

**EQUIP: EQUIPPING SRI LANKA TO COUNTER TRAFFICKING IN PERSON
PROJECT**

Mid Term Review

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Abbreviation

TAF	The Asia Foundation
CO	ILO Country Office
CTA	Chief Technical Advisor
UNSDf	United Nations Sustainable Development Framework
DWCP	Decent Work Country Programme
EQUIP	Equipping Sri Lanka to Counter Trafficking in Persons
TIP	Trafficking In Persons
MTR	Mid Term Review
CSO	Civil Society Organisation
NAHTTF	National Anti-Human Trafficking Task Force
CID	Criminal Investigation Department
ILO	International Labour Organisation
SLFEB	Sri Lanka SLBFE
Helvetas	Helvetas Swiss Intercooperation
MWCA	Ministry of Women and Child Affairs
MPiSE	Ministry of Primary Industries and Social Empowerment
NPC	National Project Coordinator
SDC	Swiss Development Cooperation
TOR	Terms of Reference
ABA	American Bar Association
IPs	Implementing Partners
FBR	Family Background Report
<i>GN</i>	<i>Grama Niladari</i>
ITUC	International Trade Union Confederation
MRA	Migrant Recruitment Advisor

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1. INTRODUCTION

1.1 Background

Equipping Sri Lanka to Counter Trafficking in Persons Project (EQUIP) is implemented by the International Labour Organisation (ILO) together with The Asia Foundation (TAF) from 20 September 2019 with the financial support of US State Department, Bureau of South and Central Asian Affairs (SCA). The total financial worth of the project was 1,279,402.34 USD and US State Department provided 1,180,402.34 and ILO and TAF jointly shared 99, 000 USD.

ILO together with TAF submitted the proposal for US State Department. However, Helvetas, an INGO, was also identified in the project document as a subgrantee and works closely with TAF and ILO in terms of implementing some of the capacity-building aspects of the targeted officers. As per the ILO evaluation policy, this project is required to carry out a Midterm Review (MTR) as an internal exercise.

1.2 Project Overview

According to the US Trafficking in Persons (TIP) Report, Sri Lanka does not fully meet the minimum standards of eliminating of trafficking even although the government has made efforts over the years to tackle this issue. As a result, in the latest TIP report (2019), Sri Lanka is rated as Tire 2 watch list nation, a downgrading compared to last year.

The goal of the project: Combat trafficking via the enhancement of the knowledge base, the reinforcement of prevention and protection capacities at the national and local levels, increased prosecutions, the strengthening of support services, and the formulation of policy and regulation at the local, district and national levels.

Objective 1) Research and awareness to inform regulations and practices: A favourable regulatory environment and practices in place to reduce forced labour and trafficking vulnerabilities through research and targeted awareness by 2020.

Objective 2) ensuring fair and ethical business recruitment practices: Recruitment agents, MDOs and migrant workers are better equipped to conform to ethical and fair recruitment principles and guidelines by 2020.

Objective 3) Protection services for identified victims: To improve protection services for identified victims, including men and children, to receive specialized care services

Objective 4) Prosecuting and investigating offenders: To increase investigation and prosecution of offenders of trafficking through due process, training of officials on victim identification, legal procedures and referral processes.

Target groups: There are two main target groups of beneficiaries:

- a) The men, women and children that are trafficking victims or those at risk of being trafficked,
- b) The individual or collective change agents from government bodies, policymakers, businesses who can

positively influence policy and practice to counter-trafficking

1.3 management arrangement and the context

The ILO signed the agreement with US State Department in September 2017 for the EQUIP project. Full-time Finance and admin assistant got on board to the project at an early stage. The first activity was initiated during October 2017. National Project Coordinator (NPC) was selected for the project in December 2018. NPC is managed by the Country Director to the ILO. Additional technical support is provided by the regional specialist on Fundamental Principles and Right at Work branch of the ILO, based in DWT Delhi. M&E officer was appointed to the project in June 2018 on a part-time basis. The Asia Foundation (TAF) commenced its work on February 2018 following finalisation and signing of the agreement between TAF and the ILO. This project is implemented by ILO, TAF and Helvetas. Outcome 1 and 2 of the project are managed by the ILO, Outcome 3 and 4 will be looked after by the TAF and Helvetas while ILO takes responsibility in managing the entire project.

During the period of 26th October – 16th December 2018, due to an unexpected decision by the President of Sri Lanka to appoint a new Prime Minister, the country was in a state of political crisis. Further, a new cabinet was sworn in under him. This political instability affected the country as well as the project.

2. REVIEW OBJECTIVES AND METHODOLOGY

2.1 Purpose of the review

The main purpose of this internal mid-term evaluation is to improve programme performance; and to enhance learning with the ILO and key stakeholders.

2.2 Objectives of the review

1. Assess the relevance, effectiveness, efficiency and sustainability of the process initiated by the project.
2. Identify key lessons and challenges
3. Identify ways to strengthen the project

2.3 Users of Review

Project teams of ILO, Asia Foundation and Helvetas

2.4 Scope of the review

While this review is focusing on a broader analysis for all the four outcomes of the project, more in-depth analysis of interventions carried out under outcome 1 and 2 will be paid attention as TAF is hiring an independent evaluator to conduct the MTR for outcome 3 and 4 of the EQUIP project which is mainly managed by the TAF.

2.5 Review Methodology and sampling

Purposive sampling used to find the total of 15 individuals for interview from the cross-section of ILO, Implementing partners, CSOs, government key stakeholders, experts (outsiders to the project) in the subject area and group of the community (10 women who have migrated and planning to migrate). Tried to adopt elements of Utilization-focused Evaluation Approaches to enhance the ownership and utility of the review findings. Desk

review and individual interview were used for data and information collection. Annexure 01 will provide details of documents reviewed and the list of people who were met.

2.6 Review framework

Review framework was developed and shared with NPC, Asia foundation and the technical specialist for feedback and for common consensus. Questionnaires for individual interviews are listed under Annexure 02.

2.7 Limitations of the review

All the identified individuals could not be met due to non-availability and time constraints. Although the MTR more focused on outcome 1 and 2, most of the examples are highlighted from other outcome areas as many of the activities have not seen much progress under outcome 1 and 2 to assess effectiveness, sustainability at this stage of the project. Financial analysis is limited to the figures available within the ILO. It was not able to get breakdown allocations and expenditure of the partners during the assessment.

Table 1: MTR Review Framework

Key question	Sub questions	Tool to be used	Source of data/information
1. To what extent is the project is relevant and project design is valid? (relevance)	1. To what extent are that objectives consistent with the need of the targeted communities, institutions and relevant to country needs?	Interview	NPC/ SLFB- DG-Legal/ Unit head/CSOs technical experts- who were not involved in the project /Specialist/DCD
	2.To what extent is the project aligned with the UNSDAF and DWCP of ILO	Desk review	DWCP/UNSDAF, NPC, CD
	3. To what extent is the project design (objectives, outcomes, outputs and activities) logical and coherent? Are the results overly ambitious? Are any modifications required to the results framework?	Desk review, interview	Annexure 2 : logical model reviewed (submitted along with July 2018 QPR) NPC, M&E officer
	4. Has the EQUIP been able to adapt its approaches to the changing context to address the priority needs of the people, and the targeted institutions?	Desk review, interview	NPC, SLFEB DG- legal, Anti-trafficking head, additional sec,
	5. How appropriate and useful are the indicators in assessing the project's progress? If necessary, how should they be modified to be more useful? Are indicators gender-sensitive?	Desk review /interview	NPC, M&E officer, programme officer
2. What is the level of effectiveness of the project? (effectiveness)	1. How far have activities, outputs and outcomes been achieved?	Desk review, interview	Quarterly progress review reports, annual activity progress: NPC
	2. Have applied activities and their delivery methods been effective? Could their aspects have been done differently? (process effectiveness) - Suggestions, improvements for activities?	Interview	NPC, additional Sec. (ratification),
	3. The extent to which has gender mainstreaming been addressed in the design and implementation of the project?	Desk review, interview	Prodoc, quarterly progress reports, assessment reports, QPRs, M&E framework: NPC, CSO, Additional sec, gender expert, CD, Specialist
	4. To what extent do the project management capacities and arrangements put in place support of achieving the planned results?	Desk review, interview	Prodoc: NPC, CD, Finance admin focal point

	5. To what extent have government partners been involved in the implementation of the project?	Desk review, interview	NPC, SLFEB DG- legal, Anti-trafficking head, additional sec
	6. How useful is the coordination made with the implementing partners, stakeholders to achieve results?	Interview	NPC,TAF, Helvetas, Additional sec, SLFEB officers
3. How well are resources and inputs (funds, expertise, time, etc.) allocated or used strategically to achieve the planned results? (efficiency)	Is the project being delivered on a budget? Is the project substantively budgeted? Any suggestions?	Project Budget and expenditure analysis	Finance Assistant, M&E Officer, NPC
	What aspects of the project could be done differently to cut costs while still delivering achievements? Has any project resource been leveraged with other projects?	Interview	NPC, TAF, Helvetas, SLFEB staff
	what are the factors in activities that drive towards achievements of outputs ?/ Are the activities leading towards the achievement of outputs?	Interview	NPC, SLFEB DG- legal, Anti-trafficking head,
	What are the factors in outputs that drive towards achievements of outcomes? /Are the outputs leading towards outcomes? Are the outcomes contributing towards impact?	Interview	NPC, SLFEB DG- legal, Anti-trafficking head,
4. What changes have happened in the target groups and institutions? (impact)	Has the project contributed or likely to contribute to long-term changes in communities and institutions related to the project?	Interview, Desk review	PQPRs: NPC, SLFEB DG- legal, Anti-trafficking head,
	To what extent have the partners, relevant government institutions mainstreamed these activities in their institutional plans?	Interview, Desk review	PQPRs: NPC, SLFEB DG- legal, Anti-trafficking head,
	Any unintended changes happened due to project	Interview, Desk review	PQPRs: NPC, SLFEB DG- legal, Anti-trafficking head,
5. Is there evidence that the initiative is likely to grow – scaling up and out – beyond the project life? (sustainability)	To what extent are the project interventions/results (impact if any, and outcomes), likely to continue after the project? (gained knowledge, ratification) Are targeted officers adopting any emerging strategic actions, institutional space and the knowledge gained in the day to day functions?	Interview, Desk review	PQPRs: NPC, SLFEB DG- legal, Anti-trafficking head,
	To what extent has the project strengthened the capacities of the relevant government structures?	Interview, Desk review	PQPRs: NPC, SLFEB DG- legal, Anti-trafficking head,

3. FINDINGS OF THE REVIEW

Findings of the MTR will be presented against Relevance, Effectiveness, Efficiency and Sustainability criteria. The extent of process/ strategies that have been followed towards meeting sustainability will be assessed, as this stage is not the *appropriate* time to assess the sustainability of the interventions or achievements.

3.1 RELEVANCE

This section assesses the project relevance to the national, local context in relation to the human trafficking issues in the migrant sector, alignment to the DWCP, UNSDAF and strategies/processes applied to make the project interventions more relevant to the targeted institutions and communities with a view of improving sustainability, effectiveness and impact. Further feasibility of the project is assessed through assessing its vertical logic, horizontal logic risks and assumptions.

3.1.1 Extent of project focus is relevant to address the existing issues of human trafficking in the migrant sector in Sri Lanka

Key causes for human trafficking among specifically unskilled and domestic workers categories in Sri Lanka are multifaceted. They are mainly grouped as a) ***Ineffective government mechanism to regulate, monitor, protect victims and prosecution:*** There is a lack of proper implementation and monitoring of safer migration policy which focuses on migrant rights, migrant workers' health, and preventing human trafficking. Infrastructure is insufficient and procedural support for migrant wellbeing through the government policy encourages migration in order to improve foreign remittance (Middle East remittances as a percentage of export earnings is 51.8 per cent in 2017. (Source: Economic and social Statistic of Sri Lanka 2018). Systematic regulations are inadequate for recruiting industry/agencies which are both formal and informal. There is a lack of government-led approaches to negotiating wages, rights and the working conditions with labour receiving countries in terms of low-skilled and domestic workers. NAHTTF which was established to bring the holistic government responsive mechanism to trafficking under the leadership of the Ministry of Justice does not function in its full capacity. Instead, individual institutions such as Sri Lanka Bureau of Foreign (SLBFE), Criminal Investigation Department (CID), Police has trafficking units which provide Individual responses. Definition for human trafficking, scope, investigation procedure, resources and the power are of varying degrees across these institutions and it shouldn't be the case. Lack of established state-run supportive mechanism to protect the workers in destination countries. FGD with 12 women who have migrated and expecting to migrate in Gampola emphasised the Philippine government's supportive system in destination countries to address their migrant workers' grievances. Further, they highlighted the necessity of close monitoring of registered agencies and the grievance address mechanisms while they are in the destination countries by the Sri Lankan government. Corruption and lack of accountability across the migration sector is one of the obstacles for its efficacy.

b) Knowledge gap among actors in the migration sector including the potential migrants from unskilled and domestic workers, their relatives and neighbourhood: People become vulnerable due to lack of knowledge about migration, indicators of human trafficking and their entitlement as migrant workers. They largely depend on the information received through informal systems due to desperation. This

desperation is created by a variety of reasons such as the existing vicious cycle of poverty, lack of substantive earning opportunities, domestic violence, substances abuses, existing policies such as family background report, age limitations, the lump sum of money received for migrating women by men and existing social stigma associated female migration workers. The intermediary which is not regulated by the government becomes the most popular among migrants, especially in the low-skilled and domestic worker categories. Intermediaries show many prospects of migration and support to bypass hectic rules and regulations via shortcuts. As a result, these categories of people misunderstand intermediaries as the only support personnel.

In the migration sector in Sri Lanka, there are plenty of frontline government officers such as women development officers, foreign employment development officers, child protection officers, economic development officers, counselling assistants and migration development officers. But their functions are not coherent, consistent and efficient across the country. It is obvious that their knowledge on human trafficking and identification of human trafficking cases are not substantive and their attitudes towards migrant female is still stereotype and not supportive. Further, the Ministry of Foreign Employment does not have continuous knowledge improvement mechanism on human trafficking for the Development Officers and staff of the SLBFE, especially on safer migration and human trafficking, even although the Ministry of Foreign Employment is the mandated institution for migration.

c) Lack of proper protection services for victims and taking legal action against human trafficking: At present, there is no established comprehensive mechanism to capture, record and address human trafficking victims of both men and women especially among the categories belonged to low skilled and domestic workers at their destination countries. Migrant workers themselves also have no clear idea of violation of their rights. They believe as human trafficking is as part and parcel of the work especially outside of their own land. In addition, victims are not willing to take legal action due to a number of reasons such as taking prolonged periods in courts, cost, lack of trust and confidence towards legal actions. From the judiciary side, the number of non-human trafficking case backlog is so high compared to the human trafficking cases (mostly very few cases are brought to the courts). At present, two shelters run by two different ministries mainly focus on only female victims and not on the male victims. Thereby male victims become more marginalized in relation to taking legal actions.

The EQUIP project is addressing almost all the issues above in different degrees through all the four outcomes. The project focuses prevention mainly through awareness and knowledge enhancement. Creation of livelihood opportunities for these targeted groups by working at the policy level is not feasible within this project's scope, resources and expertise available. The projects which are implemented by ILO such as LEED Plus and RBSE and EMPOWER are greatly contributing towards creating job opportunities and strengthening livelihoods of residences in other districts for marginalized communities. Thereby ILO is contributing to job creation and prevention indirectly through other projects in different locations. Within the existing space, this project is trying to improve the identified gaps of shelters and establishing a recording mechanism for human trafficking victims using the existing MDOs. It enhances the skills and knowledge of different officers to address human trafficking in various ways. Project is supporting to ratify

P 29 which is policy support that enables combating human trafficking and improve the governance of agencies. MRA which is going to be established through the project will help to reintegrate migrant workers when they return to the country and thereby reduces frequent migration for earning. MTR Observed that the EQUIP project is highly relevant to the country context as the project is planning to address the existing issues in the human trafficking of the migrant sector in a more comprehensive manner.

3.1.2 Relevance to DCWP- ILO and UNSDAF- Sri Lanka 2018-2022

The EQUIP project contributes to mainly to the output 3.2.1 of the outcome 3 and 2.2.2 of the outcome 2 of the 2018-2022 DWCP of Sri Lanka with its focus on equipping Sri Lanka to combat against human trafficking, enabling environment through conventions, making target groups aware on safer migration, enhancing skills and other capacities to improve protection and prosecution. The project further aligns to pillar 2 and 3 of the UNSDAF Sri Lanka 2018-2022 which was signed between the United Nations (UN) and the government of Sri Lanka.

Individual government representatives who were interviewed highlighted the fact that the project interventions are highly relevant to address the existing gaps in different levels of the government institutions and a wide variety of institutions such as CSOs, agents, community and policy level institutions.

3.1.3 How the project interventions made more relevant to the targeted people, institutions and existing practices during the implementation

With reference to the effort made by the project team to make the interventions more relevant to the context, the following efforts have been observed by the MTR.

1. During the design stage, it was planned to train senior officials in the Attorney Generals (AG) s Department under the outcome 4. In the implementation, the TAF understood that the targeted group has been trained in October 2018 by the American Bar Association (ABA) on the prosecution of human trafficking cases. As a result, TAF changed the target group and the approach slightly in order to achieve the spelt-out outcome of the project that is increasing prosecution. TAF is in the initial consultation stage to equip the in-house training capacity of the AGs Department to have continuous training of junior staff who have joined with the AGs Department on the prosecution of human trafficking cases.

2. With reference to the training of police officers under outcome 4, the following aspects have been practised during the initial preparation stage to make the training is more relevant and effective to the police officers. They are; a) through consultation, identified four carder positions (CID, Women and Children's Desk, Miscellaneous Crimes, VICE) which requires training, leaving the community policing unit as they are being trained by the British High Commission on the prosecution. b) TAF waits until the police circular which refers to the responsibility of handling human trafficking cases received to the Police Department. If the training can make procedural linkage, effectiveness and utility and the relevance of the training will be much greater. C) TAF is planning to develop more practical oriented curricula.

3. During the design stage of the project, the campaign was perceived as a just pure awareness session. With the findings of the scoping study, consultation of different experts and with the guidance of the regional specialists, it is understood that awareness alone is not sufficient to change the mindset of the targeted communities. As a result, although it takes more time, the campaign is designed in a way to make lasting changes in the mind-set of potential migrants, relatives, neighbours and key informant in the locality. Further, the campaign is planned in a way to strengthen the linkage between development officers and the potential migrants. Selecting hotspots within the districts, establishing partnership with a CSO to reach to the grassroots communities, hiring a behavioural communication specialist to develop communication material in order to change the behaviours of the targeted groups, conducting awareness sessions using the behaviour change science, paying attention to sustainability through the street drama and getting involved with cultural development officers are some of the initiatives taken to change the context to make the campaign more relevant, effective and long-lasting.

4. The project was designed to enhance the know-how of Migration Development Officers. To make it more relevant to the targeted group, Helvetas conducted few FGDs with the MDOs to understand their requirements and the knowledge gap in relation to human trafficking identification. The training manual has been informed of the findings of FGDs. Ministry of Foreign Employment (MFE) wanted to capacitate their entire frontline staff on human trafficking identification. The scope of the training changed as per the requirement of the ministry. Further, the project trained 12 district coordinators outside the targeted districts and provided a training manual for every development officer who was trained.

5. The project realises that P 29 ratification which was identified during the project design stage is not sufficient to make enabling environment to prevent human trafficking in the migrant sector. With the introduction of the partner, ILO initiated the relationship with American Bar Association (ABA) which has the greater influential capacity at the highest level of the Attorney Generals Department (AGs) to address the process gaps which impact on the prosecution of human trafficking cases. Victim identification, referral and investigation will be streamlined through developing guidelines in a consultative manner across the different key agencies (CID AGs Department, Ministry of Labour, the Ministry of Foreign Employment), who work on preventing human trafficking. TAF initiated addressing capacity gaps in prosecution through the project. These interventions also will be supplemented.

3.1.4 Project design: feasibility and relevance

Table 2: Logical model which illustrate the objectives and results chain of the project

Overall Objective: Combat trafficking via the enhancement of the knowledge base, the reinforcement of prevention and protection capacities at the national and local levels, increased prosecutions, the strengthening of support services, and the formulation of policy and regulation at the local, district and national levels.			
Goal 1: Prevention		Goal 2: Protection	Goal 3: Prosecution
Immediate objectives			
Immediate Objective 1: A favourable regulatory environment and practices in place to reduce forced labour and trafficking vulnerabilities through research and targeted awareness by 2020.	Immediate Objective 2: Recruitment agents, MDOs and migrant workers are better equipped to conform to ethical and fair recruitment principles and guidelines by 2020.	Immediate Objective 3: To improve protection services to ensure identified victims, including men and children, receive specialized care services	Immediate Objective 4: To increase the investigation and prosecution of offenders of trafficking through due process, training of officials on victim identification, legal procedures and referrals processes.
Outcomes			
1.1 Evidence-based policy and better-informed decision making by prospective migrant workers in hot spots in place 1.2 Relevant stakeholders are sensitised on benefits, challenges and pathway to ratifying the Forced Labour Protocol;	2.1 Enhance the capacity of recruitment actors, employers, and workers	3.1 Victims of trafficking are provided counselling services to address psychosocial issues; thereby strengthening access to the justice system for redress; Provided legal aid and other services.	4.1 Increased investigations, prosecutions and convictions counselling services 4.2 Trained Police Prosecutors, Police and SLBFE staff conduct more investigations of trafficking cases 4.3 Policymakers, Government and national and international observers show satisfaction on the investigation, prosecution and conviction of offenders of trafficking
Outputs			
1.1.1 Report detailing knowledge and perceptions towards migration and trafficking available and used to inform awareness campaign 1.2.1 Opportunities and impediments to the ratification of ILO Forced Labour Convention identified (2 consultations to share gap analysis findings) 1.2.2 Action plan on ratification of ILO Forced Labour Protocol	2.1.1 A business case for fair recruitment is built through Migrant Recruit Monitor with recruitment actors (at all levels) and employers' and workers' organisations, Through 15 training programmes on fair recruitment. 2.1.2 Training manual and resource pack on forced labour and	3.1.1 Four training programmes, four advanced training programmes, four meetings of Counselling Assistants to share knowledge and experiences and # clients served (50% increase) 3.1.2 Capacity assessment, design and implementation of coordination system and law	4.1.1 Manual on prosecuting crimes of trafficking by the international expert; four training programmes by the international expert 4.2.1. Manual on identifying crimes of trafficking, victim identification and investigation; six training programmes for Police

1.2.3 Campaign materials for ILO's 50 for Freedom customized to the local context	<p>trafficking, with 7 training programmes for MDOs</p> <p>2.1.3 ToT group of 25, with a follow-up training plan</p> <p>2.1.4 Training programme organised and rolled out among MDOs to identify and report situations of forced labour and trafficking and develop preventive community responses</p>	<p>enforcement/ justice system; Trafficking awareness and training on referrals to management and staff of Shelters</p> <p>3.1.3.1 Legal advice and legal aid for trafficking victims - six court cases</p>	<p>4.2.2 Trained SLBFE officers identify trafficking victims and refer cases to Police and Attorney General's Department</p> <p>4.3.1 Enhanced coordination amongst the members of the NAHTFF</p>
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Expected results in the outcomes as well as spelt out immediate objectives are the same although they are positioned in two different levels in the results logic. It is difficult to see the relevance of placing immediate objectives just above the outcomes in the logical model. Either one of the layers is sufficient as it confuses the reader. In other terms, both the levels elaborate more or less similar statements.

In further analysis, the following observations are made on the results logic between activities, outputs and respective outcome by the MTR;

Outcome 1.1: Spelt out output is not sufficient to achieve outcome 1.1. It is difficult to observe how the evidence-based policy which is explained in the outcome is addressing at the output level. Either add one more output or reduce the scope of the outcome 1.1

Outcome 1.2: there is not much meaning for adding three outputs which have more or less same dimensions. Could have been kept one output relevant to sensitisation and rest of the outputs can be converted as activities. It is difficult to observe the vertical alignment of 1.2.3 output to the outcome 1.2. It can be placed as an activity.

Outcome 3: Outcome which focuses on strengthened access to the justice system for redress; provided legal aid and other services by improving know-how and skills. These outputs alone are not sufficient to achieve the desired outcome. Required assumptions should be identified in order to strengthen the vertical logic of this section.

Outcome 4.1: Creation of prosecution manual alone (output 4.1) will not lead to increased investigations, prosecutions and convictions and counselling services (outcome 4.1). This vertical logic is weak. There are many more factors involved in the realisation of this outcome which the project has not touched. Either add more output in the realisation of the outcome or reduce the scope of the outcome. Further, it is needed to identify the required assumptions to achieve the outcome of 4.1.

Outcome 4.2: Outcome which focuses on more investigations of trafficking cases will not be able to be achieved merely through the mentioned two outputs. Required assumptions should be identified in order to strengthen the vertical logic of this section.

Outcome 4.3: The vertical logic between output and outcome 4.3 is weak. Either substantive outputs are to be placed under the outcome or reduce the scope of the outcome. Spelt out the outcome in the outcome that goes beyond the outcome level,

Overall objective: The higher-level results of achieving objectives/outcome should be written as the overall objective. It is difficult to observe different levels of results between the overall objectives and the outcomes/ immediate objectives except combating human trafficking in the overall objective level. As a result, the overall objective could have been written.

3.1.5 Validity of risks and assumptions of the project

Most of the assumptions which positively impact to achieve the project objectives that have been identified during the design stage are still remaining valid and are in practice. Refer Annexure 4 for further details of the overview of the validity of assumption at the midpoint of the project cycle. Associated risks in achieving the project objectives have not been identified during the project design stage. With each intervention, project implementers have taken different strategies to improve relevance and sustainability while minimising the risks associated. Identifying risks associated with achieving project objectives would be benefited in achieving project objectives.

3.2 EFFECTIVENESS

Under this section, the Review assesses how the project's outputs and outcomes have been achieved and contributed. Further, this section discusses the project effectiveness in cross-cutting issues such as gender equality, inclusion, the extent of integrating tripartite approach, partnerships, project management and coordination and Monitoring and evaluation.

3.2.1 Overview of Outputs and outcome level achievements

Outcomes /Outputs	Progress /changes at outputs, outcomes level
Outcome 1.1 Evidence-based policy and better-informed decision making by prospective migrant workers in hot spots in place.	It is difficult to observe changes at this outcome level at this juncture of the project.
Output 1.1.1 Report detailing knowledge and perceptions towards migration and trafficking available and used to inform awareness campaign	Fully achieved (100%). This report was referred by the SLBFE to identify evidence in making a justification report for withdrawal of family background report imposed by the government. Further, the grassroots campaign on safer migration was informed by the study.
Outcome 1.2 Relevant stakeholders are sensitised on benefits, challenges and pathway to ratifying the Forced Labour Protocol;	As the Sri Lanka government made the commitment to ratify a protocol of 2014 to the forced labour convention, relevant policymakers are aware of the benefits, challenges and pathway to ratify. As a result, it is able to observe changes at this point of the project. This sensitisation needs to transfer into the other levels of the officials in the relevant institutions as well as to the public to combat human trafficking.
Output 1.2.1 Opportunities and impediments to the ratification of ILO Forced Labour Convention identified	Fully achieved (100%).
Output 1.2.2 Action plan on ratification of ILO Forced Labour Protocol	Not relevant. As the government already is supportive of ratification, there is no requirement of this output.
Outcome 2.1 Enhance the capacity of recruitment actors, employers, and workers	It is difficult to observe changes at this level at this juncture of the project.

Output 2.1.1 A business case for fair recruitment is built through Migrant Recruit Monitor with recruitment actors (at all levels) and employers' and workers' organisations,	Initiated the relevant activity (10%). The output is not substantively progressed at this point of the project.
Output 2.1.2 Training manual and resource pack on forced labour and trafficking, with seven training programmes for MDOs	90% of the targeted MDOs have been trained in the identification of human trafficking. No progress made against forced labour at this stage of the project
Output 2.1.3 ToT group of 25, with a follow-up training plan	This output has been changed into setting up and institutionalising a training unit within the Ministry of Foreign Employment for lasting and wider capacity improvement. EQUIP project together with REFRAME project discussed and agreed on suggested changes. Progress made against the new output is low. This change should be reflected in the amended version of the project design.
Output 2.1.4 Training programme organised and rolled out among MDOs to identify and report situations of forced labour and trafficking and to develop preventive community responses	Could be observed 10% of progress against this output. 75% of the targeted MDOs have discussed the status and issues of reporting of human trafficking cases at their level. Behavioural change discussion on migration and human trafficking which will be organised as a part of the campaign will provide complementary support to establish community response mechanisms
Outcome 3.1 Victims of trafficking provided counselling services to address psychosocial issues; thereby strengthened to access the justice system for redress; Provided legal aid and other services.	It is not able to see any changes towards this outcome at this time in the project. This level of changes may be difficult to realise during the project period as it involves many factors such as attitudinal, system and process changes which are not feasible within a shorter period of time.
Output 3.1.1 Four training programmes, four advanced training programmes, four meetings of Counselling assistants to share knowledge and experiences (50% increase)	30% of the progress has been achieved. Basic training on human trafficking identification has been received by 95% of the targeted Counselling Assistants. Refresher and follow-up training which more focuses on protection and prosecution side of the human trafficking session is to be conducted.
Output 3.1.2 Capacity assessment, design and implementation of coordination system and law enforcement/justice system; Trafficking awareness and training on referrals to management and staff of Shelter	10% of the progress has been achieved. Completed KAP survey for shelters (40%). Identified gaps of the shelters to be addressed through the conducted gap assessment.
Output 3.1.3 Legal advice and legal aid for trafficking victims	10% of the progress has been achieved. The initial discussion was carried out with the Legal Aid Commissioner. Two officers have participated for identification of human trafficking training conducted for CAS, MDOs and SLBFE staff with the request made by Helvetas.

Outcome 4.1 Increased investigations, prosecutions and convictions counselling services	It is not able to see any changes towards this outcome at this time in the project. This level of changes may be difficult to be realised during the project period as it involves many factors, attitudinal, system, process changes which are not feasible within a shorter period of time.
Output 4.1.1 Manual on prosecuting crimes of trafficking by the international expert; four training programmes by the international expert	It is not able to observe the achievement of this output at this stage.
Outcome 4.2 Trained Police Prosecutors, Police, SLBFE staff conduct more investigations of trafficking cases	This level of changes will not be able to be experienced at this stage of the project.
Output 4.2.1. Manual on identifying crimes of trafficking, victim identification and investigation; six training programmes for Police	It is not able to observe the achievement of this output at this stage
Output 4.2.2 Trained SLBFE officers identify trafficking victims and refer cases to Police and Attorney General's Department	90% of the targeted SLBFE Officers have been just trained on the identification of human trafficking. It is too early to observe output level changes.
Output 4.3.1 Enhanced coordination amongst the members of the NAHTTF	Made activity progress against the output is low. Although TAF is working with the NAHTTF through the other project, the space is not sufficient for TAF to do a substantive influence. MTR observed that ILO's strategic involvements required to act collectively with TAF to strengthen the NAHTTF.

Source: The review of QPRs including results assessment

Results assessment of the project as at the end of April 2019 is attached as annexure 4 to understand the project results in a more comprehensive manner.

3.2.2 Extent of addressing gender inequality issues

3.2.2.1 How far gender has been mainstreamed to the project

Design phase: Either separate Gender analysis or substantive reflections of gender dimensions in the background section of the project document could not be observed.

Implementation phase: Apart from the design, it is needed to have gender analysis during the implementation of each activity which has taken place so far in the project at a varying degree across interventions. It was able to witness that the project is addressing both the practical and strategic needs of the target group. Some of the examples are as follow;

- i. Human trafficking identification training conducted for MDOs, CAs and SLBFE staff for; a) selected resource panel consisted with mixture of both men and women b) Separate session allocated within the training to discuss on existing gender norms, roles and how and why males, females behave differently in the migration and ways and reactions towards trafficking, c) Conducted training in relevant districts so as to get the maximum participation of women officers d) One woman officer who participated for the

training requested accommodation for both husband and herself as she was pregnant, Helvetas provided the facility.

ii. Grassroots level campaigns on human trafficking initiatives have taken much greater effort to mainstream gender in different ways in the design stage; a) The scope of the study report which was carried out as prerequisite to developing grassroots level campaign, elaborated gender perspective in migration among low skilled workers such as housemaids, b) KAP survey which was conducted as a part of sensitisation of communities focused on issues both the men and women face and the way they react in relation to migration c) Drama and comic books were used as campaign materials to effectively reflect gendered dynamics in migration as well as trafficking.

iii. Indicators have been identified in terms of gendered disaggregated data which is a primary level of gender mainstreaming into results assessment.

Through the discussion with TAF, Helvetas ILO and the desk review, it was evident that each initiative was well-thought and followed a stepwise consultative process. This process itself provided the platform to make sure the inclusion of all the actors involved and to address the gender concerns. At the same time, it was able to observe missed opportunities in mainstreaming gender into the activities and the project. E.g. a) When conducting training for the government staff or communities, resources could be allocated and caretaking facilities could be arranged within the session location to make sure full participation of the targeted group members. b) Could have had more discussions, awareness sessions together with stakeholders in terms of bringing in the importance of understanding gendered diversity within migration and addressing the issue as it helps to bring sustainable solutions.

3.2.3 Extent of applying a tripartite approach to the project

Tripartite approach to the project and programme design which is unique to ILO is emphasised. The importance of working with employees, employers and the government representatives throughout the project cycle in a meaningful manner is also highlighted.

Trade unions (which represent employees): Unionisation is not seen commonly among the migration sector across the globe as well as in Sri Lanka. The space for unions is very less among migrant workers within the country. Actual migrant workers can be observed in the countries where their services are obtained and not their home country. Space is rare and capacity is limited for the migrant workers to form unions and to influence at their workplace as trade union bargaining power is largely determined by membership density. Despite the above situation, although it is not explicitly explained in the project document, the regional specialist in the EQUIP project involved in trade unions in the project design stage in an appropriate manner. EQUIP project will extensively involve in trade unions to establish Migrant Recruitment Advisor (MRA) as an early stage of initiation. This initiative itself will make an eye-opener for existing trade unions to expand the scope into this sector through different means and approaches. This initiative can make a positive impact in the future for the engagement of trade unions meaningfully.

Government stakeholders: EQUIP project has not established an advisory board or committee for the project at the national level. The project is well partnered with government key stakeholders especially with the Foreign Employment Bureau of the Ministry of Foreign Employment who is the mandated institution for migration. In the review interview, government stakeholders could not clearly elaborate on their involvement during the project design stage. But they have been well consulted and got involved during the project implementation stage for different interventions through setting up of advisory bodies. Further the project is in the initial stage of working with AGs Department, CID, Police Department, Ministry of Social Welfare, Ministry of Women and Children Affairs for conducting different capacity building initiatives. Further, the project presents the progress at the biannual decent work country programme meeting for the purpose of assuring the accountability and for information sharing and to get the guidance at the national level.

Employers' Federation: review could not have interviews with Employers' Federation of Ceylon (EFC) or migrant agencies. As a result, their perspective was not captured in the review. Following a discussion with NPC, it revealed that migrant agencies who facilitate finding the employment opportunity for the community are considered as employers by the EFC. Migrant agencies are not in a position to get the membership of EFC as they are not fulfilling the criteria to be a member. Through the previous ILO projects, although the agencies were encouraged to get the "associate membership" of the EFC, migrant agencies were not interested. Further, the NPC is in the view that the project is working with the representatives of employers in countries of destinations as agencies represent employers of the destination countries. Interventions of the EQUIP project have been designed to get migrant agencies involved in improving fair recruitment and make aware of human trafficking.

In terms of the above matter, the project is not fully compliant with the tripartite approach as the existing context prevails in dealing with the actual employees. The project has been designed and implemented to the maximum extent possible to get the involvement of all relevant stakeholders in the migration sector and who dealt with human trafficking.

3.2.4 Management arrangements and technical support

The review observed that the management and project staffing in terms of the number of staff and their placement has been highly effective in terms of the delivery of the project. The project team consists of NPC, part-time basis M&E officer and a finance and admin assistant at the country office space. EQUIP management was coordinated by the NPC, responsible for overseeing the project delivery, managing implementing partners and reporting. In terms of the review experiences and observations, NPC tried her best to deliver the project according to the work plan while keeping sustainability, inclusion and gender as core in delivering the project. Financial management of the budget disbursement and financial reporting appears to be maintained at a high standard.

The EQUIP project is implemented collectively by ILO, TAF and Helvetas together. The unique identity of each organisation has brought value to the project and mutually helped each other in realisation project objectives. E.g. Experiences, commitment and technical soundness in organising human trafficking training for different entities by the Helvetas, well established relationship with Police Department,

recognitions, commitment and substantive knowledge of TAF in the field of migration, ILOs' convening power, extensive global and local experiences in working on issues related to human trafficking and long-lasting relationship with the government are to name a few. Each organisation expressed their satisfaction towards existing coordination, communication, collaboration among themselves to implement the project. Helvetas and TAF have sound collaboration and shared understanding among project initiatives. Helvetas has highlighted the importance of understanding the interventions made by ILO in advance as it helps to enhance shared understanding and to provide inputs in a timely manner. Through the project implementation, it was undoubtedly evident that the commitment, experiences and substantive technical know-how on migration as well as human trafficking by both TAF and Helvetas project staff are highly important. This high level of commitment and knowledge will positively impact in making ground-level changes in a more realistic and sustainable manner. NPC appreciated the received input from CD as well as a regional specialist who technically oversaw the project for their timely input. Regional specialist accepted the fact that the informal frequent conversations in relation to project interventions between the project team and himself had taken place very well and it is not sufficient for a more systematic management of the project and suggested to conduct a follow-up meeting after submission of quarterly progress report with a view of speeding up the delivery and assure the quality of the project. NPC emphasised the cooperation, ground-level understanding and the flexibility and openness received from US department, the donor to the project. Further, the review observed a high level of team effort among all the implementing partners. Interpersonal skills, professionalism, commitment and leadership of each organisation laid the foundation for this.

3.2.5 Monitoring and evaluation of the effectiveness

M&E framework which was developed by the M&E officer has a reasonably comprehensive set of indicators with baseline and targets to assess the changes. M&E framework appropriately enhanced the gender sensitivity of the indicators. Several discussions have been conducted among implementing partners on indicators with a view of enhanced shared understanding.

The project has assessed the progress against indicators on a quarterly basis and provided evidence of achievement along with the QPR providing evidence of achievements against indicators that should be further strengthened. The discrepancy between the indicators in the results assessment sheets of the QPR and the finalised M&E framework was observed during the review. Although the improved M&E framework submitted along with QPR to the donor, the project team did not get any communication on newly added indicators and made the revisions to the indicators. As a result, results assessment sheet has not included amended indicators. Almost all the project implementers have substantively used monitoring and continuous assessment to improve the operational and process quality of the interventions and to make informed decision to do the relevant changes to the interventions so that they improve the relevance and effectiveness of the interventions. E.g. training conducted for MDOs, CAs and SLBFE staff to identify human trafficking established an advisory committee for the training, through the advisory committee, reviewed the training manual, pilot training and made required changes to the content, teaching materials and the way of conducting sessions. Knowledge change of the training participants was assessed to understand the effectiveness of training. Once the entire training is

completed, it is planned the advisory committee to meet again to discuss the observations, assessment and the way forward.

M&E officer made reviews to the results logic, indicators and DQA questions and shared with NPC and donors. He made observations regarding the validity of the existing indicators and shared them as annexure 5. M&E strategy, a performance tracking sheet and tools to data collection for indicators to the project were developed by the M&E officer during June 2018 and the still remain valid. Targets of the indicators are required to revisit some of the indicators such as legal aid.

3.2.6 Communication and knowledge sharing

Informal communication and knowledge sharing among implementing partners and stakeholders have predominantly taken place based on interventions. Almost all the studies conducted by the project shared the findings among the wider stakeholders with a view of validation and sharing the knowledge. Further the project has developed leaflets and communication materials to make aware of the project. Recently, the Migration Unit of the ILO hired a communication consultant with a view of conducting dedicated communication and knowledge sharing in relation to different aspects of migration. Although the project has taken much effort in terms of the visibility of the project, its findings, and events with the dedicated communication specialist, it is essential to pay more attention to communicating about the campaign progress and achievements through the ILO web and social media with the close collaboration of M&E focal point. Apart from that, making sure of being aware of the project events such as capacity building, discussions, as well as project achievements through the ILO web, will help to improve the visibility of the interventions.

3.2.7 Effectiveness of partnership with stakeholders

THE EQUIP project evidently worked hard at building and maintaining partnerships with the government stakeholders. Almost all the capacity building initiatives were conducted by the project with the aim to set up an advisory committee with the leadership of the relevant government institutions. Thereby project was able to get the buy-in from top management of relevant institutions in making the interventions successful. E.g.: the training workshops on victim identification and referral of human trafficking conducted for CAs, MDOs, SLBFE staff was able to continue during the political crisis that lasted from the 26th of October to the 16th of December which halted and challenged the engagement of project partners with their government counterparts. However, Helvetas was able to continue with the scheduled workshops due to the interest and perseverance of the senior officers in the ministries. This shows the effectiveness and impact of the partnership with the government stakeholders.

At present, Trade unions' involvement with the migrant workers and human trafficking is seen as weak due to salient characteristics of the migration sector. With the MRA initiative of the project, ILO has closely initiated work with International Trade Union Confederation (ITUC) and trade unions in Sri Lanka. This initiative will help healthy involvement of trade unions to the migration sector in the future. It is too early to assess the effectiveness of the partnership.

Further the project was able to initiate involvement with CSOs in reaching out to the targeted community through the campaigns. This relationship also will help to have longer involvement of the CSOs in the migrant sector, specifically in advocating for safer migration. As this initiative is at an early stage, it is difficult to bring the evidence of success strongly at this juncture of the project.

3.3 EFFICIENCY

Under this section, the efficiency of allocation of human resources and funds including, timeliness of delivering activities, allocation of resources to gender equity, the extent of leveraging resources together with other projects are considered.

3.3.1 Cost-effectiveness of funds allocation

Table 3.3.1.1: Percentage allocation of resources from the budget		
Item	Amount(US\$)	Percentage
Programme	814,099.00	68.97%
Programme support	135,798.45	11.50%
M&E	54,000.00	4.57%
Staff	135,000.00	11.44%
Operational	50,504.55	4.28%

Above table shows the following calculations: budget allocated for component (e.g. operational) /Total budget*100. From an aid effectiveness perspective, EQUIP has allocated a reasonably high proportion of its funds for the programme during the design stage. That is 68.97 per cent compared with 15.7 per cent of the staff and operational allocation. Reviews revealed that the allocated resources for interventions are substantive enough. Counting inflation over the project years will help to make a realistic budget. The M&E allocation of 4.57 per cent including the cost for independent final evaluation and MTR is in keeping with the norms for M&E allocation. Allocated 11.5 per cent of the programme support cost for ILO program and project development will not be available for the project usage. The project uses physical space, required other infrastructure facilities such as computers, IT as well as physical space. All these supports contribute to improving the effectiveness of resources.

3.3.2 Cost efficiencies in expenditure

Table 3.3.2.1: Percentage of expenditure as at end of March 2019		
Item	Amount(US\$)	Percentage
Programme	246,592.40	65.88%
Programme support	32,186.97	8.60%
M&E	13,278.05	3.55%

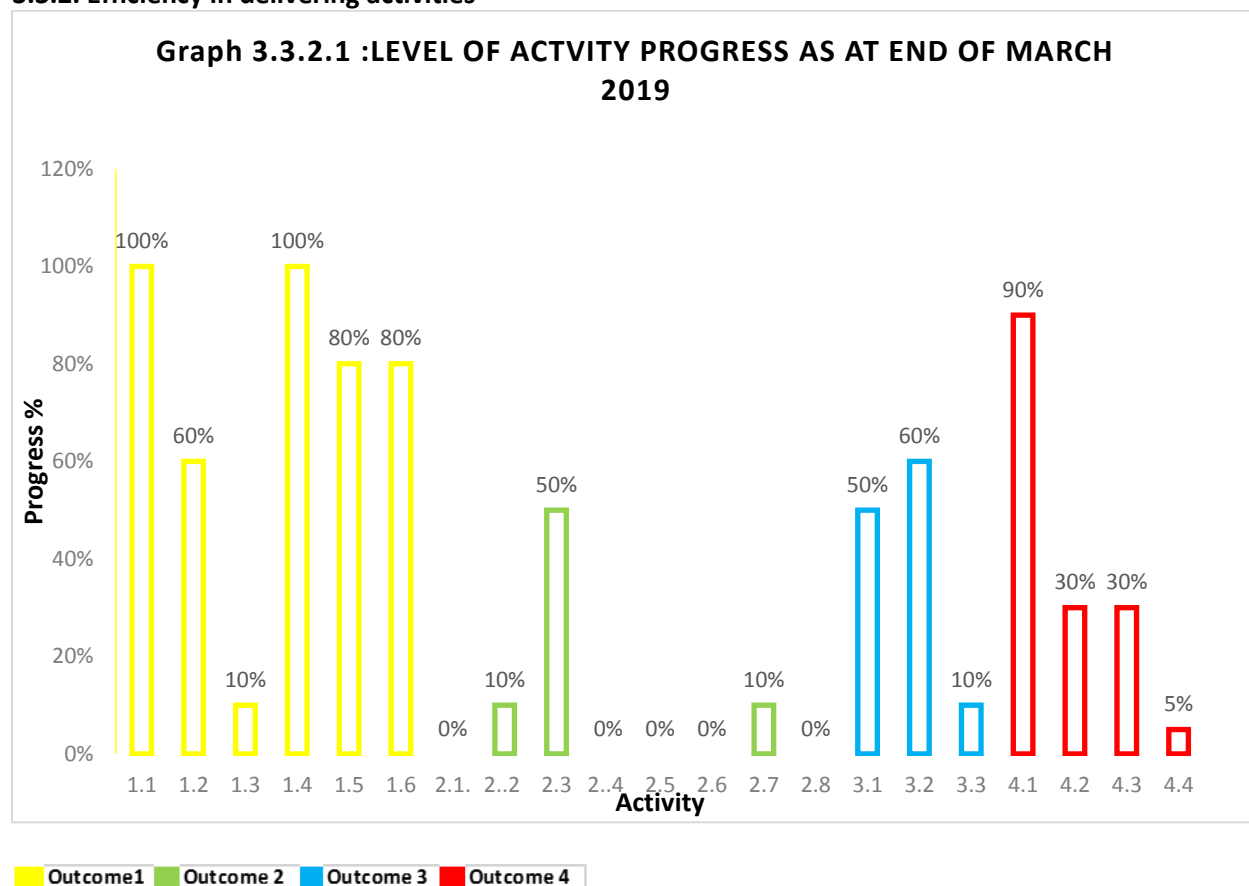
Table 3.3.2.1 **Staff** 61,917.67 16.54% calculation is as follow.
Expenditure for a Operational 20,068.40 5.36% **component (e.g. operational) up to end of March 2019 / Total expenditure up to End of March 2019*100.** A greater percentage that is 65.88 per cent has been spent on the programme from the total expenditure of US\$ 37, 4043 as at end-March 2019. MTR was able to be evident that the interventions which were conducted up to the end of March 2019 have made sure the effectiveness and relevance. Staff and operational cost counted as a percentage of 26.9. Expenditure for M&E mainly included salary and travelling cost as 3.55 per cent.

Table 3.3.22: Percentage of expenditure from the total budget as at end of March 2019		
Item	Amount(US\$)	Percentage
Programme	246,592.40	20.89%
Programme support	32,186.97	2.73%
M&E	13,278.05	1.12%
Staff	61,917.67	5.25%
Operational	20,068.40	1.70%
Total	374,043.49	31.69%

Table 3.3.2.2 calculation is an expenditure of a component (e.g. operational) as of end-March 2019/ total budget of the project *100. Total expenditure (31.7 %) percentage is a critical concern of the MTR as project expects to end by March 2020. This expenditure is aligning with the graphs is shown under the 3.3.2 delivery efficiency of activities. Political crisis which stopped and challenged the engagement with government stakeholders from 26 October to 16 December largely impacted the delivery. Further, the process followed to enhance the sustainability of the capacity building interventions took more time than expected. Allocated money for sensitising on ratification was not required to be spent as the government was already on board for ratification. The campaign which was defined as awareness of targeted communities during the design was changed greatly to make a behavioural change of the involved frontline government offices and the targeted communities. As a result, it took more time to design than planned. This delayed spending the allocated money for the campaign. Leahy vetting which is a prerequisite of police training is involved a number of concerns and thereby delayed the process. MTR records evidence that almost all the activities were required more time than the allocated specifically to improve the effectiveness and sustainability of interventions.

MTR witnessed that except strengthening NAHTTF, almost all the interventions or suggested alternatives for some of the interventions will be able to deliver effectively as all the implementing partners make sure sustainability, relevance and effectiveness of interventions. But the remaining duration does not seem to be sufficient. Seeking the possibility of getting an extension or adjusting the scope is an urgently required action that should be led by ILO.

3.3.2. Efficiency in delivering activities



Outcome 1: Of the six activities spelt out in outcome 1, two (2) activities related to the studies were successfully completed. Two activities which were related to sensitising the stakeholders on P 29 ratification are no further relevant as the Sri Lankan government has made a commitment for ratification of P 29 by the implementation phase. Therefore, making stakeholders further aware is not needed in terms of ratification as explained in the prodoc. The project team needs to identify some other meaningful activities for the saved money from this sensitisation. Activity 1.1.1.3 which refers to the recruitment fee study will not be able to be carried out this year as Department of Census and Statistic has agreed to conduct the survey in 2020.

Outcome 2: There are 8 activities recorded under outcome 2. Five (5) activities which should have been initiated during the past few months have not been started. They are: establishing an MRA platform, community response mechanism and conduct training for agents and intermediaries on fair recruitment. Activity 2.1.3.1 which focused on conducting TOT for MDOs has been changed with the agreement of the

ministry to make much long-lasting change in the area of developing staff capacity. The progress of activities of this outcome is considerably far behind compared to the other outcomes.

Outcome 3: Out of the 3 activities of outcome 3, two activities are progressing as planned. Activity which focuses on providing legal advice through Legal Aid is the least progressed and need more time to figure out the ways of addressing it. TAF expect much of substantive support from NHTAF for this initiative.

Outcome 4: All activities have been initiated under this outcome. All four activities require much involvement with the stakeholders who involved in prosecution and protection which takes much time. TAF has spent quite a lot of time for activity 4.2.1.1 during the initial phase. Leahy vetting process which is a prerequisite for the training of police officers by the US department may negatively impact the relationship between the Department of Police and the TAF. As a result, TAF has to carefully design and implement this training. Substantive contribution towards improving the sustainability of NAHTTF which refers to activity 4.2.1.1 is also challenging to meet as there is limited space for TAF to influence NAHTTF for better performances although TAF is already engaged with NAHTTF through their documentation project. Refer Annexure 06 for more details of the activity progress.

3.3.3 Extent of leverage resources, technical know-how, network from other projects

1. Labour migration policy project, REFRAME of ILO will collaborate together with EQUIP project to carry out the recruitment cost survey. Although the EQUIP allocated a much lower amount for this intervention, the other two projects will help to carry out more durable interventions.

2. REFRAME project will share financial resources together with EQUIP project to carry out the training unit at the Ministry of Foreign Employment with a view of continuous capacity building of relevant government officers on human trafficking and migration. The government also agreed as a principle with the concept. Although the EQUIP project was originally planned to carry out TOT for MDOs, with the opportunity of resource leverage, EQUIP project is willing to the suggestion as it has a longer impact than conducting one-off training.

3. Apart from financial resource leverage, it was able to observe technical know-how, network, coordination and access are leveraged from other projects for mutual benefits. e.g. TAF was able to have access to a senior official of the Department of police to design the police training which is planned under the EQUIP project as they have established a network with Police Department through the policing project of TAF. Further, the TAF was able to provide human trafficking know-how, which was a mandated subject area of EQUIP, to the police officers through the Police reform project funded by the British High Commission.

4. SDC implements national-level media campaign for safe migration, ILO campaign on safer migration and making aware them on human trafficking also plan to tag along with this mass campaign in the EQUIP targeted districts with a view of making much greater outreach and impact on the targeted districts.

5. Initiated linkage with ABA through the project will support to address few existing process gaps which have not been addressed, such as victim identification, referral and investigations in selected key

institutions in order to create more regulatory environment for enabling reporting and prosecution. ABA has a more influential ability at the highest level of AGs Department. Consequently, this involvement will make more space to contribute to the improvement of the prosecution of human trafficking in Sri Lanka than expected at the design stage. It is too early to show evidence of the success of this partnership which leverages resources to the project.

3.3.4 Resource allocation for mainstreaming gender equality

The project didn't have allocated specific finance resources in terms of staffing or interventions to mainstream gender. It was observed that the project has taken an effort in the integration of gender during the implementation phase. This has been explained under the effectiveness section.

3.4 SUSTAINABILITY

At this stage of the project, it is difficult to assess the sustainability of the changes/ results made by the project in capacities of the targeted officers of the government, practices and the expected behavioural changes of the communities. Instead, the comprehensiveness and the extent of the project exit strategy of the project is assessed. The inclusion and the followed process/strategies used by EQUIP are likely to be durable or scaled up beyond the project.

3.4.1 Extent of incorporation of sustainability to the project

The Project exit strategy is explained as a sustainability plan (annexure C of the project document) in the project proposal. This plan focuses, a) capacity of national actors such as the officers of relevant institutions to manage human trafficking as well as migration, b) empowering the targeted communities, c) MRA, and d) strengthening strategic and alliance coordination. MTR observed that the interventions of the project during its designing and operationalisation phases have been tried to take much effort in making utility of interventions and durability of changes through the project interventions in a comprehensive manner. Implementing partners' substantive knowledge on the subject, commitment, followed process in delivering interventions and experiences have been laid the foundation for this. Purposeful tracking of these strategies and producing a learning document at the end of the project will

be useful for wider sharing. Following are two cases which show how the interventions are designed and implemented in more persisting manner and expanding the geographic scope of the project

aEx1: Capacity building of targeted officers : following strategies have been used to make sure the utility, sustainability and the effectiveness of the training conducted by the TAF and Helvetas which was carried out purposefully in planning and implementation of training on enhancing the knowledge of MDOs, CAs from the MWCA, MPISE and SLBFE staff of Colombo, Kandy and Gampaha districts on victim identification and referral of human trafficking: a) establishing advisory committee including representatives from IPs, lead resource person, senior officials of the relevant government institutions, b) conducted FGDs with the representatives of the targeted officers to understand the ground level practices, gaps and reality in relation to the training, c) reviewed training manual by the advisory committee, d) findings of the pilot training used to improve the training content and delivery, e) continuous assessment of knowledge change of the targeted officers, f) continuous context specific changes to improve the relevance of the training in different locations, e) Once all the training is over, findings, observations, suggestions will be shared with the advisory committee with a view of strengthening institutionalization, f) NGO coordinator of each district were invited for the inauguration part of each training to make them aware about the event as NGOs have greater space in making aware people on human trafficking. District NGO coordinator of Gampaha attended all the three days willingly by himself.

During the training period following elements which enhanced the durability and scaling up was able to be observed: a) additional secretary to Ministry of Foreign Employment requested 12 district migration development coordinators outside the targeted districts to participate for the training which shows the buy-in of the relevant institutions of the government, b) participated few districts MDOs have organised awareness sessions on human trafficking for potential migrant workers and their families as a follow up to the training, c) resource pack which included substance of the training has been provided for all the participants and will be provided for all the MDOs including outside the targeted districts to use for daily work. This will help to further clarify on the training substances and to be used daily into MDOs work

Further the series of above training discussions highlighted the necessity of updating the Standard Operating Procedure (SOP) and Referral Process of Victims of Human Trafficking, which was identified as a challenge now progressively reached the senior officers and a dialogue has been created about practical issues faced by the cadres. This identification itself will create the space to improve the victim identification and referral of human trafficking which will facilitate the combating of human trafficking.

EX2: Implementation of grassroots level awareness campaign : Grassroots level awareness campaign which targeted the vulnerable communities who migrate as domestic workers or low skilled categories has followed different strategies during designing stage of the campaign to enhance the utility as well as durability compared to project design stage. They are; a) hired a communication behavioural specialist with the guidance of regional technical specialist to screen the campaigning materials such as comic books, posters, street drama and discussion in a manner to make the behavioural changes of the targeted communities, b) planning to include more officers who are at the frontline of the different entities of the government such as *Grama Niladari* and DMOs, c) Planning to tag along in the targeted districts with the nation wide media campaign on safer migration carryout by the Swiss Development cooperation (SDC) to make much greater impact in the targeted areas, d) The project has plans to carryout continuous monitoring to track the outreach and process and to understand the immediate changes of the people's mind-set.

As campaign is at its design stage, it is not possible to assess the operational strategies which leads towards lasting long time and reaching beyond the project targeted areas and the durability of made changes/results at this point.

3.5 IMPACT

Made changes of the lives of the targeted communities, specifically in relation to changing mindset towards safer migration, ability of identification of elements of human trafficking, acting to minimise and prevent the human trafficking, changing the skills of identification of human trafficking victims, changing the attitudes towards migrating communities of the targeted officers through the project, improving services of the shelters, improving satisfaction of the receivers of services, improving policy gaps related to human trafficking, data recording mechanisms at different level are some of the expected impacts at different level.

At this stage of the project, although it was able to observe the completion of interventions effectively, timely and in a sustainable manner, it is too early to assess or observe made impact through the interventions. Observed achievement at the output and even at the higher levels are listed under the “**3.2.1 Outputs and outcome level achievements**”.

4. Unintended changes /achievement

1. Through the constant engagement of the government stakeholders in designing, delivering, monitoring of training, it was able to establish a greater relationship with the officers of Ministry of Foreign Employment and the Foreign Employment Bureau at a different level by both TAF and Helvetas. This relationship facilitated to get insights into the targeted officers' behavioural, attitude, existing practices

and norms and the beliefs within the government mechanism regarding migration and human trafficking. This knowhow greatly helps in developing the manual and delivering the training in a more useful manner. This built up a healthy relationship which will be useful in future interventions too.

3. ILO initiated a partnership with ABA to address the process gaps of prosecution. As ABA has the influential capacity at the senior level of the AG's Department, ILO and the project will be able to make contributions to enable the environment of addressing human trafficking. This linkage was never taken into consideration during the project design stage. This will be a potential positive linkage. As the relationship is at the initial stage difficult to assess the actual usefulness at this stage.

4. Forum for TIP was initiated in 2018 by the TAF. With the request of TAF, ILO convenes the TIP forum where all the donors who work on human trafficking in Sri Lanka meet for coordination, sharing experiences, learning, interventions and to avoid duplication and for establishing mutual relationships which go beyond the project space. Although ILO has a long-standing relationship with development actors and donors, at present EQUIP project strengthened the relationship between ILO and the other actors who were involved in combatting human trafficking in Sri Lanka.

5. ILO initiated collaboration to carry out the grassroots awareness campaign in the targeted districts collectively with the national media campaign on safe labour migration run by the Swiss Development Cooperative (SDC). ILO expects to have a greater impact on the targeted hotspots as SDC runs over a longer period and covers a broader geographical area. As this is at its early stages, it is difficult to assess the impact of this unexpected collaboration.

6. The relationship between ILO, TAF, Helvetas and stakeholders were much healthier and the level of cooperation was more than expected. Experiences, commitment, passion towards working on migrants and the human trafficking issue of the involved officers as well as organisational mandate are some of the vital elements in achieving greater collaboration towards meeting project objectives.

7. Pursuing the ratification of the 2014 ILO Forced Labour Protocol (P 29) to make enabling the environment to prevent human trafficking was identified as an intervention under the prevention strategy of the project during the design stage. By the phase of implementation, the Sri Lankan government has pledged for ratification. Thereby the activities formulated to persuade have not been relevant and didn't carry out. Indicators related to assessing the number of officers persuaded are not more relevant.

5. Challenges

1. The Country's political crisis which was for over two months from last week of October to mid-December 2018 halted the momentum of progressing with the interventions except for training of MDOs, CAS and FEB Staff on the identification of human trafficking due to changes in ministries and secretaries.

TAF was not able to engage with the NAHTTF and to engage with the high-level officers of Sri Lanka Police and the AGs Department. This impacted significantly to delay the training of police and prosecutors. The campaign was launch with the street drama performance planned to take place in Colombo in October with a larger public gathering had to be postponed as it is seen as an inappropriate time to launch the campaign on human trafficking as people were distracted by the constitutional crisis. This impacted the delivery of the project as well.

2. Training of police officers on victim identification, referrals, and investigation of trafficking cases that comes under outcome 4 has been dragged for many months and delayed in delivering due to political instability and associated situation in the last two months in 2018 and more significantly the Leahy vetting process which is a prerequisite of US embassy prior to training the police officers. If any of the officers failed to get through the vetting process, with the existing international allegation on human rights violations of the country, it may be damaging to the TAF's long-standing trust and confidence with the Police Department. TAF is not in a position to take such risk. Safeguarding the kept trust with the Police Department is a key priority. Consequently, TAF tried a few occasions to get better insights into the vetting process. However, TAF didn't get substantive clarifications for their queries from the US embassy. Considering the sensitive nature of the procedure and the security forces in question, the possibility of conducting the training is a challenge.

3. Finalising a coordinating and implementation plan to establish Migrant Recruitment Advisor (MRA) platform for Sri Lanka was considerably delayed by the ITUC. The project raised the concerns with ITUC and the regional team of the ITUC visited Sri Lanka to speed up the process. Three trade unions are working for this activity in Sri Lanka. By the end of March, it was able to finalise national coordination. Initial delay impacted for lower delivery of allocated finance of the EQUIP project.

6. Learning

1. Conducted Scoping Study (Identify the Presence of Human Trafficking and Forced Labour in Four Identified Districts of Sri Lanka), KAP survey findings which conducted prior to Campaign, and the conducted training discussion of government officers revealed that the potential migrants perceived that intermediaries who engage in facilitating migration for low skilled categories and domestic workers are as their saviours although the relationship with intermediaries itself makes people vulnerable and experiencing human trafficking incidents. The proper identification of positive characteristics and the supportive role of the intermediaries by the project will be useful to understand the weaknesses of existing systems and officers in the migration sector who deal with the potential people especially at the frontline and either to formalise intermediaries or mainstream of their positive and supportive characteristics to the frontline officers, system and practices involved in migration with a view of strengthening and combating human trafficking.

2. Closer informal and formal communication to sort out the issues, get the guidance and carry out the activities have been taken place in both ways very often between the NPC and the Regional Specialist. With these experiences, Regional Specialist emphasised the necessity of having a systematic approach for periodic updates on the programme and the finance of the project as a follow-up with the submission of quarterly reports to the donor to improve the project quality, to speed up the delivery and to manage challenges and other operational issues.

3 MTR witnessed that people were not aware of the MDO, the frontline officer and the functions performed in relation to human trafficking and migration at the ground level. Communities are in the view that MDOs are there to carry out the Family Back Ground Report (FBR). Generally, people closely associate with *Granma Niladari* (GN) who is the frontline officer that manage administrative duties at the GND level to get any sort of clarification, guidance and help as the first step. GN has much detailed understanding of the GND and its people. In the migration process, GN is not involved directly and prominently in this process and does not get relevant information and updates although some of the GNs received awareness session in an ad-hoc manner through development agencies. Midwives, the front line officers of the health ministry also have closer connection especially with pregnant mothers and families who have kids below five years. MTR realised the importance of making *Grama Niladari* and midwife aware of migration and human trafficking associated with migration as they are the best carder to guide the potential migrants to the relevant officers. NPC is planning to share the campaign posters with GNs. Incorporating them into street drama and other discussions will provide more space for them to understand the present situation of migration and associated human trafficking which will help to support the community they serve in the long run.

4. The project has identified working with NAHTTF as a strategic intervention to improve prevention, protection and prosecution to combat the trafficking. NAHTTF established in 2010 is led by the Ministry of Justice meant to strengthen the coordination and collaboration among key stakeholders who are addressing trafficking. At present, although the NAHTTF conduct meetings regularly, the focus is primarily on reporting to the TIP report. MTR was evident that the progress against this intervention is less contributing to the expected results of the project, although TAF is trying its best to explore opportunities to engage strategically with NAHTTF. Existing relations on power among involved stakeholders, chairing entity and the TAF, some of the government protocols, changing political climate of the country, given priority to the human trafficking issues, personal commitment and attitude towards the task force of the involved officers are some of the causes for not being able to see the rigorous progress towards meeting the expected vision of the task force. Under this situation, the project needs to pay closer attention to the effectiveness of this engagement. In the MTR discussion, TAF highlighted the necessity of ILO's proactive engagement for this intervention. Being a UN agency, ILO is in a better position to convene the task force. Once the P 29 is ratified, the project has a stronger policy level support to engage with NAHTF.

7. Good practices

1. Trying to address or analyse human trafficking without a broader understanding of changing the context of labour migration will result to see human trafficking merely as a crime not as a number of interconnected social and economic factors. If human trafficking is not analysed from gender and rights perspective lenses, the creation of progressive change does not become reality. Although the project has not done gender analysis at the design stage, most of the interventions have been tried to take into gender dimension consideration, this is a good practice as it helps to create long-lasting changes.
2. Assessment of knowledge change of all the training conducted through the project helps to assess the immediate training outcomes as well as effectiveness. Recording the prior knowledge and skills of the conducted capacity building sessions is also a good practice which helps to assess the made impact of the training in the future.
3. Most of the processes followed for interventions have taken effort to get all the relevant parties involved meaningfully. They made an effort to improve the sustainability of expected changes, e.g. campaign designing and conducting MDOs training.

8. Recommendations

1. **A gendered approach to victim protection of human trafficking:** Lack of gendered approach to victim protection and gender stereotypes negatively impact addressing men trafficking in the migration. Along with the interventions that improve protection mechanisms, it is recommended to bring this discussion into the policymakers' attention and to initiate a discussion during the project period although it may not be feasible to address during the project duration.
2. **Utilization of Saved money for making officers aware of ratification in an effective manner:** Pursuing the ratification of the 2014 ILO Forced Labour Protocol (P 29) to make and enabling the environment to prevent human trafficking was identified as an intervention under the prevention strategy of the project during the design stage. At the phase of implementation, the Sri Lankan government had pledged for ratification. Thereby the activities formulated to persuade have not been relevant and were not carried out. It is recommended to use the saved money on following options by collectively assessing the usefulness by the project team.
 - a) Make the relevant officers aware of P 29 ratification, about its usefulness, the responsibility of relevant entities and the ways of addressing. This function will help to minimise human trafficking in the migrant sector.
 - b) Strengthening NAHTTF as it is the apex body which can strategically lead on combating human trafficking in Sri Lanka.
 - c) Extend the variety of campaign materials and type of targets to reach out to a greater community.

- d) Establishing training/ capacity-building unit within the Ministry of Foreign Employment to provide continuous training related to migration including making aware on human trafficking.
- e) Pre-departure training offered by the SLFEB is mainly focused on providing basic skills of usage of household equipment and knowledge of the destination country and customs and practices. But the workers' right and the responsibility of the government to safeguard the migrant workers have not been properly addressed. Incorporation of a session on rights of the migrant workers is a timely required aspect which helps to reduce the victims of trafficking.
- f) Most of the involved staff from ILO, Helvetas and TAF have not substantively experienced in the field of human trafficking although they have a wealth of experiences in the development arena on different subjects. Further, there is a limited number of experts who have the experience and knowledge about human trafficking in a complex context.
 - i. Consequently, improving the capacities of the involved staff on human trafficking aspects will be an asset in the long run. E.g. learning sessions, experience sharing events and workshop etc;
 - ii. Improve the knowledge on how behavioural communication is utilized to make lasting changes in the targeted group.

3. Setting up of formal progress review meetings in a periodic manner:

- a) MTR provides evidence that the Regional Specialist and the country office staff who manage the project have a sound relationship in terms of addressing different aspects of the project. But still, the project finance and activity delivery have been delayed due to a variety of reasons including the unstable political situation in the country. Under these circumstances, in order to speed up the finance delivery and improve the project overall quality, it is recommended to have a consistent, systematic progress review meeting following up with the submission of quarterly reports to the donors between the Regional Specialist and the country office team.
- b) At the early stages of the project, all the partners met for progress reviews periodically. With time, the practice has been not followed in a consistent manner although the NPC and TAF have a well-established relationship and had a lot of communications. Although informal relationship makes a more conducive environment to work together, it is equally important to have objective-oriented periodic reviews among IPs to assure the delivery, enhance learning, making informed decisions and improve the quality of the project.

4. Support to create mutual understating of AGs, SLFEB and CID for better prosecution:

Sri Lanka Foreign Employment Bureau is the mandated government institution to create efficient and safer migration within the Ministry of Foreign Employment. In order to meet the organisational mandate, SLFEB is equipping migrants prior to departure, registering migrant agencies, enforcing laws related to migrations and making awareness for officers etc. Handling human trafficking cases of the migrant workers is also one of the key roles of SLBFE to safeguard the migrant workers. For this purpose, SLBFE has to work with AGs Department and CID which comes under the Ministry of Justice. At present, mutual understanding and closeness among officer are not that strong. Under the Sri Lankan context, Informal relationship, mutual understanding among officers of SLBFE, CID and AG Department is paramount

important to expedite the prosecution process. Consequently, the ILO has much space to initiate the informal relationship among these entities initially by organising informal periodic gathering by inviting all the institutions.

5. Speed up the delivery and seek for extension

To the MTR observation, the total delivery of the project is 31.7% by the midpoint of the project. This emphasises the necessity of taking much effort in expediting the delivery. Expediting the delivery of activities are not that applicable for all the activities spelt out under this project as they are involved many consultations, discussions and approvals which do not require money but requires time to carry out in a sustainable manner. Remaining duration does not seem to be sufficient to deliver the activities in a manner contributing to the outcomes and overall objectives. Seeking the possibility of getting an extension or adjusting the scope is an urgently required action that should be led by ILO.

6. The necessity of closely monitoring and extending the involved entities for grassroots level awareness campaign on Human Trafficking;

Although the campaign has been evolved much during the campaign designing stage with the guidance of Regional Specialist and recruitment of the communication behavioural specialist, continuous close monitoring of the process and reach out and tracking behavioural changes of the targeted communities are vital during its implementation to assess the effectiveness and attribution of campaign towards combating human trafficking. Although the format has been developed to track qualitative and quantitative aspects of the campaign, continuous follow-up of the monitoring is essential. Communication specialist has a greater role in capturing events through photos and providing continuous web updates about the campaign events and by capturing the quotations of the participants. MTR discussion with the trade unions revealed the potential that trade unions have to take this message to the wider community who are likely to migrate as they have a larger membership base in the trade unions. It is recommended to see the potential of getting trade union involved in the campaign and to expand the outreach in the targeted districts.

7. Enhancing mutual sharing, learning and knowledge of the involved implementing partners and stakeholders

Getting feedback from each other is a part of shared understanding which positively impacts on achieving the project goal. At present, project IPs meet to discuss the project activities and finances based on the need. MTR understood that TAF got involved substantively with Helvetas in carrying out each activity outlined in the work plan. Both TAF and Helvetas did not have the same space to get involved with ILO interventions. E.g. TAF and Helvetas were not involved or consulted during the designing of the grassroots awareness campaign. As both the organisations have much of ground-level experiences, they could have provided constructive criticism to shape the campaign which is missed by the project. It is recommended to make more effort by the ILO to create space to enhance shared understanding among involved parties through various activities.

Annexure 01

1. List of documents reviewed

- 1. Project document of the EQUIP
- 2. All the Quarterly Progress reports
- 3. DWCP ILO Sri Lanka 2018-2022
- 4. UNSDAF, Sri Lanka 2018-2022

2. List of stakeholders met for individual meetings

Government

1. Mr.W. M. V. Wansekara, General Manager, SLFEB
2. Mr. L. M. K. Muthukumarana, Deputy General Manager- Legal & Airport
3. Mrs. Kahathiduwa, Head, Anti-trafficking Unit, Foreign Employment Bureau
4. Two officers who serve for Anti-trafficking Unit, SLFEB

CSO

5. Andrew Samuel, CEO, CDS

Trade Union

6. Velayuthan Ruthirapeepan, Deputy General, Secretary, South Asian Regional Trade Union Council

Implementing partners

7. Dr Ramani Jayasundara, Director Justice and Gender- The Asia Foundation
 - a) Chaithri Ranathunga, Programme Officer, The Asia Foundation
 - b) Umanga Settinayake, Project Officer, EQUIP - The Asia Foundation
 - c) Indraka Ubeysekara, Project Coordinator - Helvetas

Experts

8. Chandima Abeysinghe, Consultant, Centre for Poverty Analysis
9. Dissanyake (PhD), Senior Lecturer, University of Colombo
10. Anusha Abewickrama, Programme officer, UNDO

ILO

11. Thilini Fernando, NPC- EQUIP project
12. Nizam Insaf, Specialist, Fundamental Principles and Rights at Work, DWT/CO-New Delhi

Community

13. 10 women who have migrated and planning to migrate – Gampola

Annexure 02: Questionnaire

Desk review questions

1. Check the alignment with UNSDAF and DWCP
2. Review annexure 2 of the July QPR together with NPC
3. Review and discuss annexure 3 of the July 2018 QPR together with NPC
4. Carry out activity, output and outcome achievements table by reviewing QPRs

A. CSO/ technical experts – outsiders of the project

1. Name, title
2. Have you heard about the EQUIP project? Yes or No
3. If No, explain the concept and continue with questions to assess the relevance.
4. If yes, what do you know about the project? explain.
5. Have you had any sort of engagement with the project? Yes or no
6. If yes, what is your involvement?
7. How do you see the relevance of the activities that you involved to address the pressing issues in relation to human trafficking of migrant workers in Sri Lanka?
8. How far was it successful and effective?
9. What strategies have the initiatives taken to make sure project achievements/ interventions are incorporating to the targeted people and institutions?
10. How far do the actions address gender inequality
11. What are the pressing current issues in human trafficking in the migrant sector?
12. What three issues are considered as the most critical and why?
13. Has the money and resource allocated for the intervention substantial? Any suggestions.
14. What issues can be addressed by the ILO within the next 1.5 years?
15. If you have to do the same involvement in next with year with ILO, will you follow the same approach/ process or will you do differently do or won't you engage? Why?

B. Interview – NPC

1. What are the existing pressing issues;
 - A) to prevent human trafficking in the migrant sector
 - B) for Protection from human trafficking?
 - C) for prosecution and investigation of cases of human trafficking in the migrant sector
2. To what extent do your project interventions address the key existing issues in the country in terms of human trafficking of migrant workers?
3. How far do the interventions are relevant to DWCP, UNSDAF?
4. Have the priorities of the EQUIP been able to adapt its approaches to the changing context to address the priority needs of the people, and the relevance of the targeted institutions?
5. Is the geographic scope, scale of implementation and timeframe –appropriate to achieve the desired results?

6. What changes have happened at outcome level? What factors have been contributed to it?
7. What achievements have been achieved as a result of the activities?
8. Are there any unintended positive or negative changes observed, experienced during the period?
9. What interventions have you taken to address gender inequality through project design and implementation? Are these actions sufficient?
10. Have resources been allocated to integrate gender equality, in the design and monitoring of activities? Have they been used efficiently?
11. Are there any critical contextual changes experienced during the implementation phase which impact to the human trafficking of the migrant workers?
12. To what extent have stakeholders, particularly employers' organisations and trade unions been involved in project implementation?
13. To what extent do the project management capacities and arrangements put in place to support the achievement of the planned results? Any suggestions?
14. Has the project received adequate administrative, technical, and if needed, political support from concerned ILO offices (CO Colombo, HQ technical departments, and DWT-New Delhi, if relevant)? If not, why?
15. How is the backstopping arrangement work for the project? Any suggestion to improve?
16. Have the outputs been delivered in a timely manner? If not what factors hindered timely delivery? Were any measures taken?
17. Have the project resources been leveraged with other related projects or programmes to maximize impact?
18. Which types of interventions have been proven to be more cost-effective?
19. Has the project identified an exit strategy? How far has it been operationalised? Any suggestions.
20. To what extent have the partners, relevant government institutions (ministry) mainstreamed these activities in their institutional plan? (ratification)
21. What strategies are in place to make sure ownership of the relevant government institutions?
22. If you are given an opportunity to change one of the activities, process that the project has conducted, what would you change and why?
23. How does the coordination between ILO and IP work, was it success why? Any issues and reasons for it?
24. What are your experiences with IPs in relation to commitment, competency, cooperation between other stakeholders and ILO?

C. IP – interview

1. In Sri Lanka, what are the existing pressing issues in human trafficking in the migrant sector
 - A) to prevent human trafficking in the migrant sector?
 - B) for the protection from human trafficking?

C) for prosecution and investigation of cases of human trafficking in the migrant sector?

2. To what extent do the project interventions address the key existing issues in terms of human trafficking of migrant workers in Sri Lanka?
3. How far are the interventions relevant to TAF Helvetas mandate?
4. Are there any critical contextual changes experienced during the implementation phase which impact to the human trafficking regarding the migrant workers?
4. Has the project been able to adapt its approaches to the changing context to address the priority needs of the people, and the targeted institutions?
5. Is the geographic scope, scale of implementation and timeframe appropriate to achieve the desired results?
6. Are there any unintended positive or negative changes observed, experienced during the period?
7. What interventions have you taken to address gender inequality through project design and implementation? Are these actions sufficient?
8. Have resources been allocated to integrate gender equality, in the design and monitoring of activities? Have they been used efficiently?
10. Have the project resources been leveraged with other related projects or programmes in your institutions to maximize impact?
11. Which types of interventions have been proven to be more cost-effective?
12. What activities have you completed? Are there any contributing factors for successful completion and drawbacks for the activities that could not be completed?
13. What project achievements have you been able to achieve during the period? Are there any contributing factors?
14. To what extent do the project management capacities and arrangements put in place to support the achievement of the planned results? any suggestions?
15. What strategies are in place to make sure ownership of the relevant government institutions?
16. If you are given an opportunity to change one of the activities or process that the project has conducted, what would you change and why?
17. How does the coordination between ILO and IP work? Was it successful? Why? Any issues and reasons for it? Any suggestions

18. Has the project identified an exit strategy? How far has it been operationalised? Any suggestions?

D. Trade union – interview

1. Do you know about the EQUIP? When did you know? How?
2. What do you know about the project?
3. Have you involved with any of the project interventions?
4. If yes, what is your involvement?
5. How do you see the relevance of the activities that you involved to address the pressing issues in relation to human trafficking of migrant workers in Sri Lanka?
6. How far was it successful and effective?
7. What strategies have the initiatives taken to make sure project achievements/ interventions are incorporating to the targeted people and institutions?
8. How far are the actions to address gender inequality moved?
9. What are the pressing current issues in human trafficking, especially in the migrant sector?
10. What three issues are considered as the most critical and why?
11. Have the money and resourced allocated for the intervention been substantial? Any suggestions?
12. What issues can be addressed by the ILO within the next 1.5 years?
13. If you have to do the same involvement in next years with ILO, will you follow the same approach/ process or will you do it differently or will you not engage? Why?

E. Key government Institutions - interview

1. What are the existing pressing issues
 - A) to prevent human trafficking in the migrant sector?
 - B) for the protection from human trafficking?
 - C) for prosecution and investigation of cases of human trafficking in the migrant sector?
2. To what extent do the project interventions address the key existing issues in the country regarding human trafficking of migrant workers?
3. What three issues do you consider as the most critical and why?
4. Are there any critical contextual changes experienced during the implementation phase which impact the human trafficking among the migrant workers?
5. When did you know the project and how? How did you involve with it? Are you satisfied with your involvement? Any suggestions?

6. What issues can be addressed by the ILO within the next 1.5 years?
7. With what project interventions have you involved?
8. How far was it successful and effective?
9. How far are the interventions relevant to your institution?
10. What strategies/initiatives have been taken by you all together to make sure the project interventions are incorporating into your institution in the long run?
11. Are the money and resources allocated for the intervention substantial, any suggestions?
11. How far do the interventions address gender inequality concerns? Has the project allocated substantial resources to address gender inequality concerns?
12. If you have to do the same involvement in next with year with ILO, will you do the same approach/ process or will you do differently or will not you engage? Why?
13. Is the geographic scope, scale of implementation and timeframe appropriate to achieve the desired results?
14. What achievements have you been able to achieve during the period?
15. Are there any unintended positive or negative changes observed, experienced during the period?
16. Were you able to leverage resources with other related projects or day-to-day function of the institutions to maximize impact?
18. Of the intervention you involved, which types of interventions have been proven to be more cost-effective?
19. Has the project identified exit strategy? How far operationalise it? any suggestions
20. What benefits has your institutions received? Have they been institutionalized? How and why?
21. What strategies has the project taken to make sure ownership of your institution?
23. How is the coordination between ILO, TAF and Helvetas? Was it successful? If not, why? Any issues and reasons for it?
24. What are your experiences in relation to commitment, competency and cooperation between ILO, Helvetas and TAF?
25. If you are given an opportunity to change one of the activities or process that the project has conducted, what would you change and why?

F. Backstopping – Insaf Nizam, Specialist Fundamental Principle and Rights at Work, ILO DWT SA

1. What are the causes of the existence of human trafficking?
2. What are the key three things?
25. To what extent does the project intervention address the key existing issues in the country regarding human trafficking of migrant workers?
26. According to your experiences, has the EQUIP been able to adapt its approaches to the changing context to address the priority needs of the people, and the targeted institutions?
27. Is the geographic scope, scale of implementation and timeframe appropriate to achieve the desired results?
28. According to your experiences, have you observed any unintended positive or negative changes during the period?
29. To what extent is the project addressing gender inequality issues?
30. Have resources been allocated to integrate gender equality in the design and in the monitoring of activities? Have they been used efficiently?
31. As per your view, are there any critical contextual changes experienced during the implementation phase which impact on the human trafficking among the migrant workers?
32. What is your view on the involvement of the trade unions in this project? Does this project substantively reflect the tripartite nature?
33. How and what is your involvement with the project, any concerns, suggestions?
34. Do you have any concerns about the meeting deadline in relation to delivering activity and donor reporting?
35. Have the project resources been leveraged with other related projects or programmes to maximize impact?
36. Has the project identified an exit strategy? How far is it operationalised? any suggestions.
37. If you are given an opportunity to change one of the activities and a process that the project has conducted, what will you change and why?
38. What is your view on the sustainability of the project or it is implemented?

Annexure 03	Likelihood	Importance	Risk level	Mitigation measures
Annexure 03				
Assumption				
1. Sustainability assumptions				
1.1 The Government of Sri Lanka takes into account the findings of the research to inform policy, capacity, and practices.	H	H	L	<p>Continue to engage closely with Government in the design and analysis of the research, and how it can be used to inform policy and capacity building.</p> <p>The assumption remains valid</p> <p>The scoping study accomplished by the project was used to collect how many cases were referred as FBR rejected to make the counter-argument against the FBR by the Ministry of Foreign Employment.</p> <p>Gap analysis study done by the project is used in developing P 29 ratification developed.</p>
2. Development assumptions				
2.1 Political and economic conditions in Sri Lanka remain conducive for effective policy.	H	H	L	<p>Periodic monitoring of political and economic conditions and exploration of redress mechanisms, and engagement with Ministries of Foreign Employment, Justice and Labour personnel for the continuation of activities and agreement on processes initiated.</p> <p>The assumption remains valid.</p>
3. Implementation assumptions				

<p>3.1 Administrative commitment at divisional, district and national level assured with reference to protection and prosecution measures.</p>	H	H	L	<p>Close collaboration with the AGD, Police, SLBFE, MDOs, shelter managers and service providers and sharing of key information to promote collaboration. Interventions related to protection and prosecution have not seen progress within the involvement.</p> <p>The assumption remains valid.</p> <p>The project implementers have taken extra measures to keep the relevant institutions at the core of each intervention with a view of getting timely support and to improve the sustainability of the interventions/ capacity improvements. E.g. the training workshops on victim identification and referral of human trafficking conducted for CAs, MDOs, SLBFE staff was able to continue during the political crisis which halted and challenged the engagement of project partners with their government counterparts lasted from the 26th of October to the 16th of December. However, Helvetas was able to continue with the scheduled workshops due to the interest and perseverance of the senior officers in the ministries.</p>
<p>3.2 MFE, SLBFE, AGD and Sri Lanka Police are open to training programmes and policy recommendations from the Project.</p>	M	H	M	<p>Continue to engage with a range of government stakeholders and advocate with them through a consultative process, carefully addressing concerns from each party.</p> <p>The assumption remains valid.</p> <p>Received the consent and proactive support of the senior officials of the Ministry of Foreign Employment in training MDOs on the identification of trafficking cases since intervention is addressing their one of the pressing needs. With the request of the Ministry of Foreign Employment, all the documents have been given as printed manuals for daily usage.</p> <p>TAF has received support to go ahead with the Police training. Not much evidence to state the collaboration as the interventions are at an early stage.</p>

4. Management assumptions				
4.1 Recipients of capacity building support remain in their positions long enough to effect change.	M	H	M	<p>Ensure a wider range of the target group is covered through capacity building programmes. At least two people from the same organisation should be trained to ensure that organisational knowledge is not lost.</p> <p>Targeted Development Officers and Counselling Assistants will remain in the same sector or carder position although the administrative location changes. Prosecutors and police officers who target through the project interventions will remain in the same sector. As a result, capacity changes will remain within the migration sector.</p>

<p>4.2 Comprehensive and reliable data obtained through SLBFE data sets, Criminal Records of Police etc.</p>	M	H	M	<p>Continuous sharing and triangulation of data at NAHTTF for further clarification and effective reporting.</p> <p>The validity of the assumption is weak.</p> <p>Already TAF has made initiation through another documentation project funded by US department to work on addressing data gap. As a result, TAF has done initial mapping of how/ what/ where data and is recorded and what mechanism is existing. This is an area to be focused continuously, although the EQUIP project has not paid much attention. Through the EQUIP project intervention, this has been brought into the attention of the senior officials of the government. Existing government act on Right to Information has enabled this assumption.</p>
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Annexure 04: Results Assessment of the EQUIP project as end March 2019	Baseline	The target for end 2019	Achievement by the end of 2018	End of project Target	Cumulative achievement as at 31 March 2019
Indicator					
<i>Performance Indicator 1.1 – Percentage of policymakers, government officials and prospective migrant workers who demonstrate knowledge on forced labour and trafficking.</i>	0%	80%	48 government officers.	80%	48 government officers Direct activities which contribute to this result have not been fully started yet. However, the project has started this discussion with the government officers who attended for ratifying forced labour protocol workshop (48). Potential migrant workers have been initiated reaching through the campaign. Demonstration of knowledge could not observe or assesses as reaching out initiatives are at an early stage.
<i>Performance Indicator 1.2 – Number of people reached through the awareness campaign.</i>	0	30,000 (60% women)	255	30,000 (60% women)	About 755 people have been given awareness on human trafficking, measures to prevent Human trafficking and referral mechanism through the street drama which was launched at the international Migrant’s trafficking day at the Sri Lanka Foreign Bureau premises as part of celebration of the International Human trafficking day organised by the SLBF as well as the youth summit which conducted in Hambantota during 28 th – 30 th March 2019. The street drama was performed at the largest youth gathering in Sri Lanka “Yowun Puraya” 2019 targeting youth from Gampaha, Colombo, Kandy and Kurunegala. Spectator composition is as follow 95 migrant trainee(100% F) 55 staff members (60% F: 40% M) 35 recruitment agency staff (5%F: 95%M) 70 potential migrant workers and their relatives who attended to get the foreign Bureau services (50% F: 50%M).

					<p>500 youth (representing Kurunegala, Gampaha, Colombo and Kandy districts 60% M;40%F)</p> <p>Street drama is one of the tools used to give awareness during Human Trafficking campaign. The project drafted the grassroots level campaign plan and formed a team comprising of civil society organisations, behaviour change communication consultants, artists (to develop comic books, other materials), street drama theatre group and communication consultant.</p> <p>Evidences: https://www.ilo.org/colombo/whatwedo/events/WCMS656738/lang-en/index.htm https://twitter.com/UNSriLanka (March 28)</p>
<i>Performance Indicator 1.3 – Percentage of stakeholders who demonstrate knowledge on benefits, challenges, and pathway to ratifying Forced Labour Protocol.</i>	0%	80%	100%	80%	<p>No specific progress is expected on this indicator during the reporting period.</p> <p>Almost all the workshop participants (government officers) who attended the workshop on ratification of forced labour demonstrated a good knowledge of benefits, challenges and pathways to ratifying forced labour protocol. The project conducted only one workshop with 48 participants. As the government is promisingly taking the lead on the ratification process, there is no necessity for advocating by the stakeholders to the government for ratification. Therefore, making stakeholders further aware is not critical in ratification as explained in the prodoc.</p>
<i>Performance Indicator 1.4 – Percentage of targeted stakeholders committed to lobbying for the ratification of the Forced Labour Protocol.</i>	0%	80%	100%	80%	<p>No specific progress is expected on this indicator during the reporting period.</p> <p>100% of the participants including key officials who attended to the first workshop on ratification of forced labour protocol strongly believed that the forced labour ratification is a timely intervention to manage forced labour and trafficking in Sri Lanka. The political will of the government towards this intervention has been</p>

				<p>promisingly visible during the workshop. Consequently, a follow-up meeting was held in April to initiate the ratification process. The forced labour protocol is expected to be ratified before the end of April 2019.</p> <p>Relevance and usefulness of indicator to be continued: Since the beginning of the project formulation, the Ministry of Labour is greatly committed to ratifying the protocol as it was a priority for the government. Therefore, assessing the indicator in future may not require at this stage.</p>
Performance Indicator 1.5 – Number of campaign materials developed.				Please refer the doc “changes to the indicator”. Instead of this process indicator, adopted indicator 1.5.A
Performance Indicator 1.5.A – Effectiveness of campaign materials developed.	N/A	N/A	N/A	<p>Assessing the effectiveness of all campaign materials is not feasible at this juncture of the campaign.</p> <p>The campaign is at very early stages of implementation. The street drama premiered at the International Human Trafficking Day symbolized campaign launching. Two trainees, one recruitment agency staff and three SLBF staff who were in the audience emphasised the clarity of the message presented by the drama. Clarity of a message plays a significant role in achieving effectiveness in a communication material.</p> <p>Following the street drama performances at <i>Yowun Puraya</i>, had seven informal discussions with 6 young girls and a boy. All of them stated that reaching to registered agency and the officers at Divisional secretariat are vital for safer migration. This shows that the street drama has brought the important message to the audience in a more striking manner</p> <p>The comic books and some posters were finalised with the artist and were reviewed by the BCC consultant.</p> <p>The Campaign route & date plans with venues and targeted communities were identified in coordination with the Civil society Organisations.</p>

Performance Indicator 2.1 – Percentage of targeted recruitment agents, Migration Development Officers, and migrant workers that commit to applying fair recruitment principles and guidelines in their work.	0%	80% (recruitment agencies and DOs)	0%	80% (Recruitment agencies and Dos)	<p>No progress has been made against this indicator for the reporting period. Training will be intentionally delayed to deliver more relevant and meaningful training for the targeted group.</p> <p>As reported previously, at present, Recruitment Agents are given comprehensive training on ethical recruitment under Labour Migration governance project of ILO, led by the Ministry of Foreign Employment. The project will go through the content thoroughly to identify the areas that have not been covered by the existing module before developing new materials. The project also intends to partner with the ILO REFRAME project which also intends to promote Fair Recruitment with agents by providing training. Under this situation, the Ministry of Foreign Employment and Recruitment Agents believed that it is important to make necessary improvements to the existing training than developing completely new training.</p>
Performance Indicator 2.2 – Number of licensed recruitment agents trained.	0	661	0	661	<p>No progress is made against this indicator during the reporting period.</p> <p>Recruitment Agents have been trained on ethical recruitment under the Labour Migration Governance project of ILO. As a result, the EQUIP project is focusing on doing improvement to the existing training content.</p>
Performance Indicator 2.3 – Number of intermediaries trained.	0	50	0	50	<p>No progress is made against this indicator during the reporting period.</p>
Performance Indicator 2.4 – Number of Migration Development Officers trained.	0	228	76 DOs (43 female, 32 male)	228	<p>One hundred and seventy-five (175) Migrant Development officers (MDOs) of the Ministry of Foreign Employment based in Kandy, Kurunegala, Gampaha and Colombo districts have been trained (51 M; 124 F).</p> <p>.According to the pre and post evaluation assessment, 89.1% of the participants (n=156) recorded changes in their knowledge in relation to human trafficking and the identification of human trafficking victims Male and female</p>

				<p>participants separately were recorded at 84.3% and 91.1% knowledge changes.</p> <p>As the senior officials of the Ministry of Foreign Employment recognized the importance of this training, they requested the project to do additional training for 15 MDO District Coordinators who are based outside the project targeted areas.</p> <p>Additionally, the resource persons who delivered the training was invited by Divisional Secretary and Colombo based MDOs to conduct additional sessions on the same training. This emphasis the usefulness and the relevance of the training delivered.</p>
Performance Indicator 2.5 – Number of recruitment agents adopting fair recruitment practices.				<p>Please refer the doc “changes to the indicator”. Instead of this process indicator, adopted indicator 2.5. A. (the reason for changes to the indicator: Percentage will give the better sense of reach out than number)</p>
Performance Indicator 2.5.A % of recruitment agents adopting fair recruitment Practices.	0%	40%	60%	<p>No progress is made against this indicator during the reporting period.</p>
Performance Indicator 2.6 – Percentage of trafficking cases reported by Migration Development Officers.	TBD by the end of the training of DOs	TBD by the end of the training of DOs	TBD by the end of the training of DOs	<p>No Specific progress is made against this indicator for the reporting period.</p> <p>.</p> <p>As explained in the previous reporting there's no existing source to get data for this indicator. Instead, the project will meet the trained officers annually to get the data/information. There will be a slight deviation to the original definition as follows;</p> <p>% calculation= [incidents referred to by the trained Migration Development Officers to the Police/ SLBFE Anti-trafficking for further investigation during the project period] / [incident reported by the trained Migration</p>

					Changed the “percentage” to “number” in the indicator as the percentage can’t be calculated due to non-availability of data as well as does not reflect the reality after one year of conducting training project will assess the number of incidents referred by DOs through a stratified simple random sampling.
<i>Performance Indicator 3.1 – Percentage of identified victims who demonstrate level of satisfaction on counselling services.</i>	<i>TBD</i>	<i>TBD</i>		<i>TBD</i>	This indicator is not feasible to assess. Trafficked victims may visit one off to the Counselling Assistants. At present, there is no separate identification mechanism of trafficking victims by the counselling assistants. As a result, there's no possibility of assessing the satisfaction of victims against the provided counselling services. Through the training conducted by the project, counselling assistants will make aware to identify trafficking victims. With this training, Helvetas will advocate with relevant ministries to set up a mechanism to identify and record trafficking victims although It is not under the direct project purview. If the system is established, the project will be able to access to the database of the trafficked victims who come to counselling assistants. With the existing situation, indicator can’t be assessed. Suggest both 3.2 and 3.2 A indicators as a proxy to this indicator.
<i>Performance Indicator 3.2 – Number of counselling assistants trained on counselling services.</i>	<i>0</i>	<i>120</i>	<i>48 (43Female, 5Male from Colombo and Kandy districts)</i>	<i>120 (the same group will be undergone through different training during the project period)</i>	As at 31 st March 2019, altogether 98 Counselling Assistants (CAs) and counselling officers who work as the first point of contact for victims or potential victims of human trafficking in the district of Colombo, Gampaha, Kurunegala and Kandy over a which consists with 88 female and 10 male from both Ministry of Women and Children Affairs and Ministry of Social Empowerment, Welfare and Kandyan Heritage, have been trained on identification of trafficking victims and basic elements to be focused in counselling to them.
<i>Performance Indicator 3.2.A - % of Counselling assistants Changes their</i>	<i>0%</i>	<i>80% of the participants</i>	<i>89% of the participants</i>	<i>80% of the participants</i>	As at 31 st March 2019, 86.7% of the CA participants (87.5% female, 80% male) (n=85) who work as the first

<i>knowledge in the identification of trafficking victims (proxy indicator for indicator 3.1)</i>					point of contact for victims or potential victims of human trafficking in the district of Colombo, Kurunegala, Gampaha and Kandy have made understanding and skills on identifying trafficking of victims. Almost all the participants of the first training informed that they had not been exposed to human trafficking before although they have been dealing with victims and they recognized that the training was immensely useful to perform their role better. "I have been performing as counselling Assistant at the Social empowerment and Welfare ministry for 6 years. I have been dealing with many victims. But for the first time only, I understood about human trafficking and trafficking victims. With the gained knowledge and skills, I will be able to differentiate human trafficking victims from others," a counselling officer, Ministry of Foreign Employment who participated for the 1st training stated.
<i>Performance Indicator 3.3 – Number of Ministry of Women’s Affairs (MWA) and Sahana Piyasa staff trained.</i>	0	115	0	115	No progress is made against the indicator during the reporting period. KAP assessment report was provided extensive feedback by both TAF and Helvetas to finalise the report. This report will be the basis for capacity improvement in the coming months.
<i>Performance Indicator 3.4 – Percentage of identified victims receiving shelter services</i>	TBD	TBD during the training of shelter staff		TBD	No progress is made against the indicator during the reporting period. In relation to this indicator, KAP assessment report was provided extensive feedback by both TAF and Helvetas to finalise the report. There was no progress taken place beyond this report during the reporting period.
<i>Performance Indicator 4.1 – Percentage of prosecutions of trafficking cases owing to trained prosecutors, which leads to reductions in trafficking.</i>	0%	10%		10%	No progress is made against the indicator during the reporting period. The initial meeting was conducted with AGs Department. Deputy Solicitor General and Senior State Counsel were nominated from the AGs Department to take part in the

					Advisory Committee of the capacity building initiative. First advisory Meeting will be conducted in the next quarter.
<i>Performance Indicator 4.2 – Percentage change in the investigation of trafficking cases.</i>	<i>7 cases have been investigated</i>	<i>TBD by the end of 1st quarter of 2019</i>			No Progress is made against this indicator during the reporting period.
<i>Performance Indicator 4.3 – Number of government and international reports recording increased investigations, prosecutions and convictions in trafficking cases</i>	<i>3 national and international reports are recorded investigations, prosecutions and convictions in trafficking cases</i>	<i>3</i>	<i>1</i>	<i>3</i>	<p>No new progress is recorded for the reporting period.</p> <p>National Trafficking in Person (TIP) report for 2018 which discussed investigations, prosecutions and convictions in trafficking was launched 3rd quarter of 2018 by the States Department of USA.</p> <p>The report highlighted that the CID and police initiated 15 trafficking investigations, compared with 9 investigations in 2016. The government initiated 28 prosecutions in 2017. This was compared to 35 prosecutions in 2016 and 12 prosecutions in 2015.</p>
<i>Performance Indicator 4.3. Support provided by the project for NAHTTF</i>	<i>This has been set up by the Ministry of Justice in 2010</i>	<i>Not Applicable</i>	<i>Not provided considerable support by the project</i>		<p>No progress is made against this indicator during the reporting period.</p> <p>TAF continues to build relationships with representatives from different ministries in the NAHTTF during the reporting period. The NAHTTF meets regularly but continues to focus primarily on the reporting to the TIP report by the US Department of State. TAF has been exploring opportunities and strategizing creative ways to support the NAHTTF in this context.</p>

<i>Performance Indicator 4.4 – Number of prosecutors-trained with USG assistance (disaggregating for men and women)</i>	0	20	0	100	<p>No progress is made against this indicator during the reporting period.</p> <p>The initial meeting was conducted with AGs Department. Deputy Solicitor General and Senior State Counsel were nominated from the AGs Department to take part in the Advisory Committee of the capacity building initiative. First advisory Meeting will be conducted in the next quarter.</p>
<i>Performance Indicator 4.5 – Number of individuals from low income or marginalized communities who received legal aid or victim’s assistance with USG support (disaggregating for men and women)</i>	0	6	0	6	<p>No progress made against this indicator during the reporting period.</p> <p>The initial meeting was conducted with AGs Department. Deputy Solicitor General and Senior State Counsel were nominated from the AGs Department to take part in the Advisory Committee of the capacity building initiative. First advisory Meeting will be conducted in next quarter</p>
<i>Performance Indicator 4.6 – Number of police officers trained.</i>	0	360	0	360 police officers (around 10% female)	<p>No Progress is made against this indicator during the reporting period. Already, The Asia Foundation (TAF) contracted a consultant to provide technical expertise in planning the training outline for the police officers. TAF has identified; i. women and children desk Officers ii. VICE unit (crime unit), iii. Miscellaneous (all sort of crimes cover. Trafficking also comes under) and; iv. CID carder position for the training. Community policing unit which originally targeted is being trained by the British high commission. As a result, Community policing unit will not target for this training. Preliminary discussions with the officers in charge of the Leahy Vetting process from the US Embassy have been initiated. However, the responses to the clarifications lack comprehensibility. As noted above in the challenges, due to the sensitive nature of the vetting requirement, better clarity about the details required would support the implementation process.</p>
<i>Performance Indicator 4.7 – Number of Sri Lanka Bureau of Foreign Employment staff</i>	0	115	19 (15 female, 4 male from Colombo and	115	<p>32. With the decision of conducting training for three carders of different ministries together, was 32 officers of the Sri Lanka Bureau of Foreign Employment based in</p>

trained on crime and victim identification and referrals.

*Kandy districts
)*

Colombo, Kurunegela and Kandy districts have been trained on human trafficking, identification of trafficking victims, victim protection and referral procedures by the end of March 2019. To the pre and post knowledge assessment of the workshop, 81.2% of the participants recorded the knowledge enhancement.

Existing Performance indicator	Suggested changes to the indicators
Objective Number 1: Research and awareness to inform regulations and practice - A favourable regulatory environment and practices in place to reduce forced labour and trafficking vulnerabilities through research and targeted awareness by 2020.	
Performance Indicator 1.1 – Percentage of policymakers, government officials and prospective migrant workers who demonstrate knowledge on forced labour and trafficking.	Does not reflect government official in the Definition sheet. Assume that both policymakers and government officers are the same here. The indicator is as follow Percentage of policymakers and Prospective migrant workers who demonstrate knowledge of forced labour and trafficking
Performance Indicator 1.2 – Number of people reached through awareness campaigns. 1.2.A The availability of gender-sensitive study on the status of trafficking in migrant workers (yes/no Indicator	No changes – Output indicator New addition - output indicator. This indicator will help to assess the integration of gender into the project
Performance Indicator 1.3 – Percentage of stakeholders who demonstrate knowledge on benefits, challenges, and pathway to ratifying Forced Labor Protocol.	No changes - Output indicator
Performance Indicator 1.4 – Percentage of targeted stakeholders committed to lobbying for the ratification of the Forced Labour Protocol.	“Commitment will not be measured as defined in the definition sheet “articulation of intention by the workshop participants “. Instead, the commitment will be measured through a scale assessed individually by the participants. The scale will be incorporated into the workshop evaluation reports – refer data collection tool further details
Performance Indicator 1.5 – Number of campaign materials developed. 1.5.A The Effectiveness of campaign material	Removed New addition. The number of campaign materials also will be taken into account in this indicator. Refer data collection tool for further details. This indicator helps to assess the effectiveness of the material instead of counting the number of material developed
1.6. Level of progress made against ratification of ILO protocol on forced labour	New addition. Process indicator mainly to see the progress against ratification and take informed decision to meet the target
1.7 Extent of progress made on campaign in migrants hotspots	New addition – process indicator. This indicator will help see the progress against the implementation of the campaign and take informed decision to meet the target
Objective Number 2: Ensuring fair and ethical business recruitment practices	

Recruitment agents, Migration Development Officers and migrant workers are better equipped to conform to ethical and fair recruitment principles and guidelines by 2020.	
Performance Indicator 2.1 – Percentage of targeted recruitment agents, Migration Development Officers, and migrant workers that commit to applying fair recruitment principles and guidelines in their work. 2.1. A % of targeted Migration Development Officers and migrant workers that are applying fair recruitment principles and guidelines to their work and migration.	<p>Definition for Development Officers percentage calculation changes slightly to better capture the commitment % calculation [Migration Development Officers] = number of trained Migration Development Officers who articulate their willingness to applying the key elements of the fair recruitment principles and guidelines into their work by the end of training/number of trained Migration Development Officers</p> <p>New addition. This indicator measures behavioural, practices changes of the targeted groups. Use the sample interview survey with the training participants to assess the indicator, after one year of the training. Based on the results of the survey, MSC will be used to further elaborate changes.</p>
Performance Indicator 2.2 – Number of licensed recruitment agents trained.	This is a process indicator. This gives a sense of reach out through ILO
Performance Indicator 2.3 – Number of intermediaries trained.	This is a process indicator. This gives a sense of reach out through ILO
Performance Indicator 2.4 – Number of Migration Development Officers trained.	This is a process indicator. This gives a sense of reach out through ILO
Performance Indicator 2.5 – Number of recruitment agents adopting fair recruitment Practices. 2.5. A Percentage of recruitment agents adopting fair recruitment Practices.	<p>This indicator will not be assessed. The newly added indicator is included in this aspect too. This does not give the extent of reach out through the project intervention. Suggested 2.5.A</p> <p>This is an outcome indicator. Measure the behavioural changes. This percentage value gives the extent of reach out of the targeted.</p>
Performance Indicator 2.6 – Percentage of trafficking cases reported by Migration Development Officers	<p>DOs don't report to the police as a practice. They guide victims to report to SLBFE Anti-trafficking unit. Usually, victims attend to the SLBFE by themselves. As a result, there is no existing source to get data for this indicator. Instead, project will meet the trained officers annually to get the data/information. There will be a slight deviation to the original definition as follow;</p> <p>% calculation= [incidents referred by the trained Migration Development Officers to the Police/SLBFE Anti-trafficking</p>

	<p>for further investigation during the project period] / [incident reported by the trained Migration Development Officers to the Police for further investigation one year before the project)</p> <p>Changed the “percentage “to “number” in the indicator as the percentage cannot be calculated and also does not reflect the reality.</p>
2. 7 Level of progress made on establishing “Migrant Recruitment Monitor “ to the Sri Lankan context	<p>A new addition to assess the process of establishing MRC. This is a process indicator. This indicator will help see the progress against localizing MRM and take informed decision to meet the target</p>
Objective No 3 : To improve protection services to ensure identified victims, including men and children, receive specialized care services	
<p>Performance Indicator 3.1 – Percentage of identified victims who demonstrate the level of satisfaction on counselling services.</p>	<p>Concerns to the indicator: Trafficked victims may visit one off to the counselling assistants. At present, there is no separate identification mechanism of trafficking victims by the counselling assistants. As a result, there is no possibility of assessing the satisfaction of victims against the provided counselling services. Through the training conducted by the project, counselling assistants will make aware to identify trafficking victims. With this training, Helvetas will work with the relevant institutions to set up a mechanism to identify and record trafficking victims. Once the system establishes, the project will be able to access to database of the trafficking victims who come to counselling assistants. With the existing situation, indicator can’t be assessed. Suggest both 3.2 and 3.2 A indicators as a proxy to this indicator</p>
<p>Performance Indicator 3.2 – Number of counselling assistants trained on counselling Services.</p> <p>3.2.A Changes in skills of counselling to trafficking victims of the counselling assistants</p>	<p>New addition. This will assess how the training helps to improve the skills of counselling. Output indicator</p>
<p>Performance Indicator 3.3 – Number of Ministry of Women’s Affairs (MWA) and Sahana Piyasa staff trained.</p> <p>3.3. A Changes in the know-how of counselling to trafficking victims by the Ministry of Women’s Affairs (MWA) and Sahana Piyasa staff</p>	<p>No suggestion</p> <p>New addition. This is also an output indicator which assesses the effectiveness of training. Need to clarify with Asia Foundation.</p>

Performance Indicator 3.4 – Percentage of victims receiving shelter services.	
Objective 4: To increase the investigation and prosecution of offenders of trafficking through due process, training of officials on victim identification, legal procedures and referrals processes.	
Performance Indicator 4.1 – Percentage of prosecutions of trafficking cases owing to trained prosecutors, which leads to reductions in trafficking.	No changes
Performance Indicator 4.2 – Percentage change in the investigation of trafficking cases.	No changes
Performance Indicator 4.3 –Number of government and international reports recording increased investigations, prosecutions and convictions in trafficking cases	For the moment, this indicator is left as it is. As the number of national and internal reports are the same throughout the project cycle (3 reports). They are; TP, migrant workforce, forced labour – international report. Government report- database establish by the NAHTFF. As a result, this indicator may not give the level of discussion/report against investigations, prosecutions and convictions in trafficking. Need to change the indicator
Performance Indicator 4.4 – Number of judicial personnel trained with USG assistance	Instead of judicial personnel Asia foundation advise to count the prosecutors. Indicator changes as follow 4.4 Number of prosecutors trained with USG assistance
Performance Indicator 4.5 – Number of individuals from low income or marginalized communities who received legal aid or victim’s assistance with USG support	No changes
Performance Indicator 4.6 – Number of police officers trained	Integrates male-female breakdown
Performance Indicator 4.7 – Number of Sri Lanka Bureau of Foreign Employment (SLBFE) staff trained on crime and victim identification and referrals.	No changes

	Activity progress - March 2019			
OBJECTIVE	ACTIVITY	PLANNED	ACTUAL	LEVEL OF PROGRESS (100%)
1	1.1.1.1 Scoping exercise for the grassroots awareness campaigns in migration hotspots	DEC '17- Jun '18		100%
	1.1.1.2 Bespoke grassroots awareness campaigns in migration hotspots	DEC '17- Feb '19	Jan '18 onwards	60%.
	1.1.1.3 Conduct a study on recruitment fees and related costs in specific sectors and corridors	FEB '18-MAY '18	FEB '18- current	10%.
	1.2.1.1 Conduct a gap analysis of the ILO Forced Labour Protocol in relation to national legislation	DEC '17-MAR '18	OCT'17-MAR18	100%
	1.2.2.1 Sensitise stakeholders on the Forced Labour Protocol and the role of constituents in the ratification process	DEC '17-MAY '18	JAN '18 onwards	80%.
	1.2.3.1 National campaign materials developed to promote ILO's "50 for Freedom" campaign, and promoted by champions among constituents and other stakeholders	DEC '18-NOV '19	JAN '18 onwards	80%.
2	2.1.1.1 Conduct training programmes to promote fair recruitment principles among licensed recruitment agents and intermediaries	APR '18-AUG '18	NOT STARTED	0%.
	2.1.1.2 Carry out mapping and assessments of potential sectors, corridors and partners with which to collaborate in developing a business case	JUN '18-AUG '18	Mar '19 -current	10%.
	2.1.1.3 Customize and implement the web-based MRA platform, and link feedback with the existing grievance-handling processes of the SLBFE and support services.	SEP '18-NOV'19	JUN '18- current	50%

	2.1.1.4 Awareness and training relevant actors on the MRA, with 10 training programmes	SEP '18- NOV '19	NOT Started	0%
	2.1.1.5 Monitor and document MRA-generated feedback on recruitment costs, complaints, productivity, etc	SEP '18-NOV '19	NOT Started	0%
	2.1.2.1 Develop a targeted training manual and curriculum for MDOs on fair recruitment principles, forced labour and trafficking in persons	JUN '18-NOV '19	JUN '18-Current	0%.
	2.1.3.1 Conduct the training programme with the MDOs and develop a ToT group, with a follow-up training plan	JUN '18-NOV '19	MAR '19 -current	10%.
	2.1.4.1 Training programme organised and rolled out among MDOs to identify and report situations of forced labour, trafficking and develop community response.	July '18- Dec '19	JUN '18- Current	0%
3	3.1.1.1 Training Counselling Assistants on counselling services to individuals affected by trafficking	JAN '18- MAY '19	SEP '18- Current	50%
	3.1.2.1 Capacity building support for staff of Shelters for trafficking victims	JAN '18- JAN'19	FEB '18- Current	60%
	Legal advice and legal aid for trafficking victims in alignment with the local law and authority on victim and witness protection	JAN '18- APR '18	NOT Started	10%
4	4.2.2.1 Training of SLBFE staff on crime and victim identification, and referrals in alleged cases of trafficking	JAN '18-JAN '19	FEB '18-Current	90%
	4.1.1.1 Training of prosecutors on handling trafficking cases in Sri Lankan courts of law	JAN '18-JAN '19	APR '18-Current	30%
	4.2.1.1 Training of police officers on victim identification, referrals, and investigation of trafficking cases.	JAN '18-JAN '19	APR '18-Current	30%

	4.2.1.1 Enhancing the unharnessed potential for impact and sustainability, through partnerships via the NAHTTF	JAN '18-OCT '19	MAY '18- Current	VERY LOW. Difficult to quantify
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