and Development Partners (including the donor) will be consulted throughout the evaluation process.

The evaluation is planned for the last half of 2021, with the final report expected to be completed in December 2021.

BACKGROUND ON PROJECT AND CONTEXT

Every year, millions of women and men leave their homes in search of better livelihood opportunities. Of the 258 million migrants worldwide, an estimated 164 million are workers, with women accounting for approximately 40 per cent of this population.

Many of those who leave their homes to seek better livelihood opportunities fall victim to deceptive and coercive recruitment practices and find themselves working in conditions they had not signed up for and at worst, subjected to forced labour and trafficking. It is estimated that 6 million trafficking victims globally are migrants.

Recruitment is the starting point of the labour migration journey. Through the Fair Recruitment Initiative, the ILO and its partners help protect labour rights and promote safe and fair conditions for workers on the move.

Within this global effort, the FAIR II project promotes fair recruitment practices globally and across labour migration corridors in collaboration with other ILO projects under the Fair Recruitment Initiative.

The project was developed and is being implemented jointly by the ILO's Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) and the Labour Migration Branch (MIGRANT), as an integral part of the ILO Fair Recruitment Initiative.

The phase II of the project was launched in November 2018 and aims to consolidate and expand the achievements produced in Phase I, through the upscaling of the pilots as well as implementation of new fair recruitment interventions across migration corridors in North and West Africa, the Middle East, South and South-East Asia.

The project strategy is based on a three-pronged approach: 1) implementing fair recruitment processes in selected migration corridors and sectors; 2) providing reliable information, improved services including facilitating access to justice to migrant workers in the recruitment process; and 3) producing and disseminating global knowledge and guidance about fair recruitment, including through the media.

³⁰ILO Policy Guidelines for Evaluation

³¹Governments, Workers' and Employers' organizations

The project is implemented in the following partner countries: include Hong Kong SAR (China), Jordan, Nepal, Philippines and Tunisia. The project applies a multi-stakeholder approach in conjunction with governments, trade unions, employers' organizations, civil society actors and the media at the country and global level.

PURPOSE AND SCOPE OF THE EVALUATION

The purpose of the evaluation is to ensure accountability and learning. From an accountability perspective, the aim of the evaluation is to examine the performance of the FAIR Phase II project through five key criteria, specifically its relevance and strategic fit; progress and effectiveness; management effectiveness; impact orientation and sustainability; and efficiency. From a learning perspective, the aim of the evaluation is to understand what worked, what didn't work, and why, to inform future interventions of a similar nature, the design and implementation of future projects as well as define steps for further project development within the framework of the FAIR Recruitment Initiative.

The scope of the evaluation will cover the duration of Phase II from November 2018 to October 2021, the full geographic coverage in Hong Kong SAR (China), Jordan, Nepal, the Philippines, and Tunisia, and should look both into outcome and output level results as key indicators of overall project performance. The evaluation should also consider the FAIR I as necessary, particularly as it relates to changes from Phase I to Phase II.

In line with the project's Comprehensive Monitoring and Evaluation Strategy (CMES), the final evaluation will be qualitative in nature and will assess project performance and results achieved by the time of the evaluation.

The evaluation will integrate ILO's cross-cutting priorities; gender equality, disability inclusion and other non-discrimination, International Labour Standards, social dialogue and a just transition to environmental sustainability as cross-cutting concerns throughout its methodology, analysis and all deliverables, including the final report.

Gender should be addressed in accordance with the ILO Guidance note 4, "Integrating gender in the monitoring and evaluation of projects"³². All data should be sex-disaggregated and different needs of women and men and of marginalized groups targeted by the project should be considered throughout the evaluation process.

The effectiveness of tripartite Constituents' capacity development should also be considered throughout the evaluation.

CLIENTS OF THE EVALUATION

The primary end users of the evaluation findings are the project management team, MIGRANT and FUNDAMENTALS management team, respective ILO Country Offices, other field and headquarter staff, ILO's tripartite Constituents, strategic and development partners (including donors)³³.

SPECIFIC OBJECTIVES OF THE EVALUATION

³²Guideline on Integrating Gender in the Monitoring and Evaluation of Projects

The objective of this evaluation is to assess the efficiency, effectiveness, relevance and sustainability of the project and more specifically, the results and impact attained in relation to its overall objectives and expected results as defined in the project document, guided by the OECD-DAC evaluation criteria. The evaluation should pay particular consideration to the project performance with regards to efficiency, sustainability and effectiveness, which the mid-term evaluation had found to be least satisfactory and address the following specific objectives:

- i. To assess the appropriateness of the project strategy and approaches and how the needs of the tripartite Constituents have been met;
- ii. To validate the project's achievements vis-à-vis its intended objectives, outcomes and outputs, articulating and analysing factors beyond ILO's control that may have affected the achievement of the project intended results, including within the context of the COVID pandemic outbreak;
- iii. To assess the actual and potential impact of the project;
- iv. To assess the potential for sustainability of the results achieved by the project;
- v. To document lessons learned, best practices and challenges to inform future work of ILO on Fair Recruitment and in turn be used to inform future project design and implementation;
- vi. To identify strategies for replication and scaling-up of the project's best; and
- vii. To identify areas of opportunity for further development of FAIR interventions.

EVALUATION CRITERIA

The evaluation will follow the UN Evaluation Standards and Norms, the Glossary of key terms in evaluation and Results-Based Management, as well as utilise the Organisation for Economic Co-operation and Development Assistance Committee (OECD DAC) evaluation criteria as outlined below:

- Relevance and strategic fit – the extent to which the objectives and design of the project respond to beneficiaries', country, global, partners' and donors' needs, policies, strategies, and priorities and continue to do so;
- Validity of design and coherence – the extent to which the project's design, logic, strategy and elements are/remain valid and coherent vis-a vis the problems and needs;
- Effectiveness - the extent to which the project's immediate objectives were achieved, or are expected to be achieved, taking into account their relative importance;
- Efficiency - the extent to which the project's outputs delivered are derived from an efficient use of financial, material and human resources;
- Impact orientation – the extent to which the project has generated or are expected to generate positive and negative changes and effects at the Sub-Regional and National levels, i.e. the impact with Social Partners and various implementing partner organisations;
- Sustainability – the extent to which the net results (including financial, economic, social, environmental and institutional capacities of the systems needed to sustain them over time) are likely to be maintained beyond the completion of the project; and
- Effectiveness of institutional and management arrangements – the extent to which the management capacities and arrangements put in place support the achievement of results.

In line with the Results-Based approach applied by the UN, the evaluation will focus on identifying and analysing results by addressing key questions related to evaluation concerns and the achievement of the outcomes/immediate objectives of the project using the logical framework indicators.

PRELIMINARY EVALUATION QUESTIONS

The evaluation will examine the project on the basis of the questions listed below and against the standard evaluation criteria mentioned above. The Evaluators will start from these proposed set of questions and develop a more detailed analytical structure of questions and sub-questions, taking into account gender equality concerns. It is expected that the evaluation address all of the questions detailed below to the extent possible.

The Evaluators may adapt the evaluation criteria and questions, but any fundamental changes should be agreed upon with the ILO evaluation manager.

Evaluations findings and lessons learned from the previous phase of the project and the mid-term evaluation of the current phase should also be taken into account when finalising the analytical framework.

Relevance and strategic fit

- i. Were the project objectives relevant to the needs of the tripartite Constituents in the project countries and the main beneficiaries? What are the areas of relevance for future interventions in the target area?
- ii. To what extent was the project appropriately responsive to political, legal, economic, institutional changes etc, including within the context of the COVID-19 pandemic in the project countries?
- iii. To what extent has the project supported delivery of the strategy and objectives of the FAIR Recruitment Initiative as set by the tripartite Constituents?

Validity of design and coherence³⁴

- iv. Was the project strategy, objectives and assumptions appropriate for achieving the planned results and in particular, in promoting gender equality, inclusion of people with disabilities and other non-discrimination issues?
- v. How well did the project link and contribute to national development priorities, the ILO Strategic Plan and the SDGs?
- vi. How well were the principles of Results-Based Management applied in the design of the project, including the identification of risks and assumptions, and sustainability strategies?

Effectiveness

- vii. To what extent has the project achieved its purpose and expected results as stated in its logical framework? Why and what have been the supporting or constraining factor? How can future interventions build on and scale the achievements and/or overcome the constraining factors?
- viii. How well were the uncertainties and risks associated with COVID-19 managed and how effective were the changes that were put in place?
- ix. To what extent were cross-cutting issues (such as environmental sustainability, international labour standards, social dialogue, gender equality, disability inclusion and human rights) been duly considered/mainstreamed in the project

- implementation and how well was this reflected in the project reports? If any gaps, how could they have been better integrated?
- x. To what extent did minority groups, physically challenged, women and other groups in vulnerable situations benefit from the project?
 - xi. In what ways did the project respond to the findings and recommendations of the mid-term evaluation?

Efficiency of resource use

- xii. How well have the various project activities in comparison to the plan, transformed the available resources into the intended results in terms of quantity, quality and timeliness? Have resources been used efficiently?
- xiii. To what extent, and how did project resources in the targeted countries act as a catalyst and support ILO influence and/or leverage other related interventions (within ILO, wider UN and other partners) to increase efficiency, if any?
- xiv. To what extent did the M&E system utilised by FAIR II project ensure efficient project management?

Effectiveness of Institutional and Management Arrangements

- xv. To what extent did the project management capacities and arrangements put in place support the achievement of the expected results i.e. shared technical oversight across two technical Branches (Fundamentals and Migrant), overall management by one CTA (Fundamentals), part time technical officer (Migrant), financial oversight across the two Branches etc? How effective was this management arrangement, including the management and operational changes put in place in response to COVID-19 and what lessons can be drawn to inform the next phase of FAIR?
- xvi. Was the project strategy appropriate and effective to enable tripartite Constituents and other stakeholder involvement, including, in project implementation?
- xvii. How well have project results been communicated to tripartite Constituents and other stakeholders (both internal and external), and how can project communications be improved in the third phase?

Impact orientation and sustainability

- xviii. How has the project ensured sustainability of its results and impacts i.e. strengthened capacities of tripartite Constituents and other stakeholders, continuity of use of knowledge, improved practices etc?
- xix. What actions has the project to ensure sustainability of project results, in particular in Nepal, Jordan and the Philippines where the project will end with Phase II? What lessons could be drawn to inform the next phase of FAIR?
- xx. Did the project have a concrete and realist exit strategy to ensure sustainability? If not, what could done to strengthen exit strategies and sustainability?

EVALUATION METHODOLOGY

A methodology is suggested, which can be adjusted by the Evaluators if necessary, is in accordance with the scope and purpose of the evaluation and in consultation with the Evaluation Manager.

The evaluation should be carried out in adherence with the relevant parts of the ILO Evaluation Framework and Strategy³⁵ that adheres to international standards and best practices articulated in the OECD/DAC Principles and the Norms and Standards for Evaluation in the United Nations System approved by the United Nations Evaluation Group (UNEG).

The evaluation will integrate gender analysis and other non-discrimination issues as a cross-cutting ILO concern throughout its methodology and all deliverables, including the final report. Data and information should be collected, presented, and analysed with appropriate gender disaggregation even if the project design did not take gender into account³⁶. The Evaluators will ensure that opinions and perceptions of women are equally reflected in the interviews and that gender-specific questions are included.

The evaluation methodology should allow an assessment of outcomes and of the likelihood of their impact and sustainability by combining quantitative data with qualitative assessments and case studies that demonstrate and visualize outcomes.

The evaluation will use various data collection techniques (e.g., document analysis, interviews, and surveys) to ensure the validity and reliability of the findings and use a participatory approach involving ILO key stakeholders³⁷ such as beneficiaries, ILO tripartite Constituents, ILO staff, strategic and development partners.

The evaluation methodology may be adapted to the situation arising from the implications of COVID-19 taking into account guidance provided by the ILO Evaluation Office³⁸.

The following elements are the proposed methodology:

i. Inception Phase

The Evaluators will review the project document, work plans, monitoring plans, progress reports, previous evaluations completed by ILO and development partners, government documents, meeting minutes, policy frameworks and other relevant documents that were produced through the project or by relevant stakeholders.

In addition, the Evaluators will conduct initial electronic or telephone interviews with key project informants (Chief Technical Advisor (CTA), Technical Officers, National Project Coordinators (NPCs), backstopping specialists and ACTRAV and ACTEMP specialists). An inception meeting will be held with the Evaluation Manager, Project team and technical backstopping unit in ILO Headquarters (digitally or face-to-face COVID-19 measures permitting).

The objective of the consultation is to reach a common understanding regarding the status of the project, the priority assessment questions, available data sources and data collection instruments and an outline of the final evaluation report. The following topics will be covered: status of logistical arrangements, the project background and materials, key evaluation questions and priorities, outline of the inception and final report.

Based on the scope and purpose of the evaluation, document review, briefings and initial interviews, the Evaluators will prepare an inception report with the final methodology³⁹.

The inception phase may suggest preliminary findings that the Evaluators may use in reviewing or refining the evaluation questions in consultation with the evaluation manager.

³⁵ILO Policy Guidelines for Evaluation: Principles, Rationale, Planning and Managing for Evaluations (3rd Ed. August 2017)

³⁶http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

³⁷http://www.ilo.org/eval/Evaluationguidance/WCMS_165982/lang--en/index.htm

³⁸Implications of COVID-19 on Evaluations in the ILO

³⁹Checklist No. 3 Writing the inception report

ii. Data Collection Phase

The Evaluators will first complete relevant consultations with internal project stakeholders such as the CTA, Technical Officer, National Project Coordinators, other project, and technical backstopping staff and those in the list of key stakeholders. If the Evaluators wish to speak with other stakeholders beyond the list, this can be discussed with the Evaluation Manager.

The Evaluators will organize various meetings with tripartite stakeholders⁴⁰ to get their views and feedback on the project using appropriate channels taking into consideration the COVID-19 measures. This will include one or more meetings divided per stakeholder group with Government Representatives, Social Partners, Implementing and Development Partners. The CTA with support from the respective project team will help in organising electronic or in-person meetings/group discussions and in the case of ILO Social Partners, their respective Bureaux (ACTRAV and ACTEMP).

Where travel restrictions resulting from COVID-19 measures will not enable/restrict face-to-face engagements with project staff and stakeholders, the Evaluators will employ a variety of means such as online and/or email questionnaires and telephone and/or video interviews or a combination of these as the main source for data collection to replace field visits and face-to-face interviews.

During the data collection phase, a stakeholders' workshop will be organised to (i) present initial MTE findings and (ii) receive feedback and comments. The workshop date, time and venue will be determined by the project in consultation with the evaluation manager. It will be designed to achieve dual objectives of validating and adjusting the initial findings whilst also serving as a final data collection step. The donor may attend the stakeholder workshop should they elect to do so.

If COVID-19 measures will not enable an in-person stakeholders' workshop, a virtual stakeholders' workshop (if feasible) will be organised to replace the in-person workshop.

The Evaluators will work together with the Project Management to ensure that the participants who can provide information to answer the questions are invited to the meetings or, if availability does not allow, that separate meetings are organized. Based on these meetings and the document review, the Evaluators will build an initial set of conclusions and possible recommendations for next steps.

The Evaluators will debrief the ILO Office at country level upon completion of each data collection exercise on preliminary conclusions and recommendations. Debriefing sessions will take place digitally or face-to-face depending on each country context.

iii. Report Writing Phase

Based on the inputs from discussions and interviews with key stakeholders, the Evaluators will draft the final evaluation report⁴¹. The draft report will be sent to the Evaluation Manager, who will share the report with key stakeholders for their inputs/comments.

The Evaluation Manager will consolidate all comments including methodological comments and will then share them with the Lead Evaluator for consideration in finalizing the report.

A virtual debriefing will be held with the ILO and the development partners, following the submission of the draft report.

The Evaluators will finalize the report, taking into consideration the stakeholder comments and submit one complete document, with a file size not exceeding three (3) megabytes. Photos, if appropriate should be included, inserted using lower resolution to keep overall file size low.

⁴⁰Guidance note 7 Stakeholders participation in the ILO evaluation

⁴¹Checklist No. 5 Preparing the evaluation report

EVALUATOR RESPONSIBILITIES AND DELIVERABLES

Key Evaluator responsibilities:

- i. The design, planning and implementation of the evaluation and the write-up of the evaluation report, using an approach agreed with ILO, and for delivering in accordance with the ILO's specifications and timeline;
- ii. Consulting and liaising, as required, with ILO officials, tripartite Constituents, other stakeholders and development partners to ensure satisfactory delivery of all deliverables; and
- iii. Making themselves available, if required, to take part in briefings and discussions, online or, if judged necessary, at respective ILO Office or other venue, on dates to be agreed, in line with the work outlined in these ToRs, details of which will be worked out by the end of the inception phase.

Key Evaluator deliverables:

- i. **Deliverable 1: Inception report with methodology**⁴²
This constitutes the operational plan of the evaluation and should be aligned to the ToR. It should demonstrate the Evaluators' understanding of what is being evaluated and why, showing how each evaluation question will be answered by way of: proposed methods; proposed sources of data; and data collection procedures. The inception report should also include an evaluation matrix, proposed schedule of tasks, activities, and deliverables. The evaluation methodology should include a description of an analytical approach to assessing the project across the countries.
- ii. **Deliverable 2: Data Validation Workshop**
At the end of the data collection phase, the evaluation team will analyse and synthesise the data and emerging findings will be presented and validated in a virtual workshop with relevant stakeholders. The feedback of the workshop will be used to provide additional insights into the findings to be incorporated in the evaluation report.
- iii. **Deliverable 3: Draft Evaluation Report and Power Point Presentation**
To be submitted to the Evaluation Manager in the format prescribed by the ILO checklist number 5⁴³. A presentation on the draft report should be prepared, which the Evaluators will present to the ILO.
- iv. **Deliverable 4: Final Evaluation Report and Evaluation summary**
The evaluation report will be submitted to the Evaluation Manager as per the proposed structure in the ILO Evaluation guidelines, checklist number 5, carefully edited and formatted.⁴⁴
The quality of the report will be determined based on quality standards defined by the ILO Evaluation office.⁴⁵ The report should also, as appropriate, include specific and detailed recommendations by the Evaluators based on the analysis of information obtained. All

⁴²http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang--en/index.htm

⁴³http://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_165967.pdf

⁴⁴http://www.ilo.org/eval/Evaluationguidance/WCMS_166357/lang--en/index.htm

⁴⁵http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm

recommendations should be addressed specifically to the relevant stakeholder responsible for implementing it. The report should also include a specific section on lessons learned and good practices⁴⁶ that either could be replicated or those that should be avoided.

A standalone summary of the evaluation in the template⁴⁷ provided by EVAL for wider dissemination should be submitted to the Evaluation Manager.

v. Deliverable 5: Translation of Final Evaluation Report and Evaluation Summary

Following the approval of the final evaluation report and evaluation summary by the ILO EVAL Office, the Evaluators shall translate the two documents from English into French. The quality of the translated report will be determined based on quality standards defined by the ILO. The translation of the evaluation report shall include the lessons learned and good practices. The translated documents will be submitted to the Evaluation Manager, carefully edited and formatted.

ILO RESPONSIBILITIES

The ILO Evaluation Manager will have the following responsibilities:

- i. Review the evaluation questions with the evaluation team and liaise with concerned stakeholders as necessary.
- ii. Monitor the implementation of the evaluation methodology, as appropriate and in such a way as to minimize bias in the evaluation findings;
- iii. Review the evaluation report and provide initial comments;
- iv. Circulate the draft evaluation report to all concerned stakeholders;
- v. Collect comments on the draft from all stakeholders and forward to the Evaluators;
- vi. Liaise with project staff whenever their engagement is needed to fulfil the requirements above.

The project team will have the following responsibilities:

- i. Provide all necessary information, documents and stakeholder contact lists.
- ii. Provide all administrative support for the smooth execution of the evaluation process.
- iii. Facilitate the scheduling of meetings with key stakeholders when necessary.

COMPLETION CRITERIA

Acceptance will be acknowledged only if the deliverable(s) concerned are judged to be in accordance with the requirements set out in the contract, to reflect agreements reached and plans submitted during the contract process and incorporate or reflect consideration of amendments proposed by ILO.

Completion and acceptance of the final report will be based on the criteria set out by the ILO Evaluation Unit.⁴⁸

Gender equality issues shall be explicitly addressed throughout the evaluation activities of the consultant and all outputs including final reports or events need to be gender mainstreamed as well as included in the evaluation summary.

⁴⁶http://www.ilo.org/eval/Evaluationguidance/WCMS_206158/lang--en/index.htm

⁴⁷http://www.ilo.org/eval/Evaluationguidance/WCMS_166361/lang--en/index.htm

⁴⁸http://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_165968.pdf

Deliverables will be regarded as delivered when they have been received electronically by the Evaluation Manager and confirmed acceptance of them.

SPECIAL TERMS AND CONDITIONS

This evaluation will comply with UN Norms and Standards for evaluation and ensure that ethical safeguards concerning the independence of the evaluation will be followed. Please refer to the UNEG code of conduct.⁴⁹

Ownership of data from the evaluation rests exclusively with the ILO. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of the ILO.

All deliverables must be prepared in English, using Microsoft Word, and delivered electronically to ILO. The ILO will have ownership and copyright of all deliverables.

Deliverables will be regarded as delivered when they have been received electronically by the Evaluation Manager and acceptance confirmed.

Acceptance will be acknowledged only if the deliverable(s) concerned are judged to be in accordance with the requirements set out in the contract, to reflect agreements reached and plans submitted during the contract process and incorporate or reflect consideration of amendments proposed by ILO.

All data and information received from the ILO for the purpose of this assignment will be treated confidentially and are only to be used in connection with the execution of these Terms of Reference.

All intellectual property rights arising from the execution of these Terms of Reference are assigned to the ILO. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentation can only be made with the agreement of ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement

PROPOSED WORKPLAN AND TIMEFRAME

The evaluation is foreseen to be undertaken in the months, October – December 2021,⁵⁰ with the aim of submitting the final evaluation report to the Development Partner no later than 21 January 2022. The total effort is expected to be 40 work days to complete the full assignment.

Phase	Task	Responsible person	Timeframe	# of work Days
Preparatory Phase	ToRfinalization	Evaluation Manager	1 July 2021	
	Contracting process completed	Evaluation Manager	September 2021	
Inception Phase	Desk review: Initial briefing with Evaluation Manager, internal briefings with the CTAs and Project Coordinators, Drafting of inception report and agenda for meetings	Evaluators	14 – 20 October 2021	5
	Review and clearance of inception report	Evaluation Manager	21 – 22 October 2021	
	Final Inception report and evaluation plan	Evaluators	25 - 26 October 2021	2
	Meetings with key stakeholders, facilitate	Evaluators	27 October - 23	20

⁴⁹<http://www.unevaluation.org/document/detail/100>

⁵⁰Given the current Covid-19 crisis, dates may be subject to change in discussion with the Evaluation manager

Phase	Task	Responsible person	Timeframe	# of work Days
Data Collection	stakeholder meetings and interviews, debriefing with ILO Country Offices National Stakeholder workshop		November 2021	
Evaluation Report	Report writing phase: Draft evaluation report based on desk review and consultations from field visits	Evaluators	24 November – 7 December 2021	10
	Review and clearance of draft report	Evaluation Manager	8 – 13 December 2021	
	Circulate draft evaluation report to Project stakeholders, consolidate comments of stakeholders and send to the Lead Evaluator	Evaluation Manager	14 – 22 December 2021	
	Presentation of draft report to stakeholders	Evaluators	20 December 2021	1
	Finalize report including explanations on comments not included	Evaluators	23 - 24 December 2021	3
Report Approval	Review and clearance of final report	Evaluation Manager	28 December 2021	
	Clearance of final report	DEFP	29 December 2021	
	Approval of evaluation report	EVAL	30 December 2021	
Report Submission	Official submission to PARDEV	EVAL	7 January 2022	

For the final independent evaluation, the final report and submission procedure will be as follows:

- The Evaluators will submit a draft evaluation report to the Evaluation Manager;
- After reviewing compliance with the TORs and accuracy, the Evaluation Manager will forward a copy to the Project staff and other key stakeholders for comment and factual check;
- The Evaluation Manager will consolidate the comments and send these to the Evaluators;
- The Evaluator will finalize the report, carefully edited and formatted, incorporating any comments deemed appropriate and provide a brief note explaining why any comments might not have been incorporated, which will be submitted together with the final report to the Evaluation Manager;
- The Evaluation Manager will forward the report to EVAL for approval;
- The Evaluation Manager officially forwards the evaluation report to stakeholders and PARDEV; and
- PARDEV will submit the report officially to the Development Partner.

PROPOSAL SUBMISSION CRITERIA

Interested evaluation consulting companies or self-organised teams of evaluation consultants are expected to submit a short (3-5 pages maximum) technical proposal detailing how they intend to operationalise these terms of reference. The technical proposal should include a preliminary analytical framework, including evaluation criteria, indicators and benchmarks with proposed associated evaluation questions, as well as brief description of the methodological approach to be followed (please do not copy/paste the ToR).

The proposal should describe the division of labour among the team members and other operational considerations deemed appropriate, and include a curriculum vitae of each team member, their evaluation experience including references.

A financial proposal in a separate document, following ILO's established procurement guidelines, including the total number of workings and the consultants' fees (per day) in United States Dollars, should also be submitted.

Previous work samples of similar work done (two evaluation reports).

A statement confirming availability of each team member to conduct this assignment and a statement confirming that the consulting team has no previous involvement in the delivery of the subject project in the countries of intervention or a personal relationship with any ILO Officials who are engaged in the project;

Letters/statements of recommendation from three (3) most recent organisations that have engaged the bidder for similar assignments;

A specific statement that the evaluation will comply with UN Norms and standards; and

Mention and reference to the Code of Conduct for carrying out the evaluations.

PROFILE OF THE EVALUATION CONSULTANCY

Minimum requirements for the evaluation company or team of consultants:

- i. At least 10 years of international experience in the field of evaluations of development interventions is required.
- ii. Extensive knowledge of results-based management evaluation, as well as of participatory M&E, methodological and practical considerations in conducting evaluations of development interventions is required.
- iii. Experience in either labour and industrial relations, forced labour or labour migration will be considered an asset;
- iv. Experience working in the project countries (Hong Kong SAR (China), Jordan, Nepal, Philippines and Tunisia) will be an added advantage.
- v. Experience conducting evaluations for UN System organisations is an added advantage.
- vi. Experience working with multiple stakeholders; government, ILO social partners, civil society, and other UN/multilateral/bilateral institutions is desirable.
- vii. Demonstrated experience to produce high quality evaluation reports (sample reports of previous assignments will be submitted).
- viii. Excellent analytical and report writing skills in clear and fluent English is required.
- ix. Fluency in English is required. Working knowledge of one or more local languages spoken in the project countries will be considered an asset.

The evaluation team should consist of at least one international team leader with extensive experience in conducting evaluations of a similar nature.

Interested bidders should submit an expression of interest (with financial proposal) to the Evaluation Manager on email chitambo@ilo.org no later than **25 August 2021**⁵¹.

CONSIDERATIONS AND CONFIDENTIALITY

The evaluation will observe utmost confidentiality related to sensitive information and feedback elicited during the individual and group interviews. The Evaluators will follow the standard Code of Conduct which should be carefully read and signed.

NOTE

The Lead Evaluator is required to comply fully with the advisories issued by the respective government in the country of operation and the UN regarding domestic travels and social distancing.

⁵¹Please bear in mind that the contract may be terminated prematurely should it not be feasible that the desired deliverables will be received/achieved due to COVID related developments

Please keep in mind the contract may have to be terminated prematurely if it appears unfeasible that the desired deliverables will be received/achieved because of COVID related developments. The Lead Evaluator is required to sign the [Code of Conduct](#) Agreement together with the contract document.

ANNEX D Evaluability of Human Rights and Gender Equality

EVALUABILITY OF HUMAN RIGHTS AND GENDER EQUALITY

Final evaluation exercise adopted Human Rights and Gender Sensitive Approach. To ensure this, UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation⁵² was followed in conducting the exercise and reporting. Summary of the evaluability assessment is presented below. This evaluation exercise will adopt Human Rights and Gender Sensitive Approach. To ensure this, UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation⁵³ will be followed in conducting the exercise and reporting.

Table 17. Evaluability of Human Rights and Gender Equality

Evaluability	Characteristics of the intervention	Evaluators' comments
High	The intervention theory has clearly considered HR & GE issues (e.g. the intervention identified, from the beginning, problems and challenges that affect particular groups, inequalities and discrimination patterns in the area where it occurs, contextual or systematic violations of rights, etc.)	With regards to human rights, the intervention theory applies very simple, strong and sound approach: unfair recruitment seriously violates labour and human rights, therefore, contrary, fair recruitment will definitely improve the situation with labour and human rights. Gender Equality is partially raised in the Project document. At the same time the focus of the project on two particular migration corridors within particular industries – domestic workers Philippines – Hong Kong and garment workers Nepal – Jordan presume very strong gender equality approach as the majority of migrants within these flows are women. Moreover, it is important to stress gender equality priorities in all the project documents taking into account that the project covers geographies when local context can influence gender equality significantly.
	HR & GE are clearly reflected in the intervention design (logframe, indicators, activities, M&E systems, reporting mechanisms)	Project design is overall focused on improvement of human rights situation in recruitment but does not include gender sensitive and inclusive development objectives. No gender-sensitive indicators were developed. The Performance Evaluation Framework addresses “men and women”, however it looks that no specific actions are planned particularly for men or for women and this allows only collecting data in sex disaggregated manner. HR&GE have not been outlined specifically in M&E Plan. Progress report templates do not foresee regular reporting on HR&GE.
	The intervention design benefited from a strong and inclusive stakeholder analysis	Yes.
	The intervention design benefited from specific human rights and gender analyses	The problem analysis provided in the project document focuses on human rights violations as a result of unfair recruitment. Gender analysis has not been conducted on the design stage and further on.

⁵²United Nations Evaluation Group, Integrating Human Rights and Gender Equality in Evaluation, (UNEG, 2014)

⁵³United Nations Evaluation Group, Integrating Human Rights and Gender Equality in Evaluation, (UNEG, 2014)

	Records of implementation and activity reports contain information on how HR & GE issues were addressed	No
	Stakeholders (both women and men) have participated in the various activities of the intervention in an active, meaningful and free manner	Yes
	Monitoring systems have captured HR & GE information (e.g. the situation of different groups of people, specific indicators, etc.)	Partly. The monitoring system does not presume to capture HR & GE information. However, mid-terms evaluation highlighted it: Women migrant workers face specific challenges in accessing complaints and redress mechanism. ILO experience shows that gender barriers to access to justice are common to all sectors but their nature and size may vary and present specific challenges in certain sectors. For examples, migrant domestic workers, who are disproportionately women in most countries, face specific barriers linked to the isolated nature of their workplace as well as to the particularly “intimate” relationship between employers and workers which makes dispute resolution particularly challenging. Consequently, limitation to access to justice will need to be assessed from a gender lens and on an occupational basis, as relevant.
	Data has been collected in a disaggregated manner (e.g. by sex, ethnicity, age, etc.) reflecting the diversity of stakeholders	Monitoring system (indicators) allows collecting data in sex disaggregated manner
	Progress and results reports for the intervention include HR & GE information	No
	Context (political, institutional, cultural, etc.) where the intervention is inserted is conducive to the advancement of HR & GE	It is unclear as gender analysis has not been conducted.
UNEG recommendations to address evaluability challenges: • Make sure that the evaluation ToR takes full advantage of the information already produced by the intervention, and of the participation and accountability mechanisms established. • Consult stakeholders on whether there are still areas where the HR & GE dimensions in the intervention need improvement. • Address any possible weaknesses and recommend steps to improve the intervention, if necessary. Consult stakeholders on their ideas about how to improve. • If necessary, include methods and tools in the evaluation that can capture new data or strengthen the existing ones on HR & GE (e.g. information on additional groups of people, changes in the context, etc.). • Use the context (political, institutional, cultural) of the intervention in favour of the evaluation: when it is conducive, build on this support to ensure a highly participatory evaluation.		
Medium	The intervention theory has considered HR & GE issues to a certain extent, with weaknesses in some areas of the intervention	yes
	HR & GE have been reflected in the intervention design to some extent (e.g. intended or mentioned, but not clearly articulated on how to address them in practice; limited to only a few disaggregated indicators such as number of men and women; addressing numbers without addressing actual changes in rights and equality situation; clear in the narrative but not in the logframe, etc.)	yes
	The intervention design benefited from a stakeholder analysis, but important groups have been left out	yes
	The intervention design benefited from limited human rights and gender analyses, or from only one of them	yes
	Records of implementation and activity reports include limited data on how HR & GE have been addressed	yes
	Stakeholders have participated in the intervention to a certain extent (e.g. being informed or consulted, but not taking part in decisions; only some groups have been consulted; etc.)	yes
	Monitoring systems have captured some information on HR & GE	yes
	Some limited disaggregated data have been collected	yes

	Progress and results reports for the intervention include some information on HR & GE	yes
	Context (political, institutional, cultural, etc.) where the intervention is inserted is conducive, to a certain extent, to the advancement of HR & GE	It is unclear as gender analysis has not been conducted.
UNEG recommendations to address evaluability challenges: • Understand the reasons for the limitations: are they political, practical, budgetary, time related, due to limited know-how, etc.? Consult stakeholders and documentation that may offer insights on this. • Highlight the evaluability limitation in the evaluation ToR. Include, in the evaluation design, tools and methods that make use of the existing data, but that may also help generate new information on HR & GE. Include tools and methods that strengthen stakeholder participation. • Pay special attention to the stakeholder analysis in the evaluation process, and who should be involved. Make sure to consider groups that have been left out, and how to include them at this stage. • Include in the evaluation process an exercise to strengthen the existing HR & GE analyses. • During the evaluation process, seek partners and documents that may have useful information on HR & GE that has not been captured by the intervention (e.g. national evaluation/statistics offices, other development agencies, civil society and community organizations, media, academia, etc.)		
Low	The intervention theory failed to consider HR & GE dimensions in its design, implementation and monitoring	No
	Stakeholder, HR & GE analyses were not conducted adequately or not existent at all	No
	Data on HR & GE and/or disaggregated data are not available	No
	Stakeholder participation in the design, implementation and monitoring processes of the intervention has been minimal or has left out important groups (women, men, indigenous people, people with disabilities and HIV/AIDS, children, etc.)	No
	Progress and results reports for the intervention do not address HR & GE issues	No
	Context (political, institutional, cultural, etc.) where the intervention is inserted is not conducive to the advancement of HR & GE	It is unclear as gender analysis has not been conducted.
UNEG recommendations to address evaluability challenges: • Understand the reasons for the failure: are they political, practical, budgetary, time-related, due to limited know-how, etc. Consult stakeholders and documentation that may offer insights on this. • Highlight the evaluability limitation in the evaluation ToR. Include, in the evaluation design, tools and methods that may help generate information on HR & GE, even if limited. Include tools and methods to enhance stakeholder participation. • Pay special attention to the stakeholder analysis in the evaluation process, and who should be involved. Because the HR & GE dimensions have not been considered in the intervention, several important stakeholders will most probably have been left out. • Include preparation of HR & GE analyses in the evaluation process. • During the evaluation process, seek partners and documents that may have useful information on HR & GE that has not been captured by the intervention (e.g. national evaluation/statistics offices, other development agencies, civil society and community organizations, media, academia, etc.). • In spite of the context, try to identify advocates and supporters of HR & GE and involve them from the evaluation design stage. • During the data analysis process, pay special attention to the question whether the intervention had a negative effect on particular stakeholders. Consider and consult stakeholders on how this situation could be improved. • Highlight the challenges of addressing HR & GE in the evaluation report, including evaluability challenges. Since HR & GE are a mandate of the UN, which should be considered in every intervention design, provide assertive recommendations for immediate action.		
Conclusions: Based on the conducted analysis the evaluability of HR&GE dimensions the FAIR II Project is rated as “medium”. 1. Human Rights dimension was included in the Project Intervention Logic and design but not Gender Equality dimension. 2. No specific objectives and performance indicators were formulated to achieve significant success in upholding HR&GE. 3. Vulnerable groups were not outlined except of “migrants” and their interests and needs were not embedded in the Project Design. 4. Though Performance Evaluation Framework allows collecting data in sex disaggregating manner, progress reports do not reflect any progress on HR&GE.		

The following UNEG recommendations are suggested to be included in M&E Evaluation Process:

- Making use of the existing data and generate new information on HR & GE.
- Considering groups that have been left out (women organizations and activists, organizations serving men and women with disability, human rights organization, mass media), and how to include them at this stage.
- Include in the evaluation process an exercise to strengthen the existing HR & GE analyses.
- Seeking partners and documents that may have useful information on HR & GE that has not been captured by the intervention (e.g. national evaluation/statistics offices, other development agencies, civil society and community organizations, media, academia, etc.)
- Conduct gender analysis for any further intervention. Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/ entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

ANNEX E Current Progress on delivered Project's outputs

CURRENT PROGRESS ON OUTPUTS

Table 18. Current Progress on Project's Outputs

Outcomes		Baseline	Targets	Status on delivery	Evaluators' comments	Summary
Outcome 1 Fair recruitment corridors and sectors are expanded or created	Number of employers adopting fair recruitment methods disaggregated by sector and corridors	4 major employers representing more than 50% of the Jordanian garment sector have adopted fair recruitment methods	At least 10 employers adopt fair recruitment methods	61 out of 79 (82%) of factories were compliant to workers not paying recruitment fees (Better Work Jordan Annual Report, 2019) – added by the evaluator 61 out of 81 (75%) of factories were compliant to workers not paying fees (Better Work Jordan Annual Report, 2020) Source: Progress report, 2020 67 out of 88 (76%) of factories were rated as “compliant” in relation to the indicator “workers not paying recruitment fees” (Better Work Jordan Annual transparency report 2021). Source: Progress report, 2021	Completed BWJ applies the Compliance Assessment Tool that assess compliance with ILs and national laws and covers working conditions. The reporting on the implementation of this indicator “Number of employers adopting fair recruitment methods disaggregated by sector and corridors” should be reported in disaggregation by sector and corridors in future. It was reported by the Project’s team that the baseline was set for Jordan only	100% achieved
	Number of workers recruited through fair labour recruiters (disaggregated by sex, sector and corridor)	200 workers already recruited through fair recruitment processes under previous ILO pilot	At least 300 workers are recruited through fair labour recruiters	30 Nepali workers were recruited to Jordan in Phase II. Disaggregation by sex is not available. Source: Progress report, 2020 A total of 160 workers (154 women and 6 men) were recruited under the pilot project between Nepal and Jordan since FAIR I. The corridor could not be expanded due to misinterpretation of the bilateral agreement between the two countries. On 29 th October 2021, the moratorium on attestation of demand letters for garment sector in Jordan was lifted with thanks to the joint advocacy by the FAIR II project team and Safer Migration	Completed The reporting on the implementation of this indicator “Number of workers recruited through fair labour recruiters (disaggregated by sex, sector and corridor)” should be reported in disaggregation by sex, sector and corridor	10% achieved (low performance was affected by the factors beyond the Project’s goal – Nepali government issued a ban for Nepali migrant workers and the corridor reopened in October, 2021)

				Initiative (SaMi) in Nepal. Source: Progress Report, 2021		
	Number of labour recruiters partnering with ILO FAIR successfully completed training and self-assessment procedures	One labour recruiter partnering with FAIR II	All labour recruiters partnering with ILO FAIR successfully completed training and self-assessment procedures	Two labour recruiters partnering with FAIR II: 1. SCC Manpower Pvt. Ltd 2. FSI (Foster Security International) 33 PRA representatives sending Nepali workers to Jordan, Qatar and Malaysia underwent training on a new Toolkit to Adopt Fair Recruitment Business model based on ILO's General Principle and Operation Guidelines of Fair Recruitment in Nepal. Capacity building workshops series (x6 events) throughout October 2021 for members of the Nepal Association of private recruitment agencies with up to 70 participants (session on fees), and at least 33 pax in other sessions.	Completed	100% achieved
	Number of relevant legal and policy instruments adopted by Governments to foster FAIR recruitment	Legislation already in place on regulating recruitment but doesn't prohibit collection of recruitment fees from workers of origin	At least one legislation is amended in accordance with ILO's standards	ILO provided inputs to the draft amendment of article 12 of the Labour Code, including a provision to prohibit charging fees to workers. Zero-fee policy of garment sector effective on 01.01.2019 Source: Progress Report, 2010, document on informal comments submitted by Patric Daru, Senior Skills and Employability Specialist, Country Coordinator-Jordan to the Minister of Labour of Jordan, Amman, 01.12.2019, debriefing with the ILO Jordan	Completed	100% achieved
Output 1.1. Migrant workers from Nepal are fairly recruited to the garment sector in Jordan	Number of factory managers and staff trained on fair recruitment due diligence (disaggregated by sex)	Staff of 3 factories already trained on ILO fair recruitment principles	At least 10 managers and staff trained diligence	12 managers/staff from 9 Jordan garment factories participated in the workshop followed up by the discussion on the impact of the fair recruitment pilot and on the Definitions of recruitment fees and related costs, during the Buyers Forum (June 2019), and 4 managers and staff from 2 factories attended the presentation on Definitions at the BWJ Committee meeting. In 2020 2 men and 1 woman manager /staff received training on ITC-ILO global online training on Fair Recruitment, Sep-Oct 2020. Source: Progress Report, 2020 In 2021 Delivered a 2-part training on fair	Completed	100% achieved

				recruitment processes to 10 managers & HR managers (1 female, 9 male) from 7 garment factories in January 2021.		
	Number of labour inspectors capacitated in fair recruitment (disaggregated by sex)	No labour inspector have been capacitated in ILO labour standards including fair recruitment	At least 20 inspectors capacitated	19 labour inspectors (13 men, 6 women) in Jordan received training in ILO labour standards including fair recruitment in 2019 and 2020 (8 of which funded by FAIR II), in collaboration with BWJ. Source: Progress report, 2020 With the ILO Better Work Jordan project, delivered training to 39 (27 men, 12 women) of the Ministry of Labour inspectors (building on a training session delivered in 2019), building inspectors' capacity to ensure compliance to internal labour standards with a focus on fair recruitment in garment factories hiring migrant workers including Nepali workers. Source: Progress report, 2021 Of the 39 Jordan labour inspectors (27 men, 12 women) in Jordan receiving training in ILO labour standards including fair recruitment from 2019 to 2021, 13 were funded by FAIR II in Q4 2020.	Completed	100% achieved
	Percentage of labour inspectors recognizing fair recruitment training as effective	No labour inspector have been capacitated in ILO labour standards including fair recruitment	At least 70% recognize training effective	This indicator has not been reflected in the Progress Reports	No data to measure	No data to measure
	Number of private recruitment agencies trained on the implementation of ILO General principles and Operational Guidelines for Fair Recruitment (valid for output 1.2)	One (1) labour recruiter trained on how to be fair recruiter following audit from ILO	At least 15 private recruitment agencies in Nepal trained on the implementation of ILO general principles and Operational Guidelines for Fair recruitment	Training on the implementation of ILO General Principles and Operational Guidelines for Fair Recruitment initiated for a second labour recruiter in Nepal (valid also for output 1.2). Other labour recruiters to be identified via mapping exercised in Q4. Source: Progress Report 2020 33 PRA representatives (sex-disaggregated data is not available?) underwent training on a new Toolkit to Adopt Fair Recruitment Business model based on ILO's General Principle and Operation Guidelines of Fair Recruitment in Nepal. Source:	Completed	100% achieved

				Progress Report, 2021 Capacity building workshops series (x6 events) throughout October 2021 for members of the Nepal Association of private recruitment agencies with up to 70 participants (session on fees), and an average of 27 pax in other sessions In addition to that, the project team also provided briefing on ILO GP&OG to over 70 PRAs undergoing briefing session on IOM's IRIS program.		
	Joint committee between Nepal and Jordan on labour recruitment operational	MOU between Nepal and Jordan has been signed but not yet operationalized	First meeting of Joint Committee between Nepal and Jordan with report of outcomes	Nepali diplomatic mission in Cairo tasked with attesting demand letters for Nepali workers from Jordan employers, has so far not resumed attestations. The FAIR II project supported by ILO country office for Nepal has continued its lobbying efforts with the Ministry of Labour, Employment and Social Security (MoLESS) and Ministry of Foreign Affairs (MoFA) to resume the attestation of letters and consequently re-open the corridor. In particular, the ILO submitted a technical note to MoFA in October 2019 highlighting key clauses of the bilateral agreement between the two countries which provides clarity on minimum wage provisions. The Jordanian Ministry of Labour sent an invitation letter to its Nepali counterpart to hold the first joint meeting between the two committees appointed to monitor the Bilateral Agreement between the two countries. The government of Nepal has not responded to the invitation yet. Source: Progress report, 2020 Technical and policy-advisory content developed by the project to inform legal and policy reform in Nepal include: i) Nepal recruitment profile (assesses law, policy and practice against the ILO general principles); ii) assessment of the effectiveness of bilateral labour migration agreements signed by Govt Nepal; and, iii) a study on the labour intermediation landscape in Nepal.	Completed	100% achieved

				In October 2021 an instruction was issued by Ministry of Foreign Affairs (MoFA) in Nepal to lift the moratorium on demand letter attestation. Source: Progress report, 2021		
	Recommendations on Fair Recruitment are submitted by ILO to government to inform revisions on legal instruments	No draft amendments of legal instruments have been presented to date	Revised legal instruments include provisions to enhance fair recruitment practices	The Collective Bargaining Agreement for the garment sector was reviewed in end 2019, and now includes for the first time a provision to prevent charging fees to workers. Source: Progress report, 2020 The provision prohibiting charging recruitment fees to workers in the CBA is a result of FAIR and BWJ efforts in bringing the national constituents to adopt the zero fee policy in 2019. ILO provided inputs to the draft amendment of article 10 of Jordanian Labour Code, including a provision to prohibit charging fees to workers. The “Zero-fee” (for recruitment of migrant workers) policy adopted by the garment sector became effective on 01/01/2019 New research on the legislative and policy frameworks concerning recruitment of migrant workers in Nepal, identifying gaps in relation to the ILO General Principles and Operational Guidelines for Fair Recruitment. Recruitment of migrant workers from Nepal: Country profile Recruitment of migrant workers from Nepal: Country profile. Source: Links to 2021 outputs Technical and policy-advisory content developed by the project to inform legal and policy reform in Nepal include: i) Nepal recruitment profile (assesses law, policy and practice against the ILO general principles) - delivered; ii) assessment of the effectiveness of bilateral labour migration agreements signed by Govt Nepal - forthcoming; and, iii) a study on the labour intermediation landscape in Nepal - forthcoming.	Delivered	The indicator is achieved in Jordan at 100% success rate
Output 1.2. A pilot intervention to create a fair recruitment corridor	Pre-departure materials developed for men and women workers migrating to Qatar constructing sector	No specific material on the Qatari construction sector exist yet	Pre-departure materials published	Pre-departure orientation manual (Training of Trainers) developed and handed over to Foreign Employment Board, the Government of Nepal for men and women workers migrating to Qatar. Source: Progress Report, 2020; Manual in Nepali language; KII	Delivered	100% rate

<i>between Nepal and Qatar</i> <u><i>Change to:</i></u> <i>Recruitment processes from Nepal to Jordan, Qatar and Malaysia are informed and improved with technical and policy guidance, auditable standards, and capacity building measures directed at both public and private sector actors.</i> <i>Source: Concept note - repurposing resources initially programmed to pilot a fair recruitment corridor from Nepal and the Philippines to Qatar.</i>				Adapting the ILO GBNFL global due diligence toolkit to Malaysia (MEF represents 5,000 members). By end 2021. BL – 02.02.02. Source: Links to 2021 outputs Comprehensive toolkit aimed at facilitating the adoption of fair business models by private recruitment agencies in Nepal. Disseminated through a 6-part training series with an average of 33 participants and up to 70 participants (session on fees). Supported NAFEA’s request for ILO guidance to revise its association Code of Conduct, initially drafted back in 2017, to include provisions on fair recruitment. Draft submitted to NAFEA for review and adoption. Lead role in delivering 5 consultation sessions within the National Network on Safe Migration (NNSM), an umbrella organization of civil society organizations and workers’ organizations in Nepal working on labour migration. Sessions focused on ensuring decent work and fair recruitment for Nepali migrant workers; resulting road map to be presented to the Ministry of Labour, Employment and Social Security in 2022. Source: Progress Report, 2021		
	Number of Nepali private recruitment agencies trained on the implementation of ILO General Principles and Operational Guidelines for Fair Recruitment	2 labour recruiters trained on how to become a fair labour recruiter following audit from ILO	At least 15 private recruitment agencies in Nepal trained on the implementation of ILO General Principles and Operational Guidelines for Fair Recruitment	Mapping exercise to identify Nepali private employment agencies recruiting workers to Qatar and train them on the implementation of ILO General Principles and Operational Guidelines for Fair Recruitment. A profile of 27 recruitment agencies sending workers to Malaysia(9), Qatar(16) and Jordan(2) identified. Source: Progress report, 2020 Training of employment agencies : ILO capacity building workshops series (x6 events) throughout October 2021 for members of the Nepal	Delivered	100% rate

				Association of private recruitment agencies with up to 70 participants (session on fees), and an average of 27 pax in other sessions (report forthcoming). Source: links to 2021 outputs (gender disaggregated data is not available needed) 80 members of private recruitment agencies were reached during 4 sessions presenting the ILO General Principles and Operational Guidelines on fair recruitment and Definitions, as part of IOM IRIS training. Source: links to 2021 outputs		
	Number of trainers trained on pre-departure Package (for men and women workers migrating to Qatar construction sector	No (0) Labour Ministry trainers trained on pre-departure Package	TBD	No reporting on this indicator in the latest progress report	This activity could not be completed due to lack on initiative from Foreign Employment Board. Although this was initially in the plans, the FEB has suspended trainings due to COVID	Not delivered – beyond the Project's control
	Number of construction (hospitality) contractors in Qatar agree to participate in the pilot (this output will be developed and implemented through the ILO-Qatar TC programme)	No construction (hospitality) contractors participating in pilot yet	One construction (hospitality) contractor agree to pilot test fair recruitment in its supply chain			
	Qatar Visa centre staff capacitated to implement fair recruitment principles	0% of employers of the Visa-Qatar Centre trained in Fair Recruitment Principles	At least 50%			
Output 1.3: Migrant domestic workers	Number of labour recruiters that promote Hong Kong	Pre-employment and departure packages are	Pre-employment and departure packages	Completion of online Post-Arrival Orientation learning system Online pre-departure package and content of the Antiillegal Recruitment Campaign	Delivered 525 foreign employment	100%

fromPhilippines are fairly recruited in Hong Kong	SAR post-arrival orientation through the POLO-learning system	currently not tailored to the Hong-Kong context	produced	of the Philippine Overseas Employment Administration (POEA). Source: Progress Report, 2020; Power Point Presentation “Online Post-Arrival Orientation Seminar”; KII The DOLE Administrative Order 532 series of 2018 https://www.dole.gov.ph/news/dole-strengthens-orientation-to-ofws-on-site/ mandates all recruitment agencies in destination countries to monitor the successful completion of PAOS of the workers they recruit. This means that all accredited agencies have to promote the PAOS. There are 525 agencies accredited by POLO-Hong Kong. Handover of online Post-Arrival Orientation learning system Improved Communications Plan of the Philippine Overseas Employment Administration (POEA), with enhanced anti-illegal-recruitment campaign strategy and assets, to reduce the risk of recruitment-related violations amongst outbound migrant workers. Social media assets for POEA based on the ILO GP&OG on Fair Recruitment. Survey instrument tested and survey report completed, that reflects the performance of the members of AHKMA and SHARP recruitment associations in relation to the implementation of their Code of Conduct on fair recruitment. Source: Progress report, 2021	<i>agencies promote Hong Kong SAR post-arrival orientation through the POLO-learning system</i> <i>The POLO accreditation list for HK-base foreign employment agencies:</i>https://www.polo-hongkong.com/search_agency_hk.php <i>It shows 525 agencies have been accredited by POLO-HK.</i>	
	Number of women and men capacitated within relevant institutions on fair recruitment (disaggregated by country, institution, topic / skill, gender)	20 persons (11 women and 9 men) from agency associations AHKMA and SHARP trained on fair recruitment	At least 80 women and men capacitated on fair recruitment within relevant institutions	54 recruitment agencies participated in the validation forum on the impact of COVID-19 on recruitment agency operations on 30 th June 2020 of which 29 women, 15 men. Source: Progress Report, 2020, agenda	Delivered	55%
	Toolkits / procedures and surveys on fair	Toolkits to build on the results of	Toolkits / procedures are	Survey instrument for monitoring and a template corrective action plan to implement the Code of	Delivered	100%

	recruitment developed and rolled out	the survey conducted by FADWU in phase I	published and implemented	Conduct on fair recruitment. Source: Progress Report, 2020 Promising practices for fair recruitment: Code of Conduct on the fair recruitment of Filipino migrant domestic workers in Hong Kong (China) (ilo.org) Pilot worker-feedback survey, to support the monitoring of the voluntary CoC adopted by Private Recruitment Agency Associations in the Philippines and in Hong Kong. Based on consultation with representatives (4, at least 2 per association) of the two associations representing 284 members, towards developing a monitoring instrument for the voluntary association Code of Conduct. Source: Links to 2021 outputs Employer engagement campaign (a 360° immersive gaming experience): The Hiring Challenge Teaser video promoting The Hiring Challenge (social media campaign): https://youtu.be/PbRw4cT3JbU Social Media Campaign ads - Google Drive • Trello board https://trello.com/invite/b/qPrxH7Fs/8887cd82019e9a492bf87aedef4c3259/the-hiring-challenge • Twitterhttps://twitter.com/HiringChallenge • Facebook https://www.facebook.com/TheHiringChallenge • IG https://www.instagram.com/the_hiring_challenge/ Business case ppt: https://drive.google.com/file/d/1X4DxBNJ-IQW3Ktq1u2zVAQReMtTVwz0T/view?usp=sharing Hidden costs infographic:		
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				https://drive.google.com/file/d/1U88VUNZ60HP8Lba8dtXCIRVdEiV_Tyl/view?usp=sharing Interview conducted with the South China Morning Post, with article published on 24 October: https://www.scmp.com/week-asia/article/3153317/can-hongkongers-learn-how-end-migrant-domestic-worker-exploitation-new ILO news release on the campaign: A game changer for safe and fair recruitment of domestic workers (ilo.org) Source: Links to 2021 outputs		
Output 1.4: A pilot intervention to create a fair recruitment corridor between the Philippines and Qatar, is designed and tested, with a possible focus on the domestic work sector Change to Fair recruitment processes are facilitated towards an ASEAN country of destination	Pre-employment and pre-departure packages developed for workers directed to Qatar	Pre-employment and pre-departure packages are currently not tailored to Qatar context	Pre-employment and pre-departure packages	Policy brief for Philippines-Malaysia challenges and opportunities to pilot fair recruitment in the new corridor; Guidance on fair recruitment for the Malaysia Employer's Federation Source: Progress report, 2020 Adaptation for the Malaysia context of a toolkit on Due Diligence, developed by the ILO GBNFL. Source: Progress report, 2021 <u>Due diligence toolkit for fair recruitment (flbusiness.network)</u> Policy brief and Guidance doc on Fair recruitment for the Malaysia Employers' Federation (in collaboration with the ILO Global Business Network on Forced Labour and the REFRAME project): 1 brief on fair recruitment; 1 brief on Countries of Origin (for Malasia) including Nepal	Delivered FAIR technical contribution towards the interactive Due Diligence toolkit produced for employers and members of the ILO Global Business Network on Forced Labour (GBNFL) in 2021, and its adaptation to the Malaysia context (forthcoming online 2022). Adapting the ILO GBNFL global due diligence toolkit to Malaysia.	100%
	Number of recruitment agencies in the Philippines and Qatar adopting fair recruitment methods	Only three labour recruiters have a demonstrated knowledge on fair recruitment principles	At least 5 recruitment agencies in Philippines adopt fair recruitment methods	FAIR Philippines facilitated the conduct of the round-table discussion between Qatari government officials and Filipino tripartite constituents on 26 September 2019 in Manila. There were 5 women and 11 men participants. Source: Report of the Round Table Meeting preparing the opening of the Qatar Visa Center, facilitated by ILO FAIR II , Press release	N/A In line with all changes relating to Qatar agreed with the donor, this indicator was removed as no longer relevant	N/A
	Reformulated: Qatar	0% of	At least 50%	N/A		

	Visa-Center staff capacitated to implement fair recruitment principles	employees of Qatar-Visa Center trained in fair recruitment principles				
Output 1.5: Public employment services and the MFPE in Tunisia have improved their capacities to implement and monitor fair recruitment processes	Number of users of the new improved ANETI e-services	Baseline is zero as start of the Project	Target number of users be defined when new improved e-service has been set up	New improved public recruitment e-services launched, that include a function to record complaints online Source: Progress report, 2020 Number of users : 16318 (11476 Hommes et 4842 Femmes) Link: Se connecter Anetiinternational (aneti-international.tn) Observation by the evaluator, 1 Jan 2022: http://www.aneti-international.tn/index.php/form/reclamation - gives the opportunity to leave the complaint for the Tunisian citizens who work abroad	Delivered	100%
	Number of people trained (disaggregated by institution, gender)	30 ANETI, ATCT and OTE officials trained on fair recruitment principles for foreign placement under FAIR I	At least 60 officials trained	51 public employment services officials (20 women, 31 men) have been trained on fair recruitment practices and ILS and plus 4 (women) managers of public services ANETI and ATCT benefited from a learning visit to Pole-Emploi France (Q4 2019), focusing on good practice in international placement processes Source: Progress report, 2020 A global first: the project launched the training and digital tools for the new group of 28 inspectors nominated by the Ministère de la Formation Professionnelle et de l'emploi (labour ministry). Training delivered to 28 inspectors (newly assigned) tasked with monitoring private employment agencies (6 women, 22 men). Promising practices for fair recruitment: Tunisia – Formation of a new body of inspectors for the recruitment industry (ilo.org) Good practice - Formation of a new body of inspectors for the recruitment industry in Tunisia (ilo.org) Le programme THAMM se joint au projet FAIR II en Tunisie pour renforcer les	79 officials trained (26 women, 53 men)	Delivered, 132%

				capacités des futurs inspecteurs des entreprises privées de placement à l'étranger (EPPE) (ilo.org) Services et processus de recrutement à l'étranger pour les employeurs - YouTube https://www.ilo.org/africa/countries-covered/tunisia/WCMS_828933/lang--fr/index.htm Source : Links to 2021 outputs National consultation on standard contracts for intermediation (2/11/21) including the employers' association (UTICA) and private recruitment agencies <u>Extra deliverables under 1.5</u> Forthcoming: Diagnostic sur les processus et les pratiques courantes de recrutement formels et/ou informels des travailleurs migrants ivoiriens en Tunisie (2021) (dans dossier Tunisie). BL – 02.02.01 Forthcoming: development of a business model for private recruitment agencies (by Q1 2022). Source : Links to 2021 outputs		
	% of people trained who have an improved understanding of fair recruitment practices (disaggregated by institution, gender)	Baseline is zero as start of the Project	70% of participants improve their score at the pre-post training knowledge test	87% of trained officials with an improved understanding of fair recruitment practices (successful post training evaluation). Source: Progress report, 2020 Training delivered to 28 inspectors (newly assigned) tasked with monitoring private employment agencies (6 women, 22 men).	Delivered	100% Achieved
	Number of proposed amendments in Tunisian legislation	Baseline is zero as start of the Project	At least 1	29 legislative amendments to the law 2010-49 and decree 2010-2948 introducing dissuasive penal sanctions, as recommended by ILO to government Source: Progress Report, 2020	Delivered	100% achieved
	Number of proposed application texts developed related to recruitment in accordance with fair recruitment standards	Baseline is zero as start of the Project	At least 1	7 proposed application texts developed related to recruitment in accordance with fair recruitment standards and ILS Source: Progress Report, 2020	Delivered	100% achieved

Outcome 2. Migrant workers have greater access to reliable information and improved services throughout the recruitment process	Number men and women migrant workers that provide inputs to Migrant Recruitment Advisor website in pilot countries (disaggregated by countries and sex)	Baseline to be taken from final report of FAIR Phase I	A total of 300 additional workers have provided input to Migrant Recruitment Monitor web-site in three pilot countries	Over 36,000 new users of the ITUC MRA in Jan-Oct 2021. • Nepal - new users 38 135 • Philippines – new users 19 739 • Jordan – new users 266 • Hong Kong – new users 708 Source: statistics sheet provided by the ICTU, consultations with the ICTU and CTA	Delivered Note: it would be good to align the pilot countries of the ICTU with the target countries of the FAIR II and measure performance in the countries of focused intervention. In addition to the quantity indicators (number of reviews) it would be good to introduce quality indicators – Ex. accurate data on fair recruitment is available for migrate men and women in their native language and in a gender-sensitive manner; quality of the reviews provided by migrant men and women). Measuring of the overall performance requires detailed indicators measuring a) number of unique users; b) extent of engagement; and professional services could be sought to integrate the collection of the data and assess the performance of the MRA at a regular basis	100% Achieved
	Number of recommendations developed on solutions and policy changes to improve migrant workers' access to justice	Baseline and target to be identified following the completion of the activity 2.3.1.	Baseline and target to be identified following the completion of the activity 2.3.1.	Activity 2.3.1 will be completed for the Philippines and Hong Kong (SAR) in Q4 2020 and for Nepal in Q1 2021. Source: Progress Report, 2020 3 research pieces with relevant recommendations have been developed for Philippines, Hong Kong (China) and Nepal. Source: Progress Report 2021: JWB (2021) Strategy guide on the regulatory structure around agency fees along the Philippines Hong Kong Migration corridor	No baseline data was established	

				Social Science Baha 2021 Ensuring Access to Legal Support for Migrant Workers for Violations in the Recruitment Process in Nepal: Opportunities and Challenges – under review, preparatory stage for publishing FADWU 2019. The Price of Justice - Migrant domestic workers' experience of trying to resolve labour disputes in Hong Kong.		
	Number of organizing strategies, case management tools and techniques developed and tested	1 Focal points network (Tunisia); 1 MoU (Nepal-Jordan expected signature in 2018)	Case management tools in Philippines and Hong Kong (China) at least 1 agreement between 2 national trade unions additional services provided in Nepal and in the Philippines – Qatar corridor	1 network of 9 UGTT migrant resource center focal points (4 women and 5 men) has been set up in Tunisia Case management tools and techniques have been developed, tested and used for the Philippines-Hong Kong (SAR) corridor An agreement formalized the collaboration between SENTRO and FADWU-PLU Additional services were provided by GEFONT for Nepali migrant workers in Qatar, Malaysia and Jordan. Source: Progress Report, 2020 Nepal Migrant Help Desks Re-activated and a comprehensive digital platform to handle case management of migrant workers is available. Additional services being provided by unions in the Philippines – Malaysia corridor (Basic Orientation Services). UGTT has formally adopted a strategy to support the unionization of migrant workers. 2 new additional UGTT Migrant Resource Centers were set up (bringing the total to 6) and 4 were operationalized. A Case Team Handbook was produced for use by case managers in Hong King (China) and contains an overview of the legal provisions, guidelines for document and evidence collection, and other practical guidelines for handling cases. A Case Handling Toolkit was developed and is a compilation of materials that facilitate the union mentees' understanding and application of the case handling skills they learned in the program. Source: Progress Report 2021	Delivered	Achieved 100%
	Percentage of migrant	TBD	TBD			

	workers in relevant countries aware of MRA (disaggregated by country, sex)					
Output 2.1: Mechanisms to support access to information are strengthened	Two national MRA Platforms tested in 2 pilot countries according to guidelines developed by the ITUC	MRA is operating in 4 pilot countries	MRA is launched in two additional countries	MRA operating in 6 countries –Source: Progress report, 2020 Under FAIR I: countries where ITUC is actively implementing through its affiliates were Indonesia, Nepal, and Philippines. Then under FAIR II were added: Bahrain, Hong Kong, and later Qatar. So three (3) new countries. Then, ITUC is also adding new content in the platform, relating to all countries. 4 were newly added under FAIR phase II: Lebanon, Jordan, Bahrain, Kuwait, and Oman. Initial countries for content development under FAIR I: UAE, Singapore, Malaysia, South Korea, Taiwan, Hong Kong, Qatar, Saudi Arabia. Source: consultation with the CTA <i>Activities of the ITUC and its affiliates to advance the MRA now active in 6 in target countries. ITUC is now implementing agreements with affiliates in Bahrain and Hong Kong. MRA Philippines will cover MRA roll out in Malaysia with the support of AMPPO SENTRO, branch of SENTRO union in Philippines, part of MRA Philippines consortium. MRA implementation in Indonesia, Nepal, and Philippines ongoing, and in Qatar since Feb 2020 through GEFONT, ITUC's partner in Nepal.</i>	Delivered	100% achieved
	Number of workers and jobseekers (disaggregated by sex, countries of origin) informed on the MRA operations and its usefulness for them through outreach activities or campaigns	3.024 reviews by workers and jobseekers (31.12.2018)	At least 300 migrant workers have provided input to the MRA in the new two pilot countries	The ITUC country affiliates continued to conduct outreach activities and promotional campaigns to inform migrant workers and job seekers about the MRA and its services. Offline-reviews of agencies were collected by MRA coordinators as follows: Bahrain: 79 reviews (collected between 1 Jan - 30 May 2021) The Philippines: 922 reviews (total collected since FAIR I), of which 256 reviews (collected between 1 Oct 2020 – 31 Oct 2021) Nepal: 1593 reviews (total collected since FAIR I), of which 362 reviews (collected between 1 Oct	Delivered	100% Achieved

				2020 – 31 Oct 2021) Indonesia 941 reviews (total collected since FAIR I), of which 597 reviews (collected between 1 Oct 2020 – 31 Oct 2021) Hong Kong 600 reviews (total collected), of which 396 reviews (collected between 1 Oct 2020 – 31 Oct 2021) <u>Extra deliverables under 2.1</u> The project supported the feasibility assessment, piloting and launch of chat-bots in three languages, launched in Nepal, in the Philippines, and globally, to facilitate migrant worker's access to and sharing of critical information about recruitment agencies. BL- 02.03.02		
	Impact assessment report available	0	1	Assessment of the MRA platform	Delivered	100% Achieved
Output 2.2 Trade Unions and civil society have improved their capacity to support migrant workers through organizing additional services and increased coordination with key stakeholders on recruitment issue	Number of trade unions staff trained (disaggregated by trade union, country, service, gender)	Baseline to be taken from final report of Phase I	At least 30 trade unions staff trained (disaggregated by trade union, country, service, gender)	Total: 211 trade unions staff trained (123 women and 88 men) Tunisia: 4 new Migrant resource centers were established during FAIR II (2 new ones in 2021), 4 were operationalized and 2 additional focal points appointed, bringing the total to 11 focal points (5 women and 6 men) appointed and trained. 91 trade union staff (42 women, 49 men) benefitted from the UGTT capacity building plan. Nepal: 43 GEFONT focal points (33 Men and 10 Women) attended capacity building training to strengthen the internal capacity of GEFONT in providing frontline services to migrant workers in the recruitment process. Philippines: 30 participants (all women) from the Bangsamoro Autonomous Region in Muslim Mindanao were trained on case management of migrant workers grievances. Hong Kong (China): 5 FADWU Case Team members trained in case handling by SENTRO, while 13 FADWU members participated in the mentorship program delivered with JWB (all women). Malaysia: SENTRO trained 18 trainers/women members that will continue the basic orientation seminar of AMMPO prospective members in	Delivered	100% Achieved

				Malaysia.		
	Number of men and migrant workers are supported or organized by trade unions (disaggregated by country and sex)	Baseline to be taken from final report of Phase I	At least 300 additional men and women migrant workers are supported or organized by trade unions	Tunisia: 5000 migrants benefitted from the safety kits and nearly 608 participated in the rapid assessment (55.7% men et 44,3% women) Source: Progress report, 2020 Enquête rapide sur l'impact de la COVID 19 sur les travailleurs migrants en Tunisie (ilo.org) Syndicalisation des travailleurs migrants en Tunisie : Des travailleurs migrants en Tunisie se syndicalisent avec l'UGTT (ilo.org) Tunisia: More than 600 MWs visited the 6 UGTT migrant workers centres in 2021, 4 of them were established under FAIR II, and an awareness raising campaign targeting migrant workers in 4 sectors reached a wider public. Appui à la mise en œuvre du plan de formation/élaboration stratégie interne travailleurs UGTT- BL 02.04.07. Source: Links to 2021 Philippines – Hong Kong: 182 new members (all women) recruited by PLU and SENTRO. 240 Filipino domestic workers (all women) in Hong Kong have undergone PLU Basic Orientation Seminar. Source: Progress report, 2020 Tunisia: 1500 migrant workers were unionized – sex disaggregated data is not available Philippines –Malaysia: 441 members participated in research and data collection activities (all women) recruited by AMMPO and SENTRO.	Delivered At least 782 (182 women in Hong Kong and 600 workers in Tunisia – sex disaggregated data is not available) migrant workers are supported or organized by trade unions	100% Achieved
	Number of men and migrant workers are informed by trade unions (disaggregated by country and sex)	Baseline to be taken from final report of Phase I (PHI- 4000 migrant domestic workers)	At least 2000 additional men and women migrant workers are informed by trade unions	Tunisia: more than 200 migrant workers approach the migrant resource centers on a monthly basis since the Project's start 1500 migrant workers (sex disaggregated data is not available). Honk Kong (SAR): 8 outreach activities and 3 public assemblies reached out to approximately 2000 migrant domestic workers (99% women) to promote labour rights and a FADWU hotline was set up. 1000 people (70% women) attended the My Fair home campaign program. Source: Progress report, 2020 Philippines- Hong Kong (China): the PLU conducted 5 outreach activities (including	Delivered	100% achieved

				distribution of masks and leaflets); 240 Filipino domestic workers in Hong Kong (SAR) have undergone PLU Basic Orientation Seminar; 20 PLU graduates of its Basic Leadership Training have been actively involved in organizing and other union work; Documentary film “The Price of Justice” produced. Source: Progress report, 2021		
	Number of migrant workers that file a complaint or enter a report on violations and referred to the national response teams (disaggregated by country and sex)	Baseline to be taken from final report of Phase I Baseline: Fair I baseline from Final FAIR I report: Hong Kong: 16 cases submitted to the labour department, one case being on behalf of 5 workers); Philippines: no cases addressed, only case management training had been held	To be determined following rapid evaluation activity 2.3.3	Philippines - Hong Kong: PLU handled 13 court cases of 22 women workers. 9 out of 13 cases were resolved, while the 4 other cases are still on-going. Nepal: GEFONT support groups and migrant desk referred 41 group cases (representing about 900 Nepali migrant workers from Qatar, Malaysia and Jordan) of grievance against employers Source: Progress report, 2020 Philippines- Hong Kong (China) : The PLU supported 2 cases documented and supported in accessing justice by June 2021. 1 additional Labour Tribunal representative (representing migrant workers) was recruited by FADWU and will enable the union to provide additional case management services. With support of JWB, FADWU members handled a total of 22 cases involving issues such as sexual assault, unpaid termination payments, disability discrimination, wrongful accusation, etc. Nepal: from the beginning of the implementation agreement under FAIR II, GEFONT support groups and migrant desks have supported thousands of migrant workers resolve cases: 4,125 workers were supported in Malaysia (2905M, 1220W); 1,004 workers were supported in Qatar (685 M, 319W) and 258 individuals were supported in Jordan (86W and 172M).	Delivered 4,125 workers were supported in Malaysia (2905M, 1220W); 1,004 workers were supported in Qatar (685 M, 319W) and 258 individuals were supported in Jordan (86W and 172M).	100% progress is observed
Output 2.3: Mechanisms to support access to justice are strengthened	Number of research reports with evidence collected, documented, and analyzed on specific topics related to fair recruitment and migrant’s workers	No research report available on the selected topic for the pilot country	At least 1 research study in 3 pilot countries (selected from Hong Kong, Jordan, Nepal, Philippines, and Tunisia)	JWB is finalizing the research on access to justice in the Philippines-Hong Kong corridor, publication planned for end of 2020. FADWU published in December 2019 its report “The Price of Justice” on challenges faced by migrant domestic workers in accessing redress mechanisms in Hong Kong (SAR) and the related production of the documentary film. <u>The Price of</u>	Delivered	100% achieved

	access to justice, for information and advocacy purposes			Justice.pdf JWB finalized the strategic legal research on access to justice in the Philippines-Hong Kong (China) corridor, which has been circulated to Philippine government agencies mandated to review recruitment-related cases filed by OFWs. The publication is now available in digital format. In Hong Kong (China) the documentary accompanying the “Price of Justice” report launched in 2019 was screened in several locations, in both Hong Kong and at international film festivals. In Nepal, study on decentralization of access to justice mechanisms in the federalized context completed and under review.		
	Recommendations to strengthened are identified to strengthen the complaint mechanism produced	Baseline is zero at start of the Project	At least 3 recommendations	The evaluators observed the following recommendations: 1. Set of recommendations by FADWU to the Hong Kong government. Source: The Price of Justice.pdf, p.20, p.75 2. Strategy guide on the regulatory structure around agency fees along the Philippines-Hong Kong migration corridor (pdf of report provided). P.15. 3. Ensuring Access to Legal Support for Migrant Workers for Violations in the Recruitment Process in Nepal: Opportunities and Challenges. Set of recommendations provided on page 47 onwards	Delivered	100% achieved
Outcome 3. Global knowledge and policy guidance about fair recruitment produced and disseminated including through the media	Number of recommendations of technology study pilot tested	Baseline is zero at the start of the Project	At least 1 recommendation pilot tested	ILO FAIR II report: Use of digital technology in the recruitment of migrant workers. ITUC coverage on the launch of the report: Technology and Labour Migration Recruitment Advisor Global webinar on the role of Technology to protect MWs in recruitment process, organised by ITUC with FAIR II support, March 2021	Delivered	100% achieved
	No of media stories related to the fair recruitment of	10 articles in the Philippines 3 articles in	10 articles per pilot country	7 media pieces were produced by trained journalists in Tunisia 36 media pieces produced by the Labour	Delivered	70% achieved for Tunisia, 360% for Nepal,

	migrant workers published by trained journalists' media, following the media training (s)	Tunisia		Employment Journalist Group (LEJoG) in Nepal.		not achieved for Jordan and Hong Kong
	Number of journalism schools or universities that include in their programme or curricula, reporting on communicating on fair recruitment	No journalism schools or universities in pilot countries currently include in their programme of curricula, reporting or communicating on fair recruitment	2 journalism schools or universities include in their programme or curricula, reporting or communication on fair recruitment	In Tunisia, one journalism school (the Institute of Press and Information Sciences - IPSI) delivered a training programme for 2019-2020 based on the ILO media toolkit on reporting on forced labour and fair recruitment. Source: Progress report, 2020, According to the interviews two journalism schools (one in Nepal and one in the Philippines included fair recruitment in their curricula In the Philippines, the ILO has engaged in a partnership with Asian Institute of Journalism and Communication through which the course on Reporting on Labour Migration has been integrated into the Journalism Degree Program of 7 higher education institutions.	Delivered	100% Achieved
Output 3.1: Knowledge sharing events to support the implementation the General Principles and Operational Guidelines and Definitions of Recruitment Fees and related costs.	Number of national consultations documented by country	No knowledge sharing events are documented to support the implementation of the GP&OGs and the definition	At least two (2) knowledge sharing events documented to support the implementation of the GP&OGs and the definition	Presentations of the ILO GP&OG and Definitions at ITCILO Turin global training programmes (global online course on fair recruitment) Sept. 2020; production of a video on recruitment fees and costs English, French, Spanish (cost-shared with REFRAME); translations of the GP&OG in Nepali; National-knowledge sharing events are conceptualized for implementation in 2021 (Philippines, Tunisia, Jordan). Source: Progress report, 2020, Multi-stakeholder dialogue on the key results of the FAIR II project and way forward (journalism/media association; trade union GEFONT; Labour ministry; National association of recruitment agencies; and civil society organisations (December 2021). Link to online report on the national consultation. BL – 02.06.03 Source: Links to 2021 outcomes <i>Forthcoming:</i> review of behavioural science approach applied to employer engagement in Hong Kong (2022 CE output). BL – 02.06.03 <i>Forthcoming:</i> Audio-visual documentary of the	Delivered	100% Achieved

				role of intermediaries and other private/public sector actors in the recruitment process in Nepal. BL – 02.06.03 Produced digital flyers based on the ILO GP&OG and supported Government of Philippines (POEA) communications strategy and social media campaign against illegal recruitment. BL – 02.06-03 The project supported the development and launch in April 2021 of the new strategy of the <u>ILO Fair Recruitment Initiative 2021-2025</u>. BL – 02.06.03 Supported the translation of the <u>Global Study on Recruitment Fees and Related Costs (ilo.org)</u>. BL – 02.06.03 in Nepali FAIR technical contribution towards the interactive <u>Due Diligence toolkit</u> produced for employers and members of the ILO Global Business Network on Forced Labour (GBNFL) in 2021. The GBNFL has 19 members (6 companies and the rest are business networks). Technical contribution to the Master Class on Fair Recruitment (ITC-ILO) – with FAIR II CTA presenting Chapter 4, Monitoring & Enforcement of Recruitment Regulation. <u>Source: Links to 2021 outputs</u> Support to planning and delivering the Global Forum on Responsible Recruitment (GRRF2021), a joint global event between ILO, IHRB and IOM, which convened 1,600 participants. Contributed to a meta-analysis on the global impact of COVID-19 on migrant worker rights and recruitment. Produced digital flyers based on the ILO GP&OG in support of Government of Philippines (POEA) communications strategy and social media campaign against illegal recruitment. Supported the translation of the Global Study on Recruitment Fees and Related Costs, and the Nepali translation of the ILO General Principles and Operational Guidelines on Fair Recruitment		
Output 3.2. The media has increased	Number of entries submitted to global media competition on	250 entries were submitted for the 2018 edition	At least 250 entries submitted annually	The 2019 edition of the Global Media Competition gathered 292 entries from 95 countries. Source: Progress report, 2020	Delivered	Achieved at 106% per year 2019, 85% per

capacity to report on fair recruitment	labour migration per year (disaggregated by gender of author, countries, type of media, student / profession)	of the Global Media competition		The 2020 edition of the GMC gathered 290 entries from 67 countries. Source: Progress report, 2021 Total Number of entries per years: 265 (2019); 212 (2020); 137 (2021) – according to the provided data by the ILO – the number contradict with those presented in the progress reports but it was reported by the Project's team that the latest data is more correct as it doesn't include invalid entries		year 2020, 55% per year 2021
	Number of media professionals and students trained on fair recruitment and the ILO's guiding principles and operational standards (disaggregated by gender, country, institution)	100 journalists or media professionals trained	An additional 100 journalists trained	Overall, 633 journalists trained (out of the overall number where gender-disaggregated data is available (227 persons) – 128 men, 99 women): 170 journalists trained in Tunisia; 133 journalists trained in Nepal; 330 journalists trained in the Philippines). Source: Progress Reports and Aggregated data on the beneficiaries. In Tunisia 30 (20 women, 10 men) professional journalists participated in a training event, and about 80 students participated in the series of trainings offered as part of the IPSI-INLTP-ILO training programme for 2019-2020. Source: Progress report, 2020 Launch of ILO media toolkit in Arabic, with the National institute against human trafficking (INLTP), the National School of Journalism (IPSI), the national trade union federation (UGTT), and national union of journalists (SNJT), 6th October 2021. Promouvoir une couverture médiatique sensible, équilibrée et précise sur le travail forcé et recrutement équitable en Tunisie (ilo.org) https://drive.google.com/folderview?id=1MecTsE EBfLcbo_qpG9mksNYT6pGDVMV . Source : Links to 2021 outputs In Nepal a two-day national level training based on the media toolkit was held for 27 media personnel (19 men and 8 women) in collaboration with the Foreign Employment Board (FEB) on 14 and 15 November 2019 Source: Progress report, 2020, Forced labour and fair recruitment: National	Delivered	713% Achieved.

				Webinar to launch the Reporting on forced labour and fair recruitment: An ILO toolkit for Nepali Journalists. National Webinar including journalism/media association; trade union GEFONT; Labour ministry (foreign employment board); and civil society organisations (August 2021). Source: Links to 2021 outputs Extra deliverables on Nepal Impact of COVID-19 on Nepali Migrant Workers: Protecting Nepali Migrant Workers during the Health and Economic Crisis wcms_748917.pdf (ilo.org) Rapid assessment of the impact of COVID-19 on private recruitment agencies in Nepal (ilo.org) Source: Links to 2021 outputs The Philippines: ILO helps introduce “Labour migration reporting” in Filipino journalism education. Source: Links to 2021 outputs In Tunisia 30 (20 women, 10 men) professional journalists participated in a training event, and about 80 students participated in the series of trainings offered as part of the IPSI-INLTP-ILO training programme for 2021. In Nepal, a total of 53 journalists (43 men and 10 women) and 16 journalism students (13 men and 3 women) received training under the partnership with Labour Employment Journalist Group (LEJoG). Still in Nepal, 21 journalists (12 men, 9 women) reporting at provincial level, 32 (31 men and 1 women) journalists reporting at countries of destination and 16 journalism students (13 men and 3 women) were trained on Media Toolkit on Forced Labour and Fair Recruitment between February to October 2021. In the Philippines, the course syllabus on Reporting on Labor Migration and the Inventory of Global and Local Resources for Reporting on Migration and Labor Migration was completed and made available online. 11 teachers participated in a group coaching on teaching the course, and the course was ultimately integrated		
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				into the degree program of 7 higher education institutions. Consequently, 296 students in 14 classes undertook the course between Aug-Feb 2021. In addition, 34 journalism educators were training by AIJC on labour migration reporting.		
	% of media professionals and students trained who have an improved understanding of fair recruitment and the ILO's Guiding principles and Operational Standards	Depending on pre-training test results	At least 50% recognize training effectiveness	In Tunisia, the rate of success in terms of understanding was 100 percent based on the pre- and post-evaluations that were conducted as part of the training. Source: Progress report, 2020, In Nepal, a total of 53 journalists (43 men and 10 women) and 16 journalism students (13 men and 3 women) received training under the partnership with Labour Employment Journalist Group (LEJoG). While no post-assessment was done, it was observed that there was a greater understanding on part of the participants compared to baseline which also saw an increased use of fair recruitment and reference to standards being used in reporting. In the Philippines, 34 journalism educators (20 women and 13 men) were trained by AIJC on labour migration reporting. 100 % of trained educators have improved understanding of the course curriculum, in particular ILO's approach to fair recruitment (source: Pre and post-training assessment and AIJC narrative report)	Delivered	100% Achieved
Output 3.3. Research on the role of new technologies and recruitment practices and recruitment practices is conducted and disseminated	Research report on innovative technology published and disseminated	No research on this specific theme currently exist – a desk review will be conducted at the start	1 research published, 1 disseminated event	Bidding process for the research report on use of ITCs by migrant workers concluded in November 2019, with the selection of the United Nations' University (Macau institute); agreement signed in December; Inception report received in January and cleared in February 2020. Research commenced in February with introductions to topic stakeholders and key informants. Fieldwork delayed by health pandemic, but ongoing and adapted. New time-line agreed with UNU in Sept, aiming at completion by end Oct. 2020 Source: Progress report, 2020, <u>Use of digital technology in the recruitment of migrant workers</u>. BL – 02.08.01/02/03 (research)	Delivered	100% Achieved

				and BL – 02.09.01 (editing and layout) <i>Forthcoming:</i> Global webinar on the role of Technology to protect MWs in recruitment process, organised by ITUC with FAIR support, March 2021; also a platform for the soft launch of the Use of Digital Technology report. BL – 02.09.01 1 research report published and 1 disseminated event in collaboration with the ITUC (global webinar on role of technology to protect migrant workers, March 2021). 1 internal report on the Migrant Recruitment Advisor with recommendations for its enhancement.		
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ANNEX F Lessons learnt

Lesson Learnt 1

Project Title: Integrated Programme on Fair Recruitment (FAIR) - Phase 2 **Project TC/SYMBOL:** GLO/18/08/CHE

Name of Evaluator: The Development Solutions

Date: 04.03.2022

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Business associations and associations of the recruitment agencies are willing to incorporate ILO's General Principles and Operational Guidelines for Fair Recruitment into their policy and normative framework to justify and guide field-based activities, thereby giving a basis for sustainability and the indication to work with business associations in a proactive way in various sectors
Context and any related preconditions	FAIR II Project started the context of the uncertainty if the ILO General Principles and Operational Guidelines will be accepted and operationalized the business associations and private recruitment agencies in the country and regional level
Targeted users / Beneficiaries	Business Associations, Private Recruitment agencies /migrant men and women
Challenges /negative lessons - Causal factors	ILO's General Principles and Operational Guidelines for Fair Recruitment once incorporated into policy and normative framework by the Business associations and associations of the recruitment agencies need to be further monitored in terms of their implementations. Monitoring tools should be developed and operationalized
Success / Positive Issues - Causal factors	The ILO advocated for integrating ILO's General Principles and Operational Guidelines for Fair Recruitment by Business associations and associations of the recruitment agencies into their policy and normative framework through training on a new Toolkit to Adopt Fair Recruitment Business model based on ILO's General Principle and Operation Guidelines of Fair Recruitment, further consultations and provision of the technical support in aligning current codes of conducts
ILO Administrative Issues (staff, resources, design, implementation)	Further interventions should foresee ILO staff resources for provision of the technical support in the revision of the current codes of conducts Business associations and Associations of the recruitment agencies, resources for training of the stakeholders to implement fair recruitment procedures in accordance with ILO's General Principle and Operation Guidelines of Fair Recruitment and ensure monitoring and compliance mechanisms designed, installed and implemented

Lesson Learnt 2

Project Title: Integrated Programme on Fair Recruitment (FAIR) - Phase 2 Project TC/SYMBOL: GLO/18/08/CHE

Name of Evaluator: The Development Solutions

Date: 04.03.2022

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Under Output 1.1. "Key stakeholders in Jordan and Nepal have improved their capacities to fairly recruit workers in the garment sector" and in collaboration with the ILO Better Work Jordan project, in 2019 and 2020 the Project trained 39 labour inspectors (27 men, 12 women) on compliance with internal labour standards with a focus on fair recruitment in garment factories including hiring of Nepali workers. Though labour inspectors received this training, the key informants expressed the doubt that they will be engaged in monitoring working conditions of migrants workers.
Context and any related preconditions	The Directorate of Labour Affairs and Inspection within the Ministry of Labour has responsibility over labour inspection. Labour inspectors enforce labour laws, including laws on labour conditions, occupational safety, health and labour relations. They provide technical information, encourage cooperation between employers and workers and their respective representative organizations and collect information in relation to the labour market. In addition, labour inspectors verify that foreign workers hold work permits and they also monitor private employment agencies. Labour inspectors check living conditions of migrant workers and the accommodations of migrant workers in Qualified Industrial Zones (QIZs).
Targeted users / Beneficiaries	Jordanian labour inspectors, labour migrants
Challenges /negative lessons - Causal factors	There are three major challenges with sustainability of the results of training provided for labour inspectors. The first is high level of human resources turnover in the state apparatus in Jordan in general and in MOL in particular. Nobody can guarantee how long these trained inspectors will stay within the service. The second issue is that regardless of how effective the training was, labor inspectors are government officials and they will carry out their inspections in accordance with the instructions set for them by the government (MOL). Although direct training is important part of development activities, it is better to focus on institutionalization of such practices: improvement of the training agenda of the MOL and incorporation of labour standards with a focus on fair recruitment into duty regulations of the labour inspectors. Finally, the Project does not provide for monitoring of the labour inspectors activities after its completion. This issue also provokes considerations about how effective a project can be that is aimed only at recruiting, but not employment.
Success / Positive Issues - Causal factors	Anyway, raising of awareness of state servants about international standards affiliated with their job is positive factor. The humanitarian effect of this training should be considered as well – such trainings must change the mindset of government officials towards human rights approach.
ILO Administrative Issues (staff, resources, design, implementation)	To ensure that promoted fair recruitment includes the monitoring of the working conditions and protection of human rights of migrant men and women in the countries of destination by introducing the specific activities within the piloted fair recruitment initiatives targeting governments, employers and trade unions.

Lesson Learnt 3

Project Title: Integrated Programme on Fair Recruitment (FAIR) - Phase

2Project TC/SYMBOL:GLO/18/08/CHE

Name of Evaluator: The Development Solutions

Date: 04.03.2022

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Engaging trade unions in the protection of migrant workers, research activities and international cooperation demonstrates the ownership of the results, strengthened social dialogue and sustainable partnerships between the trade unions across the borders
Context and any related preconditions	From the beginning of the implementation agreement under FAIR II, the Nepali trade union GEFONT supported thousands of migrant workers resolve cases through migrant desks: 4,125 workers were supported in Malaysia (2905M, 1220W); 1,004 workers were supported in Qatar (685 M, 319W) and 258 individuals were supported in Jordan (86W and 172M). The partnership was established with Philippines-based trade union SENTRO which supported its affiliate in Hong Kong, the Progressive Labour Union of Domestic Workers (PLU). PLU handled 13 court cases of 22 women workers, 182 new members (all women) were recruited by PLU and SENTRO and 240 Filipino domestic workers (all women) in Hong Kong have undergone PLU Basic Orientation Seminar.
Targeted users / Beneficiaries	Trade Unions / Migrant men and women
Challenges /negative lessons - Causal factors	In spite of signed Memorandum of understanding with GEFONT, the General trade union of workers in textile, garment and clothing industry (JTGCU) in Jordan has not reported on work on protection of migrants from Nepal.
Success / Positive Issues - Causal factors	To ensure success the direct service agreement with the trade unions is one of the important conditions for protection of migrant men and women
ILO Administrative Issues (staff, resources, design, implementation)	ILO Programme managers should budget the resources to support work of the trade unions to protect rights of men and women and facilitate international cooperation between the trade unions.

Lesson Learnt 4

Project Title: Integrated Programme on Fair Recruitment (FAIR) - Phase

2Project TC/SYMBOL:GLO/18/08/CHE

Name of Evaluator:

Date:

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Fair recruitment process should be efficient and prompt to meet the employers needs in the labour force and accompanied by comprehensive system of human rights protection including monitoring mechanisms with the participation of wide range of stakeholders
Context and any related preconditions	FAIR II Project set the targets under outcome “Fair recruitment corridors and sectors are expanded or created” to recruit migrant workers at Nepal – Jordan corridor through fair labour recruiters
Targeted users / Beneficiaries	Government, employers /migrant men and women
Challenges /negative lessons - Causal factors	The fair recruitment process piloted by the FAIR project was evaluated by Tufts University in participation with five factories in Jordan. Four factories received fairly recruited workers and fifth served as a control group. The study provided substantial evidence of the benefits of fair recruitment to prospective migrants and employers. And this was confirmed by evaluation interviews that employers (at least some of them) clearly understand that the worker recruited under fair recruitment is a different worker, preferable to be employed. However, the fair recruiter lacked capacity to meet the demand for fairly recruited migrants generated by the program. The great challenge is that this is the project with high level of involvement of government – the practice that the factory hardly can replicate not being a part of such intervention run and led by UN agency. Therefore, contrary to expectations, participating factories resorted to conventional recruiters during the fair recruitment phase of the pilot in order to meet their workforce needs. They participated in the corridor but they still brought migrants through other channels including Nepalis travelling through India.
Success / Positive Issues - Causal factors	N/A
ILO Administrative Issues (staff, resources, design, implementation)	ILO Programme managers should invest in studying the limitations of the fair recruitment process seeking ways to increase efficiency to meet the number of workers demanded by the employers in a timely manner

ANNEX G Emerging Good Practices

Emerging Good Practice 1

Project Title: Integrated Programme on Fair Recruitment (FAIR), Phase II

Name of Evaluator: The Development Solutions

Date: 04.03.2022

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

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	ANETI e-services in Tunisia gives opportunity to the Tunisian citizens working abroad to file their complaints online from any destination country, this best practice could be used by other states to protect labour and human rights of their citizens in migration and ensuring fair recruitment. This best practice was implemented to support the achievement of Project's Output 1.5 "Public employment services and the MFPE in Tunisia have improved their capacities to implement and monitor fair recruitment processes".
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	Apart from the creation of the website and this section, the project facilitated the signing of a letter of understanding between the ANETI and OTE (Office of Tunisians Abroad which is under the supervision of the Ministry of social affairs) for the management of these complaints together because the OTE has a body of social attachés placed in certain countries of destination of the Tunisians and they can intervene on the field on the spot. It's a digital service, which give an opportunity for employers to find a job which corresponds to the decent work conditions. It's one of instrument to change workers' perception and their attitude towards the fair recruitment. Since the launch of the service at the time of the assessment, the services have been used by 16318 users (11476 men and 4842 women). Source: Ministère de l'emploi et de la formation professionnelle-Agence Nationale pour l'Emploi et le Travail Indépendant.
Establish a clear cause-effect relationship	New improved public recruitment e-services includes a function to record complaints online from the employers and recruitment agencies against any abusive practices related to recruitment. This principle increases the responsibility of service employment for the provided job. The official representative of Fair Recruitment in Tunisia is the MFPE, but other ministries are showing increasing interest in the Fair Recruitment initiative.
Indicate measurable impact and targeted beneficiaries	E-service indirectly regulates the activities of private recruitment agencies. It motivates agencies to act more responsibly and transparently. The principle of the complaint system is that a Tunisian worker who is abroad and who has suffered abusive practices posts a complaint on the e-service. The headquarters of ANETI receives the complaint. After that the ANETI contacts its representation abroad, and this representation already contacts the Tunisian embassy and solves the problem on the spot. this complaint can also be transferred to the MFPE which controls private employment agencies to take the necessary measures against the fraudulent agency. Or it transfers the complaint to OTE and then it contacts its social attaché in this country to intervene.
Potential for replication and by whom	This best practice could be used by other ministry of labor, social affairs in any country of origin for labour migrants.

Upward links to higher ILO Goals (DWCPs, Country Program Outcomes or ILO's Strategic Program Framework)	This good practice supports fair recruitment practices nationally and across borders. It is transparent and effectively regulated, monitored, and enforced; protect all workers' rights, including fundamental principles and rights at work (FPRW), and prevent human trafficking and forced labour.
Other documents or relevant comments	http://www.aneti-international.tn/ http://www.aneti-international.tn/index.php/form/reclamation

Emerging Good Practice 2

Project Title: Integrated Programme on Fair Recruitment (FAIR), Phase II

Name of Evaluator: The Development Solutions

Date: 04.03.2022

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

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	E-Desk service run by the GEFONT in Nepal allowed assisting more than thousand Nepali migrant workers abroad. This best practice was implemented to support the achievement of Project's Output 2.2. Trade unions and civil society have improved their capacities to support migrant workers through organizing, additional services, and increased coordination with key stakeholders on recruitment issues
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	On one hand, fair recruitment Decent work should go in line with access to justice. On other hand, the Project proved its effectiveness investing in capacities of the organizations already playing important role in providing target group (migrants) with support. Both requirements well refer to GEFONT that from the beginning of the implementation agreement under FAIR II, supported thousands of migrant workers resolve cases through migrant desks.
Establish a clear cause-effect relationship	Providing migrant workers with immediate assistance insured by GEFONT directly contributed to the fair recruitment and have positive impact on the Nepali migrant life conditions abroad.
Indicate measurable impact and targeted beneficiaries	As far as GEFONT provides support not only within the Nepal-Jordan corridor, all the Nepali migrant workers abroad can be considered as targeted beneficiaries. The impact can be measured in simple count of number of migrant workers assisted by GEFONT.
Potential for replication and by whom	This best practice could be used by other trade unions in any country of origin for labour migrants.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	This good practice supports the fair recruitment process directly contributing to the development and improvement of supporting services for migrant workers as well as providing justice.

Other documents or relevant comments	GEFONT web site: https://gefont.org
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Emerging Good Practice 3

Project Title: Integrated Programme on Fair Recruitment (FAIR), Phase II

Name of Evaluator: The Development Solutions

Date: 04.03.2022

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

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Post-Arrival Orientation learning system and online pre-departure package installed in Hong Kong by the Philippine Overseas Employment Administration (POEA) is instrumental for domestic workers and private recruitment agencies (PRA) to upscale fair recruitment processes. This best practice was implemented to support the achievement of Project's Output 1.3: <i>Migrant domestic workers from Philippines are fairly recruited in Hong Kong</i>
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	Development of the post arrival orientation seminar coincided with the outbreak of the coronavirus pandemic so the on-line format ideally filled the gap created by challenges related with the face-to-face meeting restrictions. On-line post-arrival seminar is envisaged for newly arrived Filipino are required to participate in the seminars so that they can understand the legislation both countries of the Philippines-Hong Kong corridor. They were explained the specifics of their contracts, provided with legal support, explanation of the legislation of Hong Kong.
Establish a clear cause-effect relationship	Enhanced migrant workers capacity and knowledge of legal environment of the country of destination, its own rights and responsibility directly contributed to the fair recruitment and have positive impact on the Filipino migrant life condition abroad.
Indicate measurable impact and targeted beneficiaries	Finalization and soft launch of online Post-Arrival Orientation System, and continued support to the Department of Labour and Employment in hosting the website. Completion of online Post-Arrival Orientation learning system Online pre-departure package and content of the Anti-illegal Recruitment Campaign of the Philippine Overseas Employment Administration (POEA). On-line post arrival orientation seminars specially tailored for newly arrived Filipino migrants. The recruitment agencies must submit the reports that the newly arrived migrant workers are enrolled in seminar. Participation in the post-arrival seminar for newly arrived domestic workers is mandatory so that Filipino migrants can enhance their legal literacy on fair recruitment process. recruitment agencies to mandatorily send employed migrant workers to attend the seminars.
Potential for replication and by whom	This best practice could be used by other government agencies considering PRA as a way to scale up pre-departure and post-departure orientation activities. Representative of POLO strongly recommended to replicate on-line post-Arrival seminar in other countries of destination of Filipino migrant workers.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	This good practice supports the fair recruitment process directly contributing to the achievement of broader Decent Work Country Program Philippines 2020-2024.

Other documents or relevant comments	Eng: https://www.ilo.org/manila/aboutus/WCMS_719248/lang--en/index.htm
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ANNEX H. Online poll results

The conclusions of the online survey conducted as part of the evaluation of the FAIR II project from December 9, 2021 to January 26, 2022

The on-line survey was used as a quantitative technique of data collection, which was provided by the Inception report to answer the question of the indicator „Impact orientation and sustainability”: 6.1 How has the project ensured sustainability of its results and impacts i.e. strengthened capacities of tripartite Constituents and other stakeholders, continuity of use of knowledge, improved practices etc? The on-line survey was offered to all the project actors, as well as including beneficiaries (both men and women), regardless if they took part in the interview process or not to stimulate results-based thinking and focus on achieved results, best practices, lessons learnt and recommendations,. The questions were arranged as google forms and the link was shared among project management with request to share it with as many persons involved as possible to achieve snow ball effect. Five main questions were offered: 1) What is the main project's result; 2) What have you started doing differently as a result of Project's efforts? 3) What you liked the most in the Project?; 4) What could have be done better by the Project?; 5) How could the Project improve in future? Your recommendations.

The online survey was available in English and French languages.

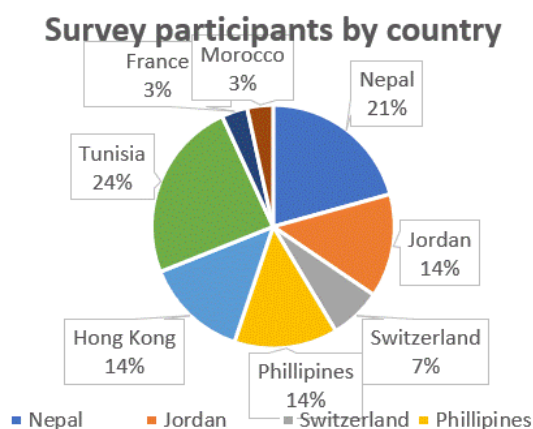
The online survey was holding from December 9, 2021 till January 26, 2022.

Overall there are 29 persons from 8 countries took part in the online survey.

Nepal	6
Jordan	4
Switzerland	2
Phillipines	4
Hong Kong	4
Tunisia	7
France	1
Morocco	1

Total: 29 persons

Figure 8. Survey Participants by countries



The results of the online survey are gender balanced.

Preferred not to say	1 person
Male	15 persons
Female	17 persons

Figure 9. Survey participants by gender

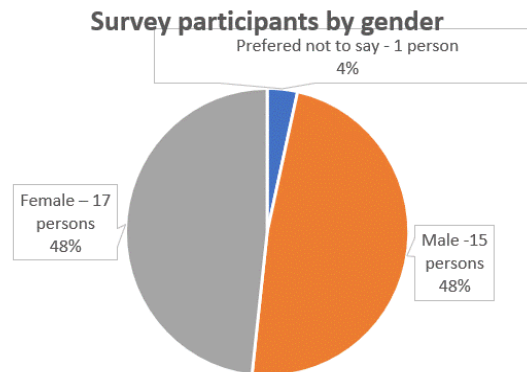


Table 19. The mains projec

Nepal	The most important co discussions in Nepal and abroad. Advocacy with the various stakeholders government, employers, recruitment agencies and related non government agencies for the protection of migrants rights. Highlighting gender dimension issue for the ratification of C189., advocacy to lift ban of women domestic workers. The project has been able to demonstrate through its activities that fair recruitment is multi-faceted process requiring coordination of multiple stakeholders. It has also demonstrated that fair recruitment cannot reap benefits until it is linked with decent work. The project is successful in clarifying about fair recruitment standards and in justifying why such standards are needed to be implemented/followed.
The Philippines	Safe and decent work opportunities for women in the Philippines. Bringing ethical recruitment and its definition into the spotlight. Better knowledge and awareness about fair recruitment practices. Aiding the stakeholders in innovating and/or improving its processes
Jordan	In Jordan the worker is no longer paying for recruitment nor to the brokers. In Jordan, the enforcement of zero recruitment fees in the garment sector is the result (Donor in the Field). It's a good practice every organization is recommended to follow.
Hong Kong	Increased capacity of workers and their unions to have voices in the society and be able to reveal issues to the government and the general public, this has increased social dialogues with government and stakeholders in tackling the migrant domestic workers' problems. Increased skills of frontline union officers around identifying and developing local and cross-border claims for migrant workers who have faced labour exploitation. Supporting the work of migrant domestic worker trade unions, contributing to a number of positive gains in the protection and promotion of their rights. Comprehension of Fair and Ethical Recruitment.
Tunisia	The most important contribution of the project is the legislative reform on private employment agencies and the creation and training of inspectors and the establishment of an effective fair recruitment process at the level of ANETI and the control of private employment agencies. The launch of the ILO's Arabic Toolkit for Arabic-speaking journalists in the MENA region, on Forced Labor and Fair Recruitment and training for Tunisian journalists on migration and forced labor. Better knowledge of the labor migration governance framework on the Tunisia / Côte d'Ivoire corridor (institutional and regulatory frameworks, information systems, cooperation). Advance knowledge on fair recruitment and the role different stakeholders can play.

Table 19. The mains project's results indicated by the online survey participants and sortedby organizations.

Donor	- The Development of the ILO General Principles and Operational Guidelines on Fair Recruitment (GP&OG) and Definition of Fees and Costs (GPOG) and subsequent definition of costs and fees, and their dissemination; - Alingment of the Responsible Business Alliance's code of conduct with the GPOG with outreach to 3.5 Million workers - Work with media professionals - including global media competitions on fair recruitment - Legislative changes brought about in Tunisia and follow-up actions;
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	- Zero-fee policy of the garment industry in Jordan - Associations of the recruitment industry in Hong Kong (China) and the Philippines's adoption of code of conduct - Establishment of the four UGTT migrant resource centres and work for the unionization of migrant workers in Tunisia - Successful pilot from Nepal to Jordan garment industry - Work with ITUC on rolling- out Recruitment advisor in FAIR pilot countries (digital innovation)
Stakeholders	- The most important contribution of the project is bringing the idea of 'fair recruitment' in policy discussions in Nepal and abroad. - ILO's direct intervention on promotion and advocacy work on fair recruitment amongst the relevant stakeholders i.e. Government, Private Sectors, Civil Society, Media. - The project is successful in clarifying about fair recruitment standards and in justifying why such standards are needed to be implemented/followed. - Highlighting gender dimension issue for the ratification of C189., advocacy to lift ban of women domestic workers. - The worker is no longer paying for recruitment nor to the brokers - Increased capacity of workers and their unions to have voices in the society and be able to reveal issues to the government and the general public, this has increased social dialogues with government and stakeholders in tackling the migrant domestic workers' problems. - Bringing ethical recruitment and its definition into the spotlight. - Increased skills of frontline union officers around identifying and developing local and cross-border claims for migrant workers who have faced labour exploitation. - Better knowledge of the labor migration governance framework on the Tunisia / Côte d'Ivoire corridor (institutional and regulatory frameworks, information systems, cooperation) - The establishment of an effective fair recruitment process at the level of ANETI and the control of private employment agencies
ILO staff	The overall project has resulted in promoting fair recruitment principles and practices across a wide range of stakeholders. Within this overall achievement, have been numerous results including increased capacity development of labour migration stakeholders including the media, national authorities, private sector actors, and workers' organisations; the project has also contributed to enhanced country-level and global-level knowledge and understanding of recruitment risks and prevention measures, access to justice and remedies and empowerment of migrant workers; the project has also driven and promoted innovative approaches the area of forced labour prevention and promotion of safe and regular labour migration. It has also demonstrated that fair recruitment cannot reap benefits until it is linked with decent work.
Experts and consultants	- Supporting the work of migrant domestic worker trade unions, contributing to a number of positive gains in the protection and promotion of their rights. - The launch of the ILO's Arabic Toolkit for Arabic-speaking journalists in the MENA region, on Forced Labor and Fair Recruitment and training for Tunisian journalists on migration and forced labor. - Legislative reform on private employment agencies and the creation and training of inspectors

Conclusion

Tripartism is the cornerstone of the success of the project. The project has joined forces (governments, trade unions, recruitment agencies) to achieve the best result in launching fair recruitment process in Nepal, Jordan, Philippines, Hong Kong and Tunisia (100% ILO staff, 44% of stakeholders). An understanding of the process of fair recruitment (35% of stakeholders) has appeared in the society of these countries.

Table 11. Key International Standards promoted by the FAIR II Project

International Labour Standard	Hong Kong SAR	Jordan	Nepal	Philippines	Tunisia
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948				x	X
C097 - Migration for Employment Convention (Revised), 1949 (No. 97)				x	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)		x	x	x	X
C029 - Forced Labour Convention, 1930 (No. 29)		x	x	x	X
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)		x	x	x	X

C100 - Equal Remuneration Convention, 1951 (No. 100)	x	x	x	x	X
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	x	x	x	x	X
C138 - Minimum Age Convention, 1973 (No. 138)	x	x	x	x	X
C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)				x	
C181 - Private Employment Agencies Convention, 1997 (No. 181)					
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	x	x	x	x	X
C188 - Work in Fishing Convention, 2007 (No. 188)					
C189 - Domestic Workers Convention, 2011 (No. 189)				x	

Table 12. FAIR II cooperation with other projects across at global and country levels

#	Project	Global	Nepal	Jordan	The Philippines	Hong Kong SAR China	Tunisia
1	EU-funded project titled “Global Action to Improve the Recruitment Framework of Labour Migration” (REFRAME)	x					
2	The Italian-funded sub-regional ILO project titled AMEM project (Appui à la migration équitable pour le Maghreb: Libye, Maroc, Mauritanie, Tunisie)						x
3	The EU and GIZ funded sub-regional ILO-IOM project titled THAMM (Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa)						x
4	The United Kingdom (UK)-funded Work in Freedom		x	x			
5	DFID-funded Skills for Employment (SEP) programme		x				
6	SDC-funded HELVETAS Safe Migration (SaMi)		x				
7	ILO Better Work Programme			x			
8	SDC funded FAIRWAY (Jordan)			x			
9	Save and Fair project supporting women migrant workers' rights and opportunities in the Association of Southeast Asian Nations (ASEAN) region, implemented with the UNWOMEN				x		
10	From Protocol to Practice: A Bridge to Global Action on Forced Labour (The Bridge Project)		x				
11	IOM Project “Asia Region: Promoting Ethical Recruitment and Decent Work among Private Sector by Strengthening Company Policies to Protect Domestic Workers”					x	