

Evaluability Review Report: Trade, Labour and Fundamental Principles and Rights at Work in Southeast Asia

18 September 2025

Project Brief

Project:	Trade, Labour and Fundamental Principles and Rights at Work in Southeast Asia
Project code:	RAS/23/10/CAN
Country	Southeast Asia Region
Project duration:	60 months (March 2024 – March 2029)
Technical backstopping:	ILO ROAP; DWT-Bangkok; FUNDAMENTALS Branch
Donor:	The Government of Canada's Department of Employment and Social Development
Budget:	CAD 7 million
Administrative unit:	ILO Regional Office for Asia and the Pacific (ROAP)
SDG:	Target 8.7
Strategic Policy	Output 1.4. Increased capacity of constituents, partners and stakeholders to respect, promote and realize fundamental principles and rights at work
Outcome:	

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List of abbreviations

ACE	ASEAN Confederation of Employers
AMS	ASEAN member states
ASEAN	Association of Southeast Asian Nations
ASEC	ASEAN Secretariat
ATUC	ASEAN Trade Union
CAS	Committee on the Application of Standards
CPTPP	Comprehensive and Progressive Agreement for Trans-Pacific Partnership
DWCP	Decent Work Country Programme
DWT	Decent Work Team
ESDC	Employment and Social Development Canada
FOA	Freedom of Association
FOA/CB	Freedom of Association and Collective Bargaining
FPRW	Fundamental Principles and Rights at Work
FTA	Free Trade Agreement
ILO	International Labour Organization
IPS	Indo-Pacific Strategy
M&E	Monitoring & Evaluation
OSH	Occupational Safety and Health
OSHNET	ASEAN OSH Network
PMP	Performance Monitoring Plan
RBM	Results-Based Management
ROAP	ILO Regional Office for Asia and the Pacific
SDG	Sustainable Development Goal
TOC	Theory of Change
TOT	Training of Trainers

Executive Summary

This evaluability review was conducted in the first year of implementation of the regional project “Trade, Labour and Fundamental Principles and Rights at Work in Southeast Asia” (RAS/23/10/CAN). Funded by Employment and Social Development Canada (ESDC) and implemented by the International Labour Organization (ILO), the five-year project (2024–2029) aims to promote and integrate the ILO’s Fundamental Principles and Rights at Work (FPRW) within Southeast Asia’s export sectors, especially in the context of trade agreements. The review was undertaken between April and June 2025 to assess the project’s design, readiness for evaluation, and overall coherence. Specifically, it examined the intervention logic, results framework, monitoring and evaluation (M&E) mechanisms, resource allocations, stakeholder engagement, and integration of gender equality and inclusion.

Overall, the project presents a strong strategic rationale and is well-aligned with both ILO objectives and Canada’s Indo-Pacific Strategy. Its regional focus on ASEAN platforms is timely and relevant in the context of trade negotiations and labour rights in trade governance. The evaluability review deemed this project to be “**mostly evaluable – can improve.**” There are several areas require further refinement to enhance evaluability and long-term impact. This review report makes the following priority recommendations to further increase evaluability:

1. **Clearly identify “target groups” and clarify “stakeholders.”** Establish a consistent vocabulary to help ensure that the actual target groups are clear throughout the PRODOC and other supplementary documents.
2. **Consider developing a stakeholder engagement plan.** At present, it is unclear how the project plans to operationalize its engagement with the key stakeholders – primarily ASEC, ATUC and ACE (as suggested during discussions).
3. **Adjust the project’s results framework.** Revise and reformulate identified Objective, Outcome and Output statements to align with M&E norms (specific suggestions are under [Annex C](#)). It is suggested that, to the extent possible, changes should be minimal and focus on clarifying and simplifying the language.
4. **Strengthen the assumptions and their presentation.** The project notes assumptions under each outcome in the PRODOC. There is scope to expand on these and further make explicit linkages to the risk register.
5. **Revise and streamline the main project document (PRODOC).** As the PRODOC is a working document, the project team should consider restructuring and revising it following this evaluability review and sometime in Q3 2025.
6. **Make improvements to the performance monitoring framework where necessary.** It is important that the indicators are defined in precise terms and are level to their corresponding levels – that is, output, outcome and overall objective. Specific comments and suggestions relating to monitoring indicators are under [Annex E](#).
7. **Develop the necessary tools for data collection for specific monitoring indicators.** These include pre-/post-training assessments and follow-up surveys.
8. **Consider allocating additional resources to M&E related activities,** especially if the project plans to implement baseline and endline studies on stakeholder capacity

(in addition to the programmatic evaluations). It could be helpful for the project to allocate additional funds for studies relating to stakeholder capacity. Such studies can help bring important qualitative insights – both for intervention design (baseline) and for demonstrating results (baseline/endline).

- 9. Consider a clustered final evaluation.** The ILO sometimes commissions “strategic clustered evaluation” that combine separate project evaluations into a single evaluation. Combining the final evaluation of this project along with select ESDC-national projects could be financially efficient and help generate a broader perspective on FPRW in the region. This, however, should be discussed with the ILO EVAL office, who can help determine the suitability of a clustered evaluation. It should also be noted that planning and coordinating a cluster evaluation can be quite complex and require early preparations.
- 10. Consider an internal midterm evaluation.** The focus of the mid-term evaluation should be on learning and adaptation, and well-structured self-evaluation can help achieve that while lowering the costs. Any change in modality from “independent midterm evaluation” to “internal midterm evaluation” should be discussed and agreed upon with ILO EVAL and the donor.
- 11. Articulate how the sustainability of the project will be ensured.** Although the PRODOC mentions sustainability, it is recommended that the project team thinks through the “how” and articulates it in the PRODOC. This does not need to be full sustainability strategy, but more of a general plan laying out how partners and stakeholders can institutionalize or carry forward the project results.
- 12. Build connections with the standalone ESDC-funded projects in the ASEAN countries.** These national projects complement the sub-regional project (and vice versa). Ensuring coordination and aligning strategies where relevant (and feasible) help amplify reach and impact. This will also be beneficial should this project seek to work with specific countries or sectors.

1. Project background

The following sections briefly describe the context of the project, its objectives and planned outputs, as defined in the project document (PRODOC).¹

The **‘Trade, Labour and Fundamental Principles and Rights at Work in Southeast Asia’** project, launched in March 2024, is a five-year initiative funded by Employment and Social Development Canada (ESDC) and implemented by the International Labour Organization (ILO). The project aims to enhance the integration and compliance of ILO’s fundamental conventions and labour rights within Southeast Asian export sectors. The project is implemented by the ILO at the ASEAN **sub-regional level** covering all 10 countries and potentially Timor-Leste.

The project strategically aligns with Canada’s Indo-Pacific Strategy (IPS), particularly in the context of its active and future Free Trade Agreements (FTAs) in Southeast Asia and labour provisions – especially those relating to the Fundamental Principles and Rights at Work (FPRW). This project specifically aligns with the IPS’ Horizontal Initiative Activity “Labour Program Technical Assistance to the Indo-Pacific for Trade and Compliance” and seeks to contribute to the sub-region’s readiness promote and uphold FPRW in the context of trade. To some extent, the project has been designed to complement the donor’s trade interest in the region and to support the labour dimensions of the broader IPS as Canada pursues both bilateral and regional trade negotiations in Southeast Asia.

Project design

The identified change pathway concentrates on four levels: overall objective, outcome, output and activities. The project strategy and a results framework are included in the main PRODOC.

The overall objective specifies that the project seeks to have resulted in: “**Improved and sustained promotion and enforcement of FPRW in Southeast Asian export sectors through an integrated approach to the FPRW.**” This is the broad high-level effect that the project intends to **contribute** towards. When discussing evaluability, the overall objective is less important for evaluability since the project **contributes** towards the long-term goal, rather than aiming to directly achieve it.

The project outcomes are key to any project design and are important when discussing evaluability. Outcomes define the expected **changes** that a project seeks to achieve during its lifetime and are central to how a project is undertaken and what results are expected. As such, outcomes specify the changes that are expected to occur as a **direct result** of an intervention and are specific to a target population. Outcomes are also at the heart of the ILO’s results-based management (RBM) approach. This project is designed around four outcomes:

- ▶ **Outcome 1:** Strengthened capacity of ASEAN region stakeholders to uphold labour compliance with international labour standards, including FPRW.

¹ (Clean) PRODOC_RAS2310_20250311

- ▶ **Outcome 2:** Awareness and knowledge built among stakeholders in the ASEAN region for informed action towards FPRW.
- ▶ **Outcome 3:** Enhanced intersectoral dialogue and consensus on labour rights compliance and the enforcement of FPRW in the ASEAN region.
- ▶ **Outcome 4:** Enhanced integration of labour rights compliance and sustainability in ongoing ASEAN region initiatives to improve the implementation of FPRW in the sub-region.

This evaluability review identifies the following **intended changes** that each of the four outcomes seek to see during the project's lifetime. These are presented to facilitate thinking through the outcomes in relation to each other and about the change pathway – these are **not** suggestions for changes in outcome statements (relevant suggestions statement revisions are presented under [Annex C](#)).

1. Strengthened institutions through increased knowledge among ASEAN representatives. Achieving this result will require both (i) increased knowledge among trained representatives, and (ii) application of that knowledge in their respective teams or working groups.
2. Increased awareness through knowledge production and sharing. The result requires producing new knowledge that help identify issues relating to FPRW and trade relevant to ASEAN and sharing of that knowledge with appropriate stakeholder.
3. Positive relational changes and normative alignment among relevant stakeholders. This intended result seeks to improve how different stakeholders and actors are working together through (i) increased interactions, and (ii) normative alignment through consensus-building as evidenced by endorsed action plans and strategies,
4. Institutional embedding of FPRW in relevant regional initiatives. Seeks to institutionalize linkages between trade and FPRW through enshrining them in existing initiatives.

Implementation arrangements

Management: The project was launched in March 2024. The project team comprises in the ILO Regional Office for Asia and the Pacific (ROAP) of a Project Manager (who leads of project), an M&E and Communication Officer (who is responsible for all M&E activities and communications), and a Finance and Administrative Assistant (who is responsible for finance and logistics). ILO ROAP, the Decent Work Team (DWT-Bangkok) and the FUNDAMENTALS Branch at ILO Headquarters also provide technical support. The project may also coordinate with other relevant Departments within the ILO for additional technical support.

Additionally, ESDC-funded national interventions in six ASEAN member states are also relevant to this project. While the national projects and the sub-regional project are largely standalone in terms of design and implementation, they share common objectives around improving FPRW. These national projects are working directly with

national stakeholders to improve FPRW and are based in their respective country or project offices. The national projects are at different stages as some have commenced their work, and others are yet to finalise the project design. The national projects commonly have more defined focus areas – often focusing on one or two FPRWs and sometimes targeting specific sectors. These national projects complement the regional project (and vice versa). Ensuring coordination and aligning strategies where relevant (and feasible) can help amplify reach and impact. It might especially be beneficial to ensure regular knowledge sharing and information exchange to promote mutual learning, build synergies and avoid any duplication of efforts.

AMS	Project Title	Timeframe	FPRW Focus
Cambodia	Enhancing Freedom of Association and Collective Bargaining in the Cambodian GFT Sector	2025-28	FOA/CB
Indonesia	Trade and FPRW in Indonesia Realizing trade gains free from gender discrimination and child labour (RealGains)	2025-28	Child Labour; Discrimination
Laos	Eliminating Workplace Discrimination, Harassment, and Child Labour in Lao PDR to support trade and compliance	2025-28	Child Labour; Discrimination
Malaysia	Advancing Fundamental Principles and Rights at Work on Forced Labour and Child Labour in Malaysia	2023-27	Child Labour; Forced Labour
Philippines	Strengthening freedom of association and action against child labour in the Philippines	2024-29	FOA/CB; Child Labour
Thailand	Strengthening Fundamental Principles and Rights at Work and trade readiness in Thailand: Thailand's rubber industry	2025-28	Child Labour; Health and Safety; FOA/CB

Funding arrangement: The project budget is CAD 7 million which is provided by the ESDC. The PRODOC provides an outcome-based budget and there is also an “activities-based budget” available.²

M&E arrangement: As stated in the PRODOC, the project includes a “continuous monitoring approach” and plans specific elements, including: (1) a baseline assessment, (2) ongoing data collection, (3) regular reviews and adjustments, and (4) stakeholder engagement in monitoring. The PRODOC also specifies three key evaluation activities during the project cycle: (1) an evaluability review in the Year 1, (2) a mid-term evaluation, and (3) a final evaluation. ILO EVAL are expected to manage the mid-term and final evaluations to ensure independence. The project has allocated about 2% of the total project budget to evaluation, and staff time (P3-level) to monitoring.

² The worksheet “Workplan” in file Workplan_RAS2310CAN_20241126_external version_Final.

2. Evaluability review

An evaluability review calls for the early review of a project during the start-up phase to ascertain whether its objectives, indicators are adequately defined, and its results are measurable and verifiable - that is, an assessment of the extent to which the project can be evaluated in a reliable and credible fashion in the future. The review was conducted with the following parameters:

- ▶ Confirm or revise expectations about the scope of the project, project results and what is realistically achievable within the project's timeframe. Make necessary recommendations for sharpening the logical framework.
- ▶ Review and strengthen the performance indicators and ensuring their quality. This includes the indicators along with their definitions, measurements, and so on and making concrete recommendations to improve the project's M&E activities. Also reviewing the availability of dedicated resources for M&E activities.
- ▶ Confirm or revise the project's theory of change.
- ▶ Reviewing complementarity with other ILO interventions and make suggestions create synergies (to the extent possible); also, establishing linkages to broader ILO and donor priorities.

User

The primary client and user of the evaluability review is the immediate project team and the ILO-ROAP, who will use the findings to strengthen the project design and M&E. The secondary user is the project's donor, for whom the review will offer reassurance on project readiness.

Methodology and data

The "ILO Evaluability Assessment Guidance Note" was used, especially to assess fulfilment of Evaluability Assessment Criteria. To this effect, it has formed a core methodological approach in assessing the evaluability of the project. The framework for this evaluability assessment is based on a set of evaluability criteria: (1) intervention logic, risks and assumptions, (2) quality of indicators, baselines, targets and milestones, (3) means of verification, (4) infrastructure, human and financial resources, (5) partners' participation and use of information, and (6) gender equality and inclusion. The first five criteria are defined by the ILO. The sixth (gender equality and inclusion) has been added for this review.

Under each criterion the review will respond to the specific questions. Using an adapted version of the ILO's evaluability scoring tool a rating score is then applied to each criterion.³ This combination of qualitative review and quantitative scoring helps enhance the clarity of findings and to identify areas requiring improvement.

³ The evaluability scoring tool can be found in the ILO's "Tool 1.1: Evaluability reviewing during the project start up-phase." The scoring is further explained under the *Findings* section of this report.

The evaluation techniques employed included document analysis and semi-structured conversations to elicit insights beyond the available documents. The list of documents reviewed can be found under [Annex A](#) and the list of informants interviewed under [Annex B](#).

The review was managed Ms. Fei Wang, M&E and Communication Officer. The review was conducted by Ms. Samira Manzur, External Consultant, from April to June 2025. The work of the review took place in the following phases:

1. Inception: Initial briefing and document sharing; Submission of inception report
2. Synthesis and interview: Analysis and drafting; Online interviews and discussions
3. Report: Submission of draft report; Submission of final report and tools

Limitations

This evaluability review is not without its limitations. The evaluability review did not include interviews with some key partners and stakeholders (including ASEAN and the donor), and as a result, the observations may reflect a bias toward the perspectives of the project staff and other ILO personnel.

3. Findings

Overall

Overall, the project exhibits a noteworthy foundation and is well-timed in the context of Canda's ongoing two-track trade discussions with ASEAN and individual ASEAN Member States (AMS). The PRODOC includes most of the required elements in a project design as per ILO Guidance Note 1.1: Project Design and Theory of Change (2020). There, however, remains room for improvement and clarity – first, in finetuning the project strategy, logical framework and TOC, and second, in strengthening its M&E plan. Although **this review has deemed the project “mostly evaluable” with a composite evaluability score of 2.05**, there is scope for further strengthening.

The evaluability score reflects a somewhat coherent project design, relevance and established M&E structures, but also signals gaps in intervention logic, measurement clarity, baseline readiness, and sustainability planning. A few strategic revisions can help the project reach a higher level of evaluability.

Criteria	Weight	Raw Score	Weighted Score
Intervention logic, risks and assumptions	0.20	1.5	0.25
Quality of indicators, baselines, targets and milestones	0.20	2.0	0.40
Means of verification	0.20	2.0	0.40
Resources and inputs	0.20	3.0	0.60
Partners' participation and use of information	0.10	1.0	0.10
Gender equality and inclusion	0.10	2.5	0.25

Composite Score	1.00	12	2.05
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Composite score values: Fully Evaluable (=3 and >=2.5), **Mostly Evaluable can improve (<2.5 and >=1.5)**, Limited Evaluability needs substantial improvement (<1.5 and >=0.5), and Not Evaluable (<0.5).
Criterion values: Unsatisfactory quality=1, Satisfactory quality=2, High quality=3, and Not relevant=N/A.

Detailed findings

The following presents detailed findings and comments structured around the 6 identified evaluability criteria.

Intervention Logic, Risks and Assumptions		
Question	Assessment Criteria	Rating
1.1 Has the situation been properly analysed?	<ul style="list-style-type: none"> • A problem statement has been formulated through a situation analysis, baseline study or other evidence • Stakeholders have been identified • The target population has been differentiated 	Medium/Low
<p>The PRODOC specifies a background and justification through a situational analysis. It includes an overview of FTAs in Southeast Asia, ratification progress of fundamental conventions across AMS, and FPRW enforcement gaps. It also draws from the database from ILO Labor Provisions in Trade Agreements Hub. The project is also justified in the specific context of the broader Indo-Pacific Strategy.</p> <p>One key assumption underlying the project intervention is that FPRW compliance is low in the Southeast Asia is due to a lack of capacity (knowledge, awareness and skills) – however, this has not been clearly stated or substantiated in the situation analysis or the problem analysis.</p> <p>The identified stakeholders and target groups in the PRODOC include – governments, ASEAN secretariat, employers’ and workers’ organizations, and vulnerable populations. The target population is somewhat differentiated.</p> <ul style="list-style-type: none"> ▶ It is recommended that the project further discusses and distinguishes its stakeholders and target groups. All interviews suggested that the project is targeting with ASEAN stakeholders rather specific AMS. However, national-level stakeholders remain key to the project and will also benefit from training, capacity-building and awareness raising activities. ▶ The beneficiary groups can be distinguished in the PRODOC to bring further clarity. It might also be worthwhile to distinguish direct and indirect target groups. Clarity surrounding direct target groups will also help strengthen the project’s intervention logic and bring greater clarity to data disaggregation. 		
1.2 Is the project’s overall objective clearly defined?	<ul style="list-style-type: none"> • The intervention specifies its contribution to the long-term ILO priorities and outcomes • The intervention specifies its linkage with DWCP objectives, CPOs, national strategies and the international development frameworks, including SDG 	Medium

Intervention Logic, Risks and Assumptions

targets

- **The intervention is linked to specific topics of the ILO’s mandate (e.g. cross-cutting policy drivers) as well as pro-poor focus and inclusion of people with disabilities**
- **The proposal sets out a clear and holistic approach to capacity development based on a capacity assessment of key partners in the results strategy.**

The specification of the overall objective is acceptable but can raise concerns about how this high-level regional project with ASEAN will contribute to “enforcement” of FPRWs, which is most likely to be a question of national-level and enterprise-level.

- ▶ It is therefore recommended that the project team deliberates on the Overall Objective statement further and considers revision (suggestions presented under ANNE X). If the project team wants to keep the current statement, it is recommended to explicitly specify how the project outcomes lead to this broader goal.

The PRODOC mentions links to the long-term ILO priorities and outcomes – including links to the ILO P&B, DWCP programming and Country Programme Outcomes (CPOs) in Southeast Asia. The project is also linked to broader initiatives, including SDG 8.7 (eradicating forced labour, child labour and modern slavery).

- ▶ Specify which ILO P&B Output the project is contributing towards. Some relevant ones from P&B 2024-25 could be Output 8.4 (Improved coherence in support and action to advance decent work outcomes in supply chains), and Output 1.4. (Increased capacity of constituents, partners and stakeholders to respect, promote and realize fundamental principles and rights at work).

The project is also contributing to the ILO Plan of Action 2024-2030 on FPRW.⁴ Although not in the PRODOC, the links were established in the latest Progress Report covering activities in April-September 2024.⁵ This project has tentatively been linked to 13 high-level outputs in the action plan.

- ▶ If revising the PRODOC, it is recommended that these links are mentioned in the file. However, further instructions will be required from the HQ.

An indication of a holistic capacity development approach is missing in the documents but were discussed during the interviews. The project team is planning to conduct needs assessments with relevant stakeholders to better understand their needs and priorities.

⁴ <https://www.ilo.org/sites/default/files/2024-10/GB352-INS-3-1-%5BGOVERNANCE-240828-001%5D-Web-EN.pdf>

⁵ Donor reports-RAS2310CAN_1024_TPR

Intervention Logic, Risks and Assumptions

- ▶ It is recommended that the project team develops a comprehensive capacity-needs analysis underpins the design of training and toolkits. It will be helpful for the project to be more strategic and gain greater direction once it develops a grounded understanding of the needs of ASEC, ATUC, ACE and others. It was mentioned during some of the interviews that the project is planning to conduct “needs assessments” (or the likes of), which is a positive initiative.

1.3 Does the document contain a strategy or TOC for dealing with the problem?	<ul style="list-style-type: none"> • The project has a TOC that reflects the logical connection between the project’s situation analysis and its objectives and outcomes • The intervention explains what, how and why of the intended change process, specifying causal links, mechanisms for change and assumptions. • The intervention concentrates on dealing with root causes (causal logic established) • The intervention is relevant to the needs of the target group(s) 	Medium
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The PRODOC contains a TOC narrative and a TOC visualisation reflecting the project’s context analysis and objective and outcomes. The TOC is structured using four spheres: Sphere of Action (direct project inputs, activities and outputs), Sphere of Influence (project outcomes), Sphere of Systemic Change (second order outcomes), and Sphere of Interest (the overall objective). The PRODOC does not specify “second-order outcomes” anywhere else, which makes this part of the TOC confusing to an external reader.

The TOC lacks a presentation of the problem analysis – that is, why are there gaps in FPRW in ASEAN? The causal links and change processes can be further strengthened.

In the TOC visualization, “governments,” “workers” and “employers” are included under the Sphere of Influence (Outcomes). Since most training and capacity building activities are targeted towards ASEAN initiatives (e.g., ASEC, ATUC and ACE) as mentioned in the interviews, it is unclear how the three G/W/E fall under the Sphere of Influence. If relevant, please clarify in the TOC narrative. If not, consider moving the actors to a place closer to the Sphere of Interest.

- ▶ A working draft of the TOC is available under [Annex D](#).

1.4 Does the document contain satisfactory immediate objectives / project outcomes?	<ul style="list-style-type: none"> • Immediate objectives (IOs) clearly state the final situation to be achieved and the target groups that will benefit • IOs describe the conditions under which the performance is to be observed • IOs describe the standard which must be met in order for the performance to be considered acceptable (criteria) 	Medium/ Low
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Intervention Logic, Risks and Assumptions

The project has four outcomes, and each has related outputs. There, however, remains room further revising the outcome and output statements.

- ▶ Detailed suggestions for revisions are under [Annex C](#).

1.5 Are assumptions, risks and mitigations adequately identified?	<ul style="list-style-type: none"> • The principal restrictions to achieving outcomes have been identified • The risks associated with each strategy for achieving project outcomes have been identified • The risk mitigation measures are clearly defined, and are supported by theory, logic, empirical evidence and/or past ILO experience • Assumptions have explicitly been presented for the project logic to hold true 	High / Medium
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A comprehensive risk register lists nine key risks threats relating to relevant to the project. The Risk Register in the PRODOC also provides appropriate comments and mitigations measures. The project has noted relevant changes on the risk register in their last progress report. Key assumptions are noted in the PRODOC under each outcome.

- ▶ It is ‘good practice’ that risk registers also include the assumptions – assumptions are closely tied to risks since many risks arise when a project’s underlying assumptions don’t hold true. The project can consider connecting and presenting the risks and assumption together (adding an “assumption” column to the existing risk register).

1.6 Partnerships for sustainability of results	<ul style="list-style-type: none"> • The project articulated an exit or transition strategy for its support • Plans exist to gradually and effectively hand over the project to national partners • The project established a knowledge management strategy with national partners and civil society, as appropriate 	Medium/ Low
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The PRODOC highlights the intention to institutionalise tools within ASEAN frameworks and mentions a “stakeholder-led exit strategy.” However, relevant details on “who” and “how” are missing. “Stakeholder ownership” is also mentioned but lacks detail. Interviews have suggested that there are plans to take the following actions:

- ▶ Discussion on the sustainability of results need to be included in the broader discussion of stakeholder engagement.
- ▶ Consider verbalizing any transfer of tools and toolkits (e.g., training modules, TOT) when discussing institutionalization and sustainability (e.g. Activity 1.1.4 mentions “Facilitative TOT sessions and P2P learning...”).

Quality Of Indicators, Baselines and Targets

Question	Assessment Criteria	Rating
2.1 Are indicators appropriate proxies for the IOs?	<ul style="list-style-type: none"> • There is a logical fit between indicators and outcomes, meaning the indicators measure the intended result • IOs are enable reporting on progress under specific SDG targets and indicators 	Medium
<p>The project logframe was developed during the project design and it is an integral part of the PRODOC. A list of monitoring indicators is available in a supplementary document and an M&E data report file (excel worksheet) is also available. The project currently has one objective-level indicator, four outcome-level indicators and 11 output-level indicators – total 16 indicators, which seems to be a manageable number. There are some small discrepancies between the indicators mentioned in the PRODOC and those in the indicator-specific files. The parameters for certain indicators can be tightened to ease monitoring. Further, there is some confusion between output- and outcome-level indicators.</p> <ul style="list-style-type: none"> ▶ Indicators need to be reviewed and aligned across the different files. ▶ Detailed suggestions on indicators are under Annex E. Some revisions are recommended. 		
2.2 Are indicators of quality?	<ul style="list-style-type: none"> • Indicators include a clear definition of what is being measured • Indicators measured intended results • Indicators are SMART • Indicators allow to capture gender equality, non-discrimination and people with disabilities concerns 	Medium
<p>Most indicators are clear on what they are measuring, although there is room for improvement in the indicator definitions and precision.</p> <ul style="list-style-type: none"> ▶ More details under Annex E. 		
2.3 Is baseline information collected for each indicator?	<ul style="list-style-type: none"> • A baseline exists for each indicator • Baselines are specific to the programme/ project • Baseline clearly describe the situation prior to the intervention • Data is available to track the baseline • Baselines permit comparison of results 	Low/ Medium
<p>Most baseline values were '0' as there were no previous project activities and the project was at its initial stages. A baseline collection plan was in place for Q3 2025 and the draft report had been reviewed at the time of finalising this review report.</p>		

Quality Of Indicators, Baselines and Targets

Some additional baselines will need to be set in early 2026 following relevant workshops and training.

2.4 Are targets established for each indicator?	<ul style="list-style-type: none"> • One or more indicators support performance reporting on • Targets are specified for all indicators • Targets were computed by adding amount of change desired to baselines 	High / Medium
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Final targets are set for all indicators. These have been set based on the expected reach or outcomes rather than on the baselines.

- ▶ The project team will need to set/adjust some target should they accept the suggested indicator revisions.

2.5 Are milestones identified for each indicator?	<ul style="list-style-type: none"> • Milestones provide a clear sense of the time frame for achieving results • Milestones are identified for all indicators • Milestones provide a clear sense of progress made for achieving goals 	High
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Milestones are identified for most indicators.

2.6 Can data be disaggregated to support performance reporting on areas of special interest for the ILO?	<ul style="list-style-type: none"> • Indicators, baselines, targets and milestones will permit gender disaggregation and disaggregated data on other relevant concerns for the project 	High / Medium
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Relevant indicators allow for gender and stakeholder disaggregation.

- ▶ **However**, there needs to be further clarity on *who* these trainings are targeting. The current stakeholder disaggregation includes *governments, workers and employers*, but the project is meant to target ASEAN initiatives/organizations (e.g., ASEC, ATUC, ACE). This disaggregation needs to be revisited once there is further clarity on the target groups.

Means of Verification

Question	Assessment Criteria	Rating
3.1 Does the document propose the appropriate	<ul style="list-style-type: none"> • The proposal conforms with ILO evaluation policy guidelines by including the appropriate 	High

<p>combination of annual reviews, mid-term and final evaluations?</p>	<p>amount of annual reviews, mid-term and final evaluations</p>	<p>The project includes bi-annual progress reports, an annual review workshop, a mid-term evaluation scheduled at the end of Year 3, and a final evaluation in Year 5. This is aligned with ILO policy for a 5-year, CAD 7 million project. A basic M&E plan is in place, with bi-annual reporting covering the periods April-September and October-March.</p>
<p>3.2 Does an M&E plan exist to conduct monitoring and evaluation in a systematic manner?</p>	<ul style="list-style-type: none"> • A monitoring and evaluation plan has been developed • The results framework includes actions to achieve appropriate M&E results (for example responsibilities and periodicity for data collection) • If applicable, comparison groups are included for impact evaluation purposes (N/A) • Information needs for performance reporting is well identified • Roles and responsibilities for data collection, evaluation and reporting are specified • Risks for the monitoring and evaluation system have been defined with identified mitigation strategies 	<p>High</p>
<p>An M&E plan has been developed to monitor progress and results in a systematic manner. Roles and responsibilities have also been identified.</p>		
<p>3.3 Are the data collection and analyses methods in the M&E plan technically adequate?</p>	<ul style="list-style-type: none"> • The methods proposed will lead to valid and reliable propositions • A data gathering system to generate information on all indicators has been defined • Methods are technically and operationally feasible with appropriate levels of efforts and cost for value added by the information • Sources of information are specified for all indicators 	<p>Medium</p>

The M&E plan identifies the data collection needs, including pre-/post-training assessments and training follow-up surveys. To date, a pre-questionnaire was shared that, among other general questions, asked respondents to rate how familiar they were with (i) FPRW, (ii) FTAs, and (iii) Labour rights and Responsible Business. This tool was used following the launch event of the project in late 2024.

The current data repository is a single broad spreadsheet. The use of narrative column is good practice. Suggestion for a revised template is under [Annex F](#).

- ▶ Appropriate **pre-/post-training assessment tools** need to be developed to measure knowledge change. The assessment tools should ideally be designed alongside the training modules so that they include directly relevant questions. Scoring should use data from multiple questions, rather than focusing on a singular question. Where needed, the project team could consider taking support from the ITCILO.
- ▶ The project team will also need to design **a training follow-up survey** to monitor the implementation of FPRW among training participants. Follow-up surveys (most possibly online) will need to be sent to participant 6+ months following the training. Ideally, scoring should use data from multiple survey questions, rather than focusing on a singular question.

Resources and Inputs - Infrastructure, Human and Financial Resources

Question	Assessment Criteria	Rating
4.1 Is the budget for the evaluation properly expressed in the project budget?	<ul style="list-style-type: none"> • The evaluation budget is on a separate line of the project budget 	High
Evaluation takes up about 2% of the total project budget (CAD 142,000), which is on par with ILO standards. Monitoring does not include any additional budget lines – P3 staff member is allocated for monitoring		
4.2 Are there adequate financial resources in the evaluation budget?	<ul style="list-style-type: none"> • The monitoring and evaluation budget is adequate for the size and duration of the project • Resources have been identified and committed to ensure that predefined data will be collected and analysed 	High

While the 2% evaluation allocation aligns with standard practice – this has been allocated for the (1) evaluability review, (2) mid-term evaluation, and (3) final evaluation. However, the budget for monitoring might be stretched thin – this could include any additional resources need to implement surveys or needs assessment

studies. Further, the M&E and Communications tasks are concentrated on a single P3, potentially limiting bandwidth.

4.3 Are there adequate human resources?

- A member of project management has been designated to be responsible for M&E issues
- Social partners and beneficiaries expected to participate in monitoring and evaluation
- Reporting mechanisms and products identified with clear responsibilities

**High /
Medium**

A P-3 officer is formally responsible for M&E and communications. Reporting mechanisms are clearly identified with responsibilities – M&E Officer and the Programme Manager.

As the project will require significant amount of coordination and following up with regional and national-level updates, having just one person (P3) might limit bandwidth. Even if the project does not hire additional personnel, it will benefit from establishing relations and regular communications with relevant ESDC-funded project personnel in the relevant countries. A lack of focal points or persons in the AMS could weaken decentralized implementation and monitoring (if relevant).

- ▶ **Emerging good practice:** Regular meeting with other ESDC-funded national projects. The project should continue this effort in collaboration with the FPRW regional specialist.

4.4 Are organizational arrangements for M&E efficient?

- An M&E system is used for work planning, implementation and reporting practices
- Tripartite partners engage in M&E and use information

Medium

There is a clear institutional structure for M&E reporting. The project has already developed a data reporting form (some suggestions for refinement in [Annex F](#)). Stakeholder engagement in M&E is unclear.

Partners' Participation and Use of Information

Question	Assessment Criteria	Rating
5.1 Was the proposal designed in a participatory manner?	<ul style="list-style-type: none"> • Constituents and other stakeholders were involved in establishing project priorities and outcomes • The areas of agreement and disagreement among constituents' priorities and outcomes are identified 	Low

The project was designed based on discussions between the ILO and ESDC. Both the PRODOC and interviews suggested that it was not designed in direct consultations with ASEAN stakeholders.

The project's alignment with its key stakeholders – ASEC, ATUC and ACE – could not be determined through this evaluability review.

- ▶ It is suggested that the project team, in collaboration with ILO specialists and others, develop a more grounded understanding stakeholder needs and interests. While project demonstrates a strong understanding of the donor's interests, a clearer understanding of stakeholder interests and priorities are needed. This will also help develop a working "interests and positions matrix," which could be useful when planning and designing activities focusing on dialogue.

5.2 Was information from previous evaluations used to design the proposal? (if relevant)

- **Lessons learned from past evaluations have been used to design the project**

N/A

No directly comparable preceding evaluation.

5.3 Is there a plan for evaluation reporting and dissemination?

- **The project has a communication strategy for evaluation results**
- **Evaluation results will be communicated to constituents and stakeholders in a timely fashion**

High

The PRODOC explicitly mentions "Knowledge and Communication." Consider noting explicitly that stakeholders will be engaged in the mid-term and final evaluations and that the results will be communicated.

Gender Equality and Inclusion

Question	Assessment Criteria	Rating
6.1 Does the theory of change adequately integrate gender concerns?	<ul style="list-style-type: none"> • The project's theory of change reflects gendered assumptions and causal pathways • The project's theory of change considers differentiated needs, experiences and constraints 	High
<p>Gender and inclusion are included as cross-cutting priorities in the narrative of the PRODOC. Women's leadership workshops, gender-responsive toolkits and the Convention 190 are also mentioned.</p> <p>▶ More explicit mention of gender representation in trade unions (as noted under activities) could be useful.</p>		
6.2 To what extent has gender been	<ul style="list-style-type: none"> • The indicators are disaggregated by sex and relevant social variables 	High

mainstreamed into the M&E plan?	<ul style="list-style-type: none"> • There are specific indicators addressing gender equality and inclusion 	
Relevant indicators are sex-disaggregated.		
▶ Include gender modules in the forced labour prevalence survey (Output 2.1).		
6.3 Is data sufficiently disaggregated to analyse gender differences and inform results management?	<ul style="list-style-type: none"> • There are plans that gender learning will support learning and future implementation • Gender disaggregated data is available 	Medium
The M&E plan commits to collecting sex-disaggregated data. However, there is no clear feedback mechanism for gender-focused learning.		
▶ The project team could explore potential collaboration with the ROAP Gender Specialist to generate gender learning relevant to FPRW and trade.		

4. Recommendations

Overall, the project is in the right direction as it now seeks to figure out its “nuts and bolts.” To increase the project’s readiness for evaluation, the following recommendations should be addressed:

Intervention logic and strategy

- 1. Clearly identify “target groups” and clarify “stakeholders.”** The project team is recommended to establish a consistent vocabulary to help ensure that the actual target groups are clear throughout the PRODOC and other supplementary documents. For a high-level sub-regional project, clarity in this area will help strengthen both the TOC as well as the M&E plan and future evaluations.
- 2. Consider developing a stakeholder engagement plan.** At present, it is unclear how the project plans to operationalize its engagement with the key stakeholders – primarily ASEC, ATUC and ACE (as suggested during discussions). It might be worthwhile to develop this in 2025, which can then inform stakeholder engagement and participation more effectively.
- 3. Adjust the project’s results framework.** Revise and reformulate identified Objective, Outcome and Output statements to align with M&E norms (specific suggestions are under [Annex C](#)). Changing the logframe is not always straightforward as budget lines are often linked with outputs and activities and, if needed, changes should be discussed with the donor. It is suggested that, to the extent possible, changes should be minimal and focus on clarifying and simplifying the language.

4. **Strengthen the assumptions and their presentation.** The project notes assumptions under each outcome in the PRODOC. There is scope to expand on these and further make explicit linkages to the risk register.

Project document

5. **Revise and streamline the main project document (PRODOC).** As the PRODOC is a working document, the project team should consider restructuring and revising it following this evaluability review and sometime in Q3 2025. Although the PRODOC contains most of the required elements, it can be revised more coherence and to avoid repetition. For example, section 2.3.2 End of project outcomes can be restructured to improve readability.

Monitoring

6. **Make improvements to the performance monitoring framework where necessary.** It is important that the indicators are defined in precise terms and are level to their corresponding levels – that is, output, outcome and overall objective. Specific comments and suggestions relating to monitoring indicators are under [Annex E](#).
7. **Develop the necessary tools for data collection for specific monitoring indicators.** These include pre-/post-training assessments and follow-up surveys.
8. **Consider allocating additional resources to M&E related activities,** especially if the project plans to implement baseline and endline studies on stakeholder capacity (in addition to the programmatic evaluations). It could be helpful for the project to allocate additional funds for studies relating to stakeholder capacity. Such studies can help bring important qualitative insights – both for intervention design (baseline) and for demonstrating results (baseline/endline).

Evaluation

9. **Consider a clustered final evaluation.** The ILO sometimes commissions “strategic clustered evaluation” that combine separate project evaluations into a single evaluation “based on results, strategic, thematic or geographical area or scope” (see: [ILO Guidance Note 3.3: Strategic clustered evaluations to gather evaluative information more effectively](#)). Combining the final evaluation of this project along with select ESDC-national projects could be financially efficient and help generate a broader perspective on FPRW in the region. This, however, should be discussed with the ILO EVAL office, who can help determine the suitability of a clustered evaluation. It will also have to be discussed with the donor and other national projects to get their consensus. Clustered evaluations also have their own challenges, including a need for more coordination efforts, early planning and a potential loss of depth in findings for individual projects.

10. Consider an internal midterm evaluation. The focus of the mid-term evaluation should be on learning and adaptation, and well-structured self-evaluation can help achieve that while lowering the costs (which can then be reallocated to other learning activities (e.g., Recommendation #8). A change in modality from “independent midterm evaluation” to “internal midterm evaluation”⁶ should be discussed and agreed upon with ILO EVAL and the donor.

Sustainability

11. Articulate how the sustainability of the project will be ensured. Although the PRODOC mentions sustainability, it is recommended that the project team thinks through the “how” and articulates it the PRODOC. This does not need to be full sustainability strategy, but more of a general plan laying out how partners and stakeholders can institutionalize or carry forward the project results.

Linkages to other ILO projects

12. Build connections with the standalone ESDC-funded projects in the ASEAN countries. These national projects complement the sub-regional project (and vice versa). Ensuring coordination and aligning strategies where relevant (and feasible) help amplify reach and impact. This will also be beneficial should this project seek to work with specific countries or sectors.

⁶ Whether this should be a “self-evaluation” can be discussed with EVAL. Internal evaluations are managed by ILO staff and commonly conducted by independent consultants or independent ILO officials previously not involved with the project. Self-evaluations (a form of internal evaluation) are managed and conducted by the ILO implementing team. Considering the small project team and limited bandwidth, an internal evaluation with a consultant or independent ILO official might be more feasible. For more, see ILO Guidance Note 2.2: Self and Internal Evaluation.

Annexes

Annex A. List of documents reviewed

Project-specific documents

1. TOR for the evaluability review
2. Project document
3. M&E Data Report and Workplan Report
4. Workplan (external version)
5. Pre-questionnaire (survey)
6. Donor report (one available; April-September 2024)
7. Concept Note
8. Cambodia concept note
9. Indonesia project document
10. Laos project proposal
11. Philippines project proposal
12. Thailand project proposal
13. Funding application – Malaysia
14. Malaysia – ESDC comments
15. TOR – Consultancy for Closing the Gap: FPRW Compliance, Institutional Capacity, and Trade Commitments in Southeast Asia
16. Baseline Survey: Trade, Labor and FPRW in South-East Asia (Sept 2025)

ILO reference documents

17. P&B 2024-2025
18. ILO Plan of Action 2024-2030 on FPRW
19. ILO Guidance Note 1.1: Developing a theory of change
20. ILO Guidance Note 1.3 Procedure and tools for evaluability
21. ILO Guidance Note 2.1: Independent midterm & final evaluations
22. ILO Guidance Note 3.1 on Integrating gender equality in monitoring & evaluation of projects
23. ILO Guidance Note 3.3 on Strategic clustered evaluations to gather evaluative information more effectively

Annex B. Interviews conducted

Name	Role	Org.	Date
1. Fei Wang	M&E and Communications Officer	ILO	15 May 2025
2. Pamornrat Pringsulaka	ROAP M&E Officer	ILO	27 May 2025
3. Selim Benaissa	Project Manager	ILO	29 May 2025
4. Bharati Pflug	ROAP FPRW Senior Specialist	ILO	2 June 2025
5. Arun Kumar	Specialist on Collective Bargaining and Social Dialogue	ILO	11 June 2025
6. Diane Lynn Respall	Technical Officer, ADVANCE	ILO	11 June 2025
7. Yuka Ujita	DWT OSH Specialist	ILO	16 June 2025

The Evaluation Manager had also reached out to other relevant specialists from the ROAP office and from the HQ. However, only those who responded to the Eval Manager and the Evaluator's requests on time were interviewed.

Annex C. Results framework

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
Overall Objective: Improved and sustained promotion and enforcement of FPRW in Southeast Asian export sectors through an integrated approach to the FPRW	Recommend removing “enforcement.”	OO: Improved promotion and integration of the Fundamental Principles and Rights at Work (FPRW) in Southeast Asia’s export sectors	▶ Continued regional commitment and political will to trade-labour linkages
Outcome 1: Strengthened Capacity of ASEAN region stakeholders to uphold labour compliance with international labour standards including FPRW.	Labor compliance is generally upheld at the country-level or enterprise-level – both of which are beyond the project’s sphere of influence.	Outcome 1: Strengthened capacity of ASEAN member states, workers’ and employers’ organisations to promote FPRW in export-oriented sectors in Southeast Asia Or Outcome 1: ASEAN stakeholders are better equipped to promote and advance FPRW in the export sectors in Southeast Asia	▶ Continued regional commitment and political will to trade-labour linkages. ▶ Governments, employers and workers prioritize labour rights enforcement. ▶ Uninterrupted funds to implement resource-intensive project activities.
Output 1.1: Conducted Comprehensive training programs on FPRW among key stakeholders in Southeast Asia to effectively include and implement FPRW as well as uphold fundamental labour rights in trade sectors.	The suggested revision simplifies the output.	Output 1.1: Comprehensive training programmes on FPRW and trade are delivered to ASEAN stakeholders	
· Activity 1.1.1: Organize capacity-building and training workshops for governments, workers’ and employers’ organisations, judiciary, and			

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<p>policymakers in ASEAN member states (AMS) to enhance their capability to implement labour compliance with fundamental labour rights in trade sectors.</p>			
<ul style="list-style-type: none"> · Activity 1.1.2: Design and annually update FPRW training modules tailored to trade frameworks for key stakeholders in the ASEAN region, with a focus on freedom of association and collective bargaining, incorporating non-discrimination and gender-based measures and utilizing ILO existing tools. 			
<ul style="list-style-type: none"> · Activity 1.1.3: Discuss and disseminate the training modules from Activity 1.1.2 with key stakeholders in AMS. 			
<ul style="list-style-type: none"> · Activity 1.1.4: Facilitate TOT sessions and peer-to-peer learning for trade unions in the ASEAN region, in collaboration with the ASEAN Secretariat (ASEC), ASEAN Trade Union (ATUC) and/ or Canadian workers' organizations and other trade unions beyond Southeast Asia. 			
<p>Output 1.2: Increased Awareness and knowledge of FPRW and labour compliance in trade sectors among Southeast Asia stakeholders.</p>	<p>The output is phrased like an outcome (talking about change “increased”). The suggested revision focused on a specific output, which speaks more directly to the described activities under this output.</p> <p>Further, Output 1.2 should ideally inform what topics to focus on under Output 1.1.</p>	<p>Option 1: Output 1.2: An assessment report identifying FPRW compliance gaps in export sectors across ASEAN member states is produced and disseminated to support evidence-based dialogue</p> <p>Option 2: Use the original output statement Training toolkits as well as stakeholder capacities are</p>	

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
		<p>strengthened to promote FPRW compliance in ASEAN export sectors</p> <p>Option 3: Split into two outputs and allocate relevant activities</p> <p>Output 1.2. An assessment report identifying FPRW compliance gaps in export sectors across ASEAN member states is produced and disseminated to inform evidence-based dialogue</p> <p>Output 1.3. Workers' and employers' organisations in ASEAN are provided with evidence-based technical tools and advisory support on FPRW</p>	
<ul style="list-style-type: none"> · Activity 1.2.1: Conduct a joint assessment with policy department representatives from AMS and Canada (TBC), industry representatives, and trade unions to identify FPRW compliance gaps in export sectors that export goods to Canada within selected CPTPP members and/or AMS. 			
<ul style="list-style-type: none"> · Activity 1.2.2: Publish the assessment result from Activity 1.2.1 and disseminate it to all key stakeholders across the ASEAN region through launch events. 			
<ul style="list-style-type: none"> · Activity 1.2.3: Provide technical support to workers and employers organizations in developing policies, strategies, and toolkits that promote the 			

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
fundamental labour rights compliance in trade sector.			
<ul style="list-style-type: none"> · Activity 1.2.4: Facilitate woman leadership workshops for ASEAN trade unions to enhance awareness of inclusivity and gender-responsiveness based on the relevant gaps that identified under activity 1.2.1. 			
<ul style="list-style-type: none"> · Activity 1.2.5: Provide technical support to trade unions and employers' organizations in the AMS in establishing their own platforms and toolkits to regularly update and disseminate information on labour compliance with international labour standards. 			
<p>Outcome 2: Awareness and Knowledge built among stakeholders in the ASEAN region for informed action towards FPRW.</p>	<p>Rephrased the outcome statement to emphasize on the expected change – “increased awareness and knowledge.”</p> <p>The use of a term like “ASEAN stakeholders” is intentional so that it includes both individuals from the ASEAN bodies as well other representatives from the AMS.</p>	<p>Outcome 2: Increased awareness of FPRW issues among ASEAN stakeholders for informed action</p>	<ul style="list-style-type: none"> ▶ Social partners recognize the importance of evidence-based labour policies. ▶ Trade sectors understand FPRW-aligned due diligence standards. ▶ Openness among countries and sectors to participate in surveys covering sensitive topics (e.g., forced labour)

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<p>Output 2.1: Conducted pilot survey on the prevalence of forced labour in key sectors across the ASEAN region</p>	<p>Rephrased the statement to make is sound like an output.</p>	<p>Output 2.1: A survey on FPRW issues in selected export sectors in ASEAN member states is conducted and disseminated</p> <p>Some additional options below:</p> <ul style="list-style-type: none"> - A survey on FPRW issues in selected ASEAN sectors is conducted to identify gaps and generate knowledge - An evidence-based FPRW-related survey is conducted to strengthen stakeholders' understanding and awareness - Evidence from an FPRW survey are shared with stakeholders to strengthen understanding and promote dialogue 	
<ul style="list-style-type: none"> · Activity 2.1.1: Design and conduct a pilot survey on the prevalence of forced labour in key sectors across the AMS, in collaboration with the ILO Fundamentals Branch. This will use the methodology developed by FLD-ILO project 'Forced Labour Prevalence in Canada's Global Supply Chains'. 			
<ul style="list-style-type: none"> · Activity 2.1.2: Disseminate research findings effectively to reach a broad audience, including policymakers, academics, NGOs, NSOs, development cooperation agencies, social partners, etc., through project workshops, meetings and other platforms, utilizing various means. 			

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<ul style="list-style-type: none"> · Activity 2.1.3: Advocate for the implementation of the survey approach in the region to enhance foundational evidence related to the supply chains of significance to Canada in the sub-region, facilitate the formulation of FPRW interventions, and support Canadian companies in conducting due diligence activities. 			
<p>Output 2.2: Developed Comprehensive Communication Strategy for Labour Rights Advocacy and Awareness.</p>	Rephrased the statement to make is sound like an output.	Output 2.2: A comprehensive communication strategy for advancing labour rights advocacy is developed and implemented	
<ul style="list-style-type: none"> · Activity 2.2.1: Consult key stakeholders in AMS to develop a sub-regional communication strategy highlighting the benefits of enhanced labour Rights and FTA labour Provisions Compliance, and underscoring the significance of FPRW in fostering a sustainable and competitive trading landscape, ensuring the integration of gender and inclusion responses. 			
<ul style="list-style-type: none"> · Activity 2.2.2: Regularly produce impactful stories, videos, infographics, briefs and innovative promotional materials, include gender-responsive business practices, to promote and increase the impact of projects and project objectives. 			
<ul style="list-style-type: none"> · Activity 2.2.3: Use multiple platforms, including digital media, workshops, and seminars, to disseminate information about labour rights standards and compliance status. 			

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<ul style="list-style-type: none"> · Activity 2.2.4: Organize awareness-raising event sessions using the project resources or utilize existing public forums to facilitate dialogue and information exchange among stakeholders. 			
<p>Outcome 3: Enhanced intersectoral dialogue and consensus on labour rights compliance and the enforcement of FPRW in the ASEAN region.</p>	<p>What is “intersectoral” referring to?</p> <p>Update: “Intersectoral” here referring to ASEAN’s terminology where it is used to describe collaboration and coordination between the “different sectors” – the different bodies – within ASEAN.</p>	<p>Outcome 3: Improved dialogue on labour rights and FPRW among the ASEAN institutions</p>	<ul style="list-style-type: none"> ▶ ASEAN supports regional labour rights dialogues. ▶ Social partners maintain tripartite engagement.
<p>Output 3.1: Enhanced Engagement and Participation in Policy Forums on Trade, Labour, and FPRW</p>	<p>The output is currently phrased like an outcome (“enhanced”).</p>	<p>Output 3.1: ASEAN regional stakeholders are engaged in consultations and knowledge-sharing events on FPRW, trade and labour</p>	
	<p>New output – the research paper can be a standalone output.</p> <p>Move Activity 3.1.3 here.</p>	<p>Output 3.2: A research paper on the effectiveness on mandatory due diligence laws and policies in reducing forced labour and other FPRWs is produced and presented for regional dialogue</p>	
<ul style="list-style-type: none"> · Activity 3.1.1: In collaboration with ASEC, organize sub-regional seminars on labour rights in free trade agreements to foster collective commitment, explore innovative solutions, and share good practices in upholding FPRW conventions within the trade sectors among AMS ILO constituents. 			

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<ul style="list-style-type: none"> · Activity 3.1.2, Organize a Forum for Knowledge Exchange on Human Rights Transparency and Due Diligence Legislation for ASEAN countries, focusing on the prevention of forced labour and the enhancement of international cooperation among countries impacted by and implementing such legislations, in collaboration with the ILO Fundamentals Branch project ‘Forced Labour Prevalence in Canada’s Global Supply Chains’. 			
<ul style="list-style-type: none"> · Activity 3.1.3, Develop and Present a Qualitative Research Paper on the Effectiveness of Mandatory Due Diligence Laws and Policies in Reducing Forced Labour and Other FPRW issues in Southeast Asia, Including the use of methodologies developed by the ILO Fundamentals Branch project ‘Forced Labour Prevalence in Canada’s Global Supply Chains’, to be showcased and discussed at the forum under Activity 2.1.2. 	This can be an output. Noted under Output 3.X.		
<ul style="list-style-type: none"> · Activity 3.1.4: Facilitate sub-regional tripartite technical consultation to enhance the representation of underrepresented groups in social dialogue, fostering tripartite dialogue of gender- and inclusivity-based strategies that address intersecting forms of discrimination such as disability, ethnicity, and gender identity in the workplace. 			
<p>Output 3.2: Achieved intersectoral consensus to enhance labour rights and standards compliance within inclusive trade frameworks and FPRW.</p>	Rephrased and simplified the output statement. It currently reads like an outcome.	Output 3.3: A draft regional action plan on FPRW compliance in export sectors in Southeast Asia is drafted and consulted among ASEAN actors	
<ul style="list-style-type: none"> · Activity 3.2.1: In collaboration with ASEC, facilitate the development of a sub-regional 			

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<p>intersectoral action plan for FPRW labour rights compliance within the export sectors in Southeast Asia, potentially building upon any existing FPRW-focused ASEAN roadmaps, taking into consideration specific vulnerabilities and gender-responsive strategies in the supply chains of significance to Canada.</p>			
<ul style="list-style-type: none"> • Activity 3.2.2: Facilitate regular forums involving ILO constituents in the region to follow up on the implementation of the action plan that formulated under Activity 2.2.1. 			
<ul style="list-style-type: none"> • Activity 3.2.3: Advocate for and facilitate the possibility of institutionalizing the labour rights compliance action plan under 2.2.1 as a roadmap within ASEAN. 			
<ul style="list-style-type: none"> • Activity 3.2.4: Leverage regional tripartite meetings and workshops, such as the ILO Tripartite Regional meeting on child labour and forced labour, to facilitate a broad tripartite joint commitment to upholding fundamental labour rights in trade sectors through tripartite policy dialogue. 			
<p>Outcome 4: Enhanced integration of labour rights compliance and sustainability in ongoing ASEAN region initiatives to improve the implementation of FPRW in the sub-region.</p>		<p>Outcome 4: Improved systematic integration of FPRW into ASEAN regional initiatives promoting international labour standards, compliance and sustainability</p>	<p>▶ ASEAN maintains commitments to FPRW integration in trade-labour policies.</p>
<p>Output 4.1: Integrated and enhanced existing ILO initiatives and action plans in the ASEAN region.</p>		<p>Output 4.1 ASEAN regional initiatives with integrated FPRW measures</p>	

RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<ul style="list-style-type: none"> · Activity 4.1.1: Collaborate with the Occupational Safety and Health Network and the ASEAN Labour Inspection Conference to facilitate the integration of FPRW compliance in trade sectors into their regular agendas. 			
<ul style="list-style-type: none"> · Activity 4.1.2: Facilitate advocacy campaigns with ILO Global Business Network and Alliance 8.7 on child labour and forced labour. 			
<ul style="list-style-type: none"> · Activity 4.1.3: Under the support of the ILO Global Business Network on Forced Labour and the ILO Fundamental Branch project ‘Forced Labour Prevalence in Canada’s Global Supply Chains’, conduct a pilot of the ILO toolkit for businesses against forced labour, including a due diligence toolbox, in one selected ASEAN country in collaboration with local employers to test and tailor the tools to the regional context. 			
<ul style="list-style-type: none"> · Activity 4.1.4: Provide support to existing sub-regional gender mainstreaming initiatives, such as the ASEAN Gender Mainstreaming Strategic Framework and the ASEAN Comprehensive Framework on Care, to facilitate the integration of other FPRW, with a connection to Convention 190, into ongoing gender-based initiatives at the ASEAN level. 			
<p>Output 4.2: Improved mechanisms to continue efforts to eliminate child labour through endorsement of the ASEAN Roadmap on elimination of child labour.</p>	<p>Currently reads like an outcome statement.</p>	<p>Output 4.2: A regional roadmap on the elimination of child labour with improved mechanisms is developed and endorsed by ASEAN stakeholders</p>	

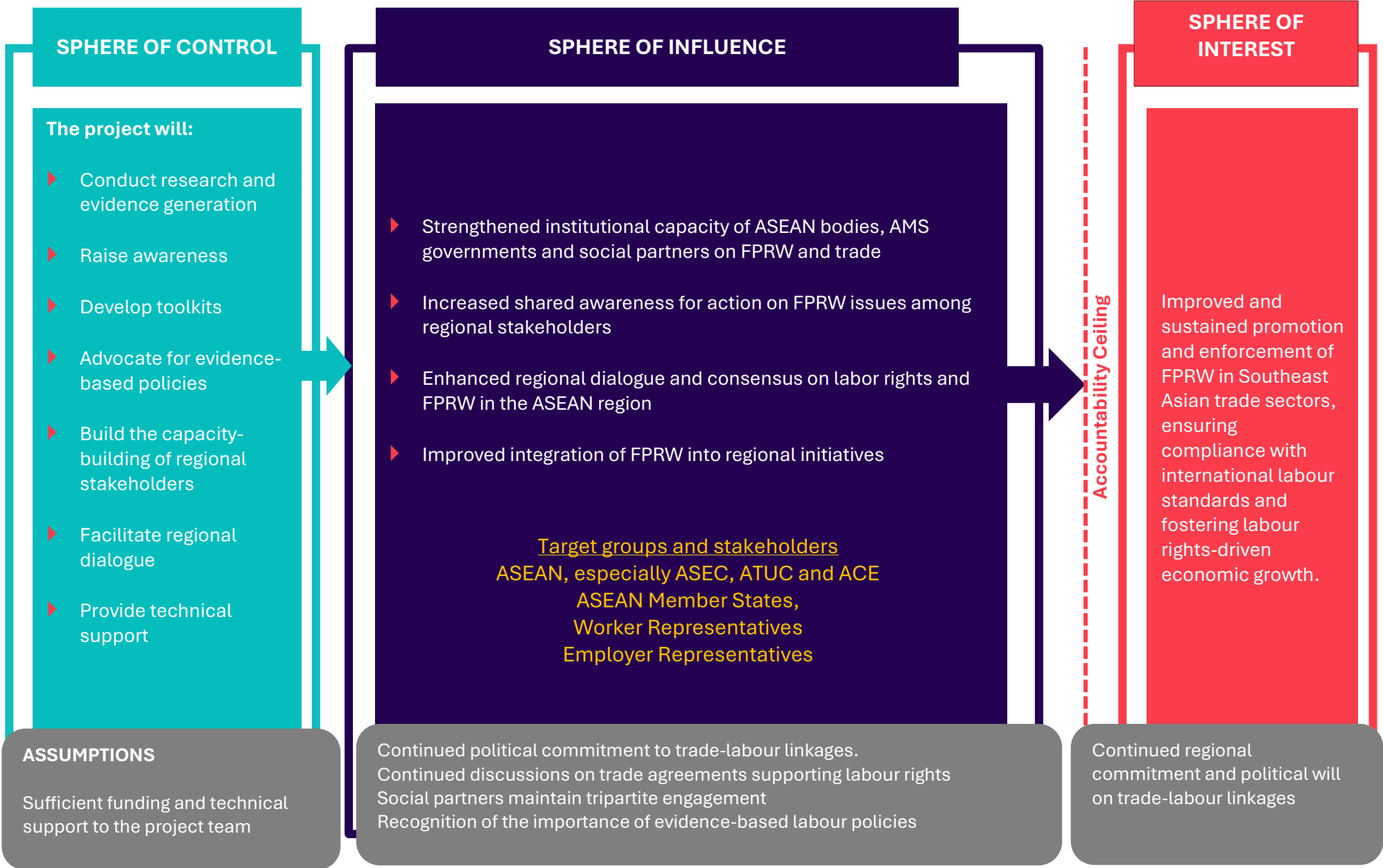
RESULTS FRAMEWORK	COMMENTS	SUGGESTED REVISION	ASSUMPTIONS
<ul style="list-style-type: none"> · Activity 4.2.1: Collaborate with ASEC to conduct assessment of the ASEAN Roadmap on the elimination of the worst forms of child labour by 2025. 			
<ul style="list-style-type: none"> · Activity 4.2.2: Support institutionalise ASEAN action against child labour and/or the development of New ASEAN roadmap on the elimination of child labour as a follow-up of the Activity 3.2.1. 			

Annex D. Working draft - Theory of Change (TOC)

Although export-oriented sectors drive much of Southeast Asia's growth, persistent gaps remain in the realisation of the Fundamental Principles and Rights at Work (FPRW) due to diverse socio-economic conditions and uneven development across ASEAN Member States. Millions of workers remain vulnerable to forced labour, child labour, discrimination, violations of freedom of association and collective bargaining (FOA/CB) and unsafe working conditions. Monitoring and enforcement of labour standards often lag due to limited institutional capacity, lack of dialogue and a patchy integration of labour standards into regional trade and labour frameworks.

To address these deficits, the project focuses on implementing targeted interventions within its **Sphere of Control** to strengthen institutional capacity, foster regional dialogue and consensus, support the integration of FPRW into ASEAN labour rights actions and frameworks, and foster evidence-based policymaking. Project activities shall include targeted training and technical assistance to ASEAN institutions and social partners, generating robust research and assessments, supporting inclusive dialogues at the regional level, and promoting the integration of FPRW in regional initiatives. In its **Sphere of Influence**, the project will therefore create an enabling environment for building and strengthening trade and labour linkages. The project also aims to elevate the voices of workers, especially women, in trade and labour policy and dialogue spaces. In addition, strengthened coordination among ASEAN bodies and improved coherence between trade and labour are anticipated to lead to more consistent enforcement of labour rights across the different exporting sectors in the ASEAN Member States. Institutions across the region, particularly ASEAN bodies, will be better equipped with evidence and tools to inform decision making and to support ASEAN Member States in upholding FPRW, especially in the context of trade.

Collectively, these efforts are intended to shape longer-term change within the project's **Sphere of Interest**, in which FPRW become institutionalised and are sustainably enforced as a normative component of trade and a labour rights-driven economic growth. This change lies beyond the project's direct control and accountability. Achieving institutionalised and sustained FPRW enforcement will require continued political will, strong regional cooperation, and economic alignment with international labour standards. However, by building regional momentum, the project lays the groundwork ensuring that international labour standards are the norm in trade in the long-term. Over time, this will contribute to a more equitable, inclusive, and sustainable future for workers and economies across Southeast Asia.



Annex E. Project indicators

Suggestions from the eval review in the last column:

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
OVERALL OBJECTIVE: IMPROVED AND SUSTAINED PROMOTION AND ENFORCEMENT OF FPRW IN SOUTHEAST ASIAN EXPORT SECTORS THROUGH AN INTEGRATED APPROACH TO THE FPRW		
<p>OOTC: Number of newly introduced or enhanced initiatives in the ASEAN sub-region aimed at promoting FPRW and strengthening social dialogue mechanism in trade sectors.</p> <p>Categorise as New, Improved, and In Progress</p>	<p>Definition:</p> <p><i>New Initiatives:</i> Recently introduced networks, action plans, Roadmaps, laws, policies, or programs during the reporting period focused on FPRW and social dialogue mechanisms in trade sectors.</p> <p><i>Improved Initiatives:</i> Existing policies and programmes that have undergone significant updates or to better align with FPRW and social dialogue.</p>	<p>The parameter of what is considered an initiative is quite broad, which may result in some confusion. I suggest narrowing it down.</p> <p>Some alternative indicators could include:</p> <p>Number of regional initiatives from ASEAN that promote FPRW and social dialogue in Southeast Asia</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number of initiatives targeting FPRW (one or multiple) and social dialogue mechanisms in trade sectors in the ASEAN region. This may include networks, working groups, action plans, roadmaps, policies and programs. ▶ Means of verification: Actual documents, SOPs, and other documentations ▶ Responsibility: M&E Officer (support from ROAP FPRW Specialist) ▶ Baseline: 2 (Child Labor and OSHNET?) ▶ Target: 3/4 (higher than baseline) ▶ Disaggregation: N/A ▶ Narrative: Describe the different types of the reported initiatives

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		<p>You can consider including this if you want to show some country-level changes (outside the project's direct control).</p> <p>Number of ASEAN member states with national action plans or roadmaps on FPRWs</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the total number of ASEAN member states who have developed national- or sectoral-level action plans to address one or more of the 5 FPRWs in their countries. ▶ Means of verification: Actual action plan or roadmap documents ▶ Responsibility: M&E Officer (with support from ROAP and ILO projects, including ESDC-funded projects) ▶ Baseline: 8 ▶ Target: <i>Needs to be set – can be done in coordination with other ESDC-funded projects</i> ▶ Disaggregation: Country; Topic
<p>OUTCOME 1: STRENGTHENED CAPACITY OF ASEAN REGION STAKEHOLDERS TO UPHOLD LABOR COMPLIANCE WITH INTERNATIONAL LABOR STANDARDS, INCLUDING FPRW.</p>		
<p>OTC 1: A weighted score for stakeholders' Capacity Index shows the overall improvement in labour rights compliance in targeted trade</p>	<p>Definition: <i>A weighted score for stakeholders' Capacity Index:</i></p>	<p>This can be a potentially difficult indicator to calculate. While it could capture broader changes, I am unsure how feasible it will be to calculate with confidence. It is a relatively complex index (thinking about data inputs). Justifying the weight distribution can also be challenging.</p>

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
sectors due to the project's activities.	<p>A weighted score using five components:</p> <ul style="list-style-type: none"> - Training Coverage (TC) (15%): the extent to which the training reached the targeted audience across various stakeholder groups Stakeholder Engagement (SE) (15%): the level of active participation by stakeholders in training sessions, workshops, or discussions. - Knowledge of FPRW (FPRW) (30%): measures participants' understanding of Fundamental Principles and Rights at Work (FPRW) - Knowledge of Trade (30%): assesses participants' understanding of Free Trade Agreements and their relevance to FPRW - Applying knowledge (10%): assesses the level of practical application or readiness among participants to implement FPRW in their specific sectors or organizations, as a result of project training programs. <p>Formula: Index = (0.15 * TC) + (0.15 * SE) + (0.3 * FPRW) + (0.3 * FTA) + (0.1 * AP)</p>	<ul style="list-style-type: none"> • How would you set the max # of target groups in calculating TC? If the project is only targeting ASEAN and not AMS, this can get confusing. <p>Also, the Index does not quite speak to “improvement in compliance” – if you look at the different components of the index, they are speaking more to knowledge and application, and not necessarily the outcomes.</p> <p>There are three options:</p> <ol style="list-style-type: none"> 1. Keep the index. 2. Commission two capacity assessments with support from an external expert/team – one towards the beginning of the project (2025 or early 2026) and one towards the end (2029). So, a baseline/endline studies, where you can draw data from. This has the potential to offer richer insights. This, of course, will also depend on the availability of resources. 3. Keep the monitoring indicators simple to have 1-2 indicators for this outcome – (1) knowledge change following training, and (2) long-term application. This can be a cost-effective way, but will lack depth. 4. Have two quant indicators and one qual indicator. <p>Suggest moving the following indicator from Outputs to here: Percentage of training participants who report using FPRW concepts in their roles six months after the training</p>

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	<p>- Scores are on a scale from 0 to 5, where 0 = No progress and 5 = Full integration</p> <p>Unit: Calculation of the index</p>	<ul style="list-style-type: none"> ▶ Definition: The indicator reports the share of training participants who self-report using concepts on FPRW in their work after at least 6 months of the training. The indicator will be help gauge the uptake of the knowledge gained from the trainings and their implementation. ▶ Means of verification: Post-training follow-up survey administered on a bi-annual / annual basis. The survey instrument and data calculation need to be developed. ▶ Reporting frequency: Annual (this can also be less frequent). ▶ Baseline: N/A ▶ Target: 60% ▶ Disaggregation: Gender, Representation (ASEAN, government, workers, employers, other) <p>Additional options:</p> <ul style="list-style-type: none"> ▶ Using qualitative methods have relevant stakeholder organisations describe changes in processes, tools, practices and resource allocation on supporting or promoting FPRW, especially in relation to trade.
<p>OUTPUT 1.1: CONDUCTED COMPREHENSIVE TRAINING PROGRAMS ON FPRW AMONG KEY STAKEHOLDERS IN SOUTHEAST ASIA TO EFFECTIVELY INCLUDE AND IMPLEMENT FPRW AS WELL AS UPHOLD FUNDAMENTAL LABOUR RIGHTS IN TRADE SECTORS.</p>		
<p>OTP 1.1 a: % of participants who demonstrate an improved understanding of</p>	<p>Definition <i>Improved capacity:</i></p>	<p>Percentage of training participants who demonstrate improved understanding of the link between FPRW and trade</p>

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
FPRW and Trade as a result of project training programs.	<p>Measurable increase in understanding of FPRW concepts post-training.</p> <p>Unit: % of participants, categorized by Government, Workers and Employers, showing knowledge improvement in post-training assessments.</p>	<ul style="list-style-type: none"> ▶ Definition: The indicator reports the share of training participants who show an increased level of understanding of FPRW, trade and their linkages before and after their participation in the training. This helps report any knowledge change because of their participation in the project's training. ▶ Means of verification: Pre- and post-training assessments. Data collection tools and calculations need to be developed when the training modules are developed. ▶ Frequency: Bi-annual ▶ Baseline: N/A ▶ Target: 60% ▶ Disaggregation: Gender; Representation (Government, Workers, Employers) <p>New</p> <p>Number of training modules developed on FPRW and trade</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number of training modules developed for training stakeholders on FPRW, trade and their linkages. ▶ Means of verification: Training materials ▶ Frequency: Bi-annual ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target:
OTP 1.1 b: No. of organisations (categorized	Definition: Engagement = participation in project training workshops, peer-to-	Suggested revision:

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
by G, W, E) engaged in project training programmes	<p>peer learning, capacity-building activities, and study tours.</p> <p>Unit: Number of organisations</p>	<p>Number of organizations represented in at least once in project supported training activities</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number of unique organisations or initiatives whose representatives have participated in training workshops and relevant capacity-building activities. <i>Note: Avoid double-counting and ensure each organization is counted only once (e.g., ATUC, ACE).</i> ▶ Means of verification: Registration and attendance sheets ▶ Frequency: Bi-annual ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 30 ▶ Disaggregation: Representative (ASEAN, government, workers, employers, other)
<p>OTP 1.1 c: % of participants applying FPRW learning concepts sustainably after 6 months. (categorized by G,W,E) move to otc 1</p>	<p>Participants reporting practical application of learned concepts after 6 months</p> <p>Unit: % of participants applying concepts</p>	<p>This indicator should be moved to the outcome-level as the project will no longer have direct control over this (six months on).</p> <p>Suggesting the following instead:</p> <p>Total number of participants who have completed the online and in-person trainings on FPRW and trade</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the total number of participants reached through the training. ▶ Means of verification: Registration and attendance data ▶ Frequency: Bi-annual ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: set

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
		<ul style="list-style-type: none"> ▶ Disaggregation: Gender; Stakeholder (government, workers, employers, other); Country (if relevant)
OUTPUT 1.2: INCREASED AWARENESS AND KNOWLEDGE OF FPRW AND LABOUR COMPLIANCE IN TRADE SECTORS AMONG SOUTHEAST ASIA STAKEHOLDERS.		
OTP 1.2: Number of assessment report identifying FPRW compliance gaps towards Free Trade Agreements in the context of export sectors.	<p>Definition: Assessment report = document identifying FPRW compliance status, good practices, gaps, and recommendations based on an assessment or a review</p> <p>Unit: Number of reports produced</p>	<p>Number of reports produced that assess FPRW compliance gaps and Free Trade Agreements (FTAs) in Southeast Asia</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports number of reports jointly produced focusing on building an assessment of FPRW compliance gaps and FTAs in Southeast Asia’s export sectors. The report will need to be finalised and endorsed to be counted here. ▶ Means of verification: Final report ▶ Frequency: Once ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 1 ▶ Disaggregation: N/A
OUTCOME 2: AWARENESS AND KNOWLEDGE BUILT AMONG STAKEHOLDERS IN THE ASEAN REGION FOR INFORMED ACTION TOWARDS FPRW.		
OTC 2: % of stakeholders demonstrating commitment through policy changes or	<p>Definition: Stakeholders = governments, workers’ and employers’ organizations or Regional-bodies (such</p>	<p>Percentage of targeted stakeholders who report using project-supported tools and data in the</p>

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strategic planning towards FPRW compliance.	<p>as ASEAN) expressing intent to incorporate FPRW in their policies.</p> <p>Unit: Number of stakeholders tracked via surveys or declarations.</p>	<ul style="list-style-type: none"> ▶ Definition: The indicator reports number of reports the share of targeted stakeholders who report applying tools, research, guidance materials and platforms produced by the project to advance FPRW in their work, ▶ Means of verification: Survey ▶ Frequency: Twice ▶ Responsibility: M&E Officer ▶ Baseline: to be set in 2026 ▶ Target: 60% ▶ Disaggregation: N/A
OUTPUT 2.1: CONDUCTED PILOT SURVEY ON THE PREVALENCE OF FORCED LABOUR IN KEY SECTORS ACROSS THE ASEAN REGION		
OTP 2.1 a: Number of reports identifying the prevalence of forced labour in key sectors	<p>Unit: Number of reports</p>	<p>Number of reports developed to support knowledge sharing and awareness raising among regional actors</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number of research reports on forced labour in Southeast Asia’s export sectors. The report will need to have been finalised and shared with regional actors to be counted here. ▶ Means of verification: Final report ▶ Frequency: Once ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 1 ▶ Disaggregation: N/A

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
OUTPUT 2.2: DEVELOPED COMPREHENSIVE COMMUNICATION STRATEGY FOR LABOUR RIGHTS ADVOCACY AND AWARENESS.		
<p>OTP 2.2 a: No. of communication products designed, developed, and/or localized for Southeast Asia regarding FPRW and trade.</p> <p>Categorization by Print Materials and Digital Content,</p>	<p>Definition: Communication products = materials such as factsheets, reports, videos, posters and briefs advocating for FPRW.</p> <p>Unit: Number of materials developed and distributed.</p>	<p>Number of communications products designed and distributed</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports number of communications materials developed and shared on the project or topics related to FPRW and trade. These may include factsheets, infographics, articles, videos, podcasts and briefs. Can count both physical and online materials ▶ Means of verification: Published materials and communications products ▶ Frequency: Bi-annual ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 34 ▶ Disaggregation: N/A ▶ Include details in narrative.
<p>OTP 2.2 b: No. of stakeholders reached through advocacy activities</p>	<p>Definition:</p> <p>Asean entities, ILO constituents, CSOs, UN agencies and other social partners.</p> <p>Unit:</p> <p>Number of stakeholders that being consulted and involved in the project consultations or promotional activities.</p>	<p>Number of unique organizations or initiatives reached through advocacy activities</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number unique organizations reached through consultations, workshops and dissemination activities. Ensure unique count – that is, an organization is only counted once in the reporting period. ▶ Means of verification: Registration and attendance records ▶ Frequency: Bi-annual ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 40 ▶ Disaggregation: Gender, Representation

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
OUTCOME 3: ENHANCED INTERSECTORAL DIALOGUE AND CONSENSUS ON LABOR RIGHTS COMPLIANCE AND THE ENFORCEMENT OF FPRW IN THE ASEAN REGION.		
<p>OTC 3: Number of intermediate action plans or country/regional priorities for FPRW compliance discussed or produced as a result of project initiatives</p>	<p>Definition: Action plans/policy recommendations = strategic plans generated from policy forums or technical consultations.</p> <p>Unit: Number of initiatives from consultations.</p>	<p>Number of ASEAN regional or national strategic or action plans on FPRW resulting from the project</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports number of regional or national strategic or action plans on FPRW that are direct outcome of this project’s initiatives. ▶ Means of verification: Actual strategy or plan documents ▶ Frequency: Bi-annual ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 1 ▶ Disaggregation: N/A ▶ Describe in the narrative
OUTPUT 3.1: ENHANCED ENGAGEMENT AND PARTICIPATION IN POLICY FORUMS ON TRADE, LABOUR, AND FPRW		
<p>OTP 3.1a: Number of organisations and institutions engaged in policy discussions on trade, labour, and FPRW through project-organized forums, seminars, and consultations.</p>	<p>Unit: Number of organisations and institutions, categorized by country, Government, Workers and Employers</p>	<p>Number of organisations and institutions represented in discussions on trade, labour and FPRW</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number of unique organisations taking part in discussions – workshops/seminars/events – that discuss policy issues relating to trade, labour and FPRW. Count the organisations attending the events under OTP 3.1b. ▶ Means of verification: Registration and attendance records ▶ Frequency: Bi-annual

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
		<ul style="list-style-type: none"> ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 30 ▶ Disaggregation: Representation
<p>OTP 3.1b: Number of policy workshops or seminars conducted by the project at both sub-regional and national levels.</p>	<p>Definition Policy Workshops or Seminars: Events organized by the project to engage stakeholders in discussions on FPRW, trade and FTA topics.</p> <p>Unit: categorized by level (sub-regional or national)</p>	<p>Number of policy workshops and seminars conducted on FPRW, labour and trade</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number workshops and seminars on issues relating to trade, labour and FPRW. ▶ Means of verification: Invitations; Meeting reports, etc. ▶ Frequency: Bi-annual ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 8 ▶ Disaggregation: N/A
<p>OUTCOME 4: ENHANCED INTEGRATION OF LABOR RIGHTS COMPLIANCE AND SUSTAINABILITY IN ONGOING ASEAN REGION INITIATIVES TO IMPROVE THE IMPLEMENTATION OF FPRW IN THE SUB-REGION.</p>		
<p>OTC 4: Number of ASEAN regional initiatives incorporating integrated FPRW strategy or trade and supply chains topics.</p>	<p>Definition: ASEAN initiatives = regional projects, policies, or programs incorporating FPRW within trade contexts.</p> <p>Integrate FPRW strategy: integrated FOACB/social dialogue or gender</p>	<p>Number of ILO-ASEAN initiatives that have integrated FPRWs in their strategies</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number of existing or new regional initiative that have incorporated FPRW within trade contexts. ▶ Means of verification: Annual reviews ASEAN bodies ▶ Frequency: Annual ▶ Responsibility: ROAP

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
Categorized by integrated FPRW and supply chains	dimension when work on child labour, forced labour, and OSH, Unit: Number of initiatives integrating FPRW.	<ul style="list-style-type: none"> ▶ Baseline: 0 (2025) ▶ Target: 2 ▶ Disaggregation: N/A <p>Moving indicator from output-level to here:</p> <p>Number of ASEAN countries that have endorsed the ASEAN roadmap on the elimination of child labour</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the total number of ASEAN countries that have endorsed and signed onto the ASEAN Roadmap on the elimination of child labour that includes measures related to supply chains (Output 4.2). ▶ Source: ASEAN formal endorsement document ▶ Frequency: Once ▶ Responsibility: M&E Officer ▶ Baseline: ▶ Target: 10 ▶ Disaggregation: N/A
OUTPUT 4.1: INTEGRATED AND ENHANCED EXISTING ILO INITIATIVES AND ACTION PLANS IN THE ASEAN REGION.		

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
<p>OTP 4.1: Number of discussions or intermediate actions undertaken by ILO-ASEAN initiatives focusing on the integrated FPRW strategy linked to trade and supply chains.</p>	<p>Definition: ILO FPRW initiatives = ongoing or previously established ILO-ASEAN projects, programs, or policy interventions that address FPRW, such as OSHNET and ALIC</p> <p>Integrate FPRW strategy: integrated FOACB/social dialogue or gender dimension when work on child labour, forced labour, and OSH,</p> <p>Unit: Number of reports, workshops, events, and conferences</p>	<p>Number of policy discussions, consultations or coordination meetings under the ILO-ASEAN initiative to advance integrated FPRW linked to trade and supply chains</p> <ul style="list-style-type: none"> ▶ Definition: ▶ Source: Meeting agendas and minutes; workshop reports; publications ▶ Frequency: Annual ▶ Responsibility: ROAP ▶ Baseline: 0 ▶ Target: 1 (target seems off and should be reviewed) ▶ Disaggregation: N/A
<p>OUTPUT 4.2: IMPROVED MECHANISMS TO CONTINUE EFFORTS TO ELIMINATE CHILD LABOUR THROUGH ENDORSEMENT OF THE ASEAN ROADMAP ON ELIMINATION OF CHILD LABOUR.</p>		
<p>OTP 4.2: % of ASEAN countries that have endorsed the ASEAN Roadmap on the elimination of child labour, integrating elements related to private sectors or supply chains.</p>	<p>Definition:</p> <p><i>Endorsement</i> = Official government adoption of the ASEAN Roadmap on child labour, typically through a documented commitment.</p> <p><i>Integration of Private Sector or Supply Chain Elements:</i> Indicates that the Roadmap includes specific references</p>	<p>Suggesting the following to make it an output-level indicator:</p> <p>Number ASEAN-endorsed roadmaps on the elimination of child labour that explicitly integrate supply chain related measures</p> <ul style="list-style-type: none"> ▶ Definition: The indicator reports the number of roadmaps that have been developed <u>and</u> endorsed by ASEAN on the elimination of child labour in the sub-region. The roadmap must contain references or measures relating to supply chains.

Performance Indicator (original)	Indicator definition and unit of measurement (original)	Comments / Suggestions
	<p>to responsibilities, regulations, or initiatives related to private sector engagement or supply chain management in eliminating child labour.</p> <p>Unit: % of ASEAN countries</p>	<ul style="list-style-type: none"> ▶ Means of verification: The formally endorsed roadmap document ▶ Frequency: Once ▶ Responsibility: M&E Officer ▶ Baseline: 0 ▶ Target: 1 (Roadmap on Child Labor) ▶ Disaggregation: N/A <p>Moved the ‘% of ASEAN’ countries to the outcome-level.</p>

