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iTrack

Evaluation

ILO EVALUATION

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Acronyms

ACCEL	Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project
ACTEMP	The Bureau for Employers' Activities
AMU	Arab Maghreb Union
ARIF	Agency for the Promotion of Financial Inclusion (Côte d'Ivoire)
ASGM	Artisanal and Small-scale Gold Mining
AU	African Union
CAPMAS	Central Agency for Public Mobilization and Statistics (Egypt)
CCLCs	Community Child Labour Committees
CGECI	General Confederation of confederation of Enterprises of Côte d'Ivoire
CILTE	Inner-Union Committee for the fight against Child labour (Côte d'Ivoire)
CLMS	Child Labour Monitoring System
CLP	Child Labour Platform
CMES	Comprehensive M&E Strategy
CO	Country Office
COVID19	Corona Virus Disease-2019
CSI	Cotton Research Institute (Egypt)
CSOs	Civil Society Organizations
CSR	Corporate Social Responsibility
DAC	Development Assistance Criteria
DIB	Development Impact Bond
DWCP	Decent Work Country Programme
ECAM	Employers' consultative Association of Malawi
ECOWAS	Economic Community of West African States
EEDS	Enhancement of the Egyptian Dual System
EBMOs	Employers' and Business Membership Organizations (Côte d'Ivoire)
EDP	Education Development Partners (Nigeria)
ENDA Mali	Environnement et développement Mali
EU	European Union
FACT	Forestry, Agriculture, Construction and Tourism Unit
FAO	Food and Agriculture Organization
FEI	Federation of Egyptian Industries (Egypt)
FGD	Focus Group Discussion
FPRW	Fundamental Principles and Rights at Work
FUE	Federation of Uganda Employers
GIG	Global Issues Group
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GSC	Global Supply Chains
HWL	Hazardous Work List
HQ	Head Quarter
ICMM	International Council on Mining and Metals
IFAD	International Fund for Agricultural Development
IFC	International Finance Corporation
IGAs	Income Generating Activities

ILO	International Labour Organization
IOM	International Organization for Migration
IPE	International Programme for the Elimination of Child Labour
KAP	Knowledge, Attitudes and Practice
KIIs	Key Informant Interviews
KM	Knowledge Management
M&E	Monitoring and Evaluation.
MoM	Ministry of Manpower (Egypt)
MOSS	Ministry of Social Solidarity
MSMEDA	Micro, Small, and Medium Enterprise Development Agency (Egypt)
MTE	Mid-Term Evaluation
MULTI	Multinational Enterprises and Enterprise Engagement Unit
NAP	National Action Plan
NBS	National Bureau of Statistics
NCCM	National Council for Childhood and Motherhood (Egypt)
NECA	Nigeria Employers Consultative Association
NGO	Non-governmental Organization
NSC	National Steering Committee
OECD	Organization for Economic Co-operation and Development
OSH	Occupational Safety and Health
OECD	Organization for Economic Co-operation and Development
PPP	Public Private Partnership
RMG	Ready-Made Garment
SADC	Southern African Development Community
SBCC	Social Behavioural Communication change (Malawi)
SCL	Stop Child Labour coalition (Côte d'Ivoire)
SDGs	Sustainable Development Goals
SECTOR	Sectoral Policies Department
SFI	Social Finance Intervention
SMEs	Small and Medium-sized Enterprises
SLARIE	Strengthening Labour Relations and its Institutions in Egypt.
SOPs	Standard Operating Procedures
SOSTECI	Système d'Observation et de Suivi du Travail des Enfants.
TAML	Tea Association of Malawi
TEVET	Technical, Entrepreneurial and Vocational Education and Training
ToC	Theory of Change
TOT	Training of Trainers
TREE	Training for Rural Economic Empowerment
UBOS	Uganda Bureau of Statistics
UNEG	United Nations Evaluation Group
UNHCR	United Nations High Commissioner for Refugees
UNHS	Uganda National Household Survey
UNDAF	United Nations Partnership Development Framework
UNGPs	United Nations Guiding Principles
UNICEF	United Nations Children's Fund

UNIDO	United Nations Industrial Development Organization
UNODC	United Nations Office on Drugs and Crime
UNSDCF	United Nations Sustainable Development Cooperation Framework
USDOL	United States Department of Labour.
VCA	Value Chain Analysis
WDAFL	World Day Against Child Labour
WFP	World Food Programme
WIND	Work Improvement in Neighbourhood Development
WNCP	Work No Child Business (Uganda)
YIECL	Year for the Elimination of Child Labour

Executive summary

Project background

ILO has been working to tackle child labour for many years, primarily using a very successful traditional approach, focusing on downstream interventions, monitoring systems, capacity building and law and policy regulation. Yet, changes in the global economy and the ever-increasing power of global supply chains and the resulting emergence of new forms of child labour has warranted a new approach to tackle this grave violation of children's rights. ILO has embraced this challenge by strategically aligning its flagship programme (IPEC+) to fill this gap and designed the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa project (ACCEL) to implement this new approach. ACCEL, which is funded by the Government of the Netherlands, aims to tackle child labour in the global supply chains by combining evidence-based action to strengthen public policies and communities' empowerment and representation, with strong private-sector partnership to up-scale interventions and ensure sustainability. Critically, the project aims to apply a systems-approach to tackling child labour that moves away from project-based downstream interventions towards strengthening existing systems that are critical to tackle root causes of child labour, such as those around social protection, social finance, education, and skills development.

As such, the ACCEL Programme has the overarching goal to accelerate the elimination of child labour in Africa, through targeted actions in selected supply chains in Cote d'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda. To achieve this, the project is tackling three interrelated components: 1. Public policy and good governance; 2. Empowerment and representation, 3. Partnerships and knowledge sharing among global supply chain actors.

Project status at mid-term

The project completed its inception phase at the end of 2019 and received final donor approval of the country-specific strategies (referred to as country annexes) in December 2019, ready to commence fully-fledged implementation at the beginning of 2020. However, only two months into implementation, the COVID-19 pandemic hit the world, severely impacting on the project's ability to roll-out. Travel bans and other lock-down measures, such as office closures, resulted in the project having to cancel a large proportion of scheduled activities, such as field missions, training workshops, and other face-to-face encounters. Staff were working from home across country offices and recruitments slowed down. Although over the course of 2021 lockdown measures have eased in most countries and work has slowly started to resume, the pandemic has significantly impacted on project delivery across the board.

Purpose and clients of the evaluation

In line with ILO's policies on evaluation, ILO requires a Mid-Term Evaluation of the ACCEL Africa project with a focus on *"reviewing the implementation of the project to identify strengths and weaknesses, lessons and good practices to be learned, and provide practical recommendations for improvement."* **Includovate** was commissioned to carry out the evaluation.

The primary users of the Mid-Term Evaluation are as follow:

- ILO constituents
- Implementing partners
- The donor
- ILO (Country project staff, regional and HQ levels)
- Other stakeholders (e.g., CSOs, direct beneficiaries, other counterparts)

Approach and methodology

The Mid-Term Evaluation adopted a contribution analysis approach. As the project activities are based in the six countries, one general theory of change is utilised, and the project is guided by a comprehensive logical framework, the evaluation has focused on identifying causal links that support or revoke the Logical Framework/results chain of the project. The evaluation has employed a qualitative approach, with a detailed literature review, semi-structured Key Informant Interviews, and interactive Focus Group Discussions. Tailor-made guides for each category of stakeholders have been developed to guide data collection. Following an in-depth document review and virtual consultations with project main stakeholders and the production and approval of the Inception Report, data collection was undertaken from October 11 to November 12, 2021. Data was analysed, validation workshops were held in each target country, and the evaluation report was produced.

Key findings and conclusions

ACCEL Africa has achieved significant progress at the time of evaluation, despite having worked in a highly challenging context of a global pandemic, which hampered implementation but made the project ever-more critical. Notably, research indicates that child labour increased during the COVID-19 pandemic as a negative coping mechanism for vulnerable households and because of school closures. It has been estimated that temporary school closures affected more than 1 billion learners in over 130 countries.¹

As such, the project approach and design continue to be of utmost relevance as the pandemic continues to unfold in parts of the world and its aftereffects will long be felt. The evaluation found, overall, that the project's two-pronged approach to project design, which allowed for the development of a coherent overall project document that is well-aligned with international commitment around child labour and for the elaboration of country-specific annexes, has proven effective and ensured strong alignment with national and international frameworks. However, significant delays in carrying out baseline assessments did not allow for project interventions to be tailor-made and evidence-based to the extent that was envisaged in the project document.

Strong synergies with other ILO projects, such as Better Work, CLEAR Cotton or of well-vetted ILO approaches, such as SCREAM ('Supporting Children's Rights through Education, the Arts and the Media'), and effective collaboration with other development partners, such as GIZ, IFC, UNHCR, UNICEF, ENDA Mali, the World Bank, WFP and the African Union have proven effectiveness, as illustrated by examples from Egypt where child labour was mainstreamed in labour inspection through collaboration with Better Work and the fruitful collaboration with WFP to support the development of a referral mechanism of child labour cases to the National Council for Childhood and Motherhood.

Project design was appropriate for most countries as the project is largely focusing on supply chains that are vital for economies of the respective target countries. The only exception appears to be Malawi, where informants raised concerns about the selection of coffee as a focus value chain, due to its relatively limited economic clout in Malawi. Instead, sugar was suggested as a potential value chain with greater impact.

¹ ILO, *COVID-19 and child labour: A time of crisis, a time to act* (2020). Available at https://www.ilo.org/jpec/Informationresources/WCMS_747421/lang--en/index.htm.

The Theory of Change was comprehensive but found to be insufficiently linked to the specific country contexts. In addition, although overall considered realistic, the formulation and conceptualisation of Outcome 2 was found to be complex, highly ambitious, but overall well-conceived and sufficiently linked to ILO's comparative advantage.

Overall, an assessment of project effectiveness at mid-term has been mixed across the target countries and the three outcomes. Progress on Outcome 1 and Outcome 3 have been remarkable and are likely to continue strong for the remainder of the project. Strong focus on partnership with the private sectors, particularly in Outcome 3 is promising and will likely yield some very interesting results by the end of the project. Regarding Outcome 2, progress was somewhat more limited, partly because of COVID-19 pandemic that restricted access to local communities, partly because of the complexity of the outcome, as also noted by the Evaluability Assessment. Identification of potential partners and orientations around most effective entry points for interventions proved to be more time consuming than originally anticipated.

Tripartite participation was strong throughout the project, but additional care should be taken to ensure that selected partners are thoroughly representative of the core project target group, which, in the case of ACCEL Africa, are workers and producers at the lowest tier² of the selected supply chains. Although a good gender analysis is included in the project document and some assessments, there appears to be no comprehensive gender strategy that guides ACCEL Africa's interventions.

Lessons learned

- **ACCEL's approach to focus on underlying root causes of child labour is commendable.** However, the overall design of Outcome 2, which encapsulates much of this work looking at social finance and income generation, was designed in a highly ambitious and complex way. The evaluability assessment and this mid-term evaluation finds that progress on Outcome 2 at mid-term has been constrained. Reasons for this appear to be linked to the COVID-19 pandemic and resulting delays in accessing local communities. Identification of potential partners and orientations around most effective entry points for interventions were more time consuming than originally anticipated. The specific lesson learned in this regard is the need for the ILO to strongly focus on its comparative advantage and very specific value addition when piloting new approaches and allow for sufficient time when venturing into new areas of work and non-traditional partnerships.
- Although the project aimed to have an **evidence-based and country-specific intervention strategy** and developed country annexes in close consultation with local partners, significant delays in carrying out planned baseline studies precluded the implementation of the fully-fledged evidence-based approach envisaged in the project document. In future projects, **needs assessments³ should be part of the inception phase** and contracting procedures for such assessments must be fast-tracked to ensure study roll-out and completion in good time. However, it is worth mentioning that such assessment highlights the need for specific types of interventions. However, data gathered for the purpose of the assessment would probably also be used as baseline for the progress monitoring, but probably not all indicators to monitor the intervention can be 'baselined' before the intervention is designed.
- The importance of **flexibility regarding administrative work processes**, such as contracting procedures and budget allocations was a key lesson learned by ACCEL to-date. Delays and over-burdened partners, such as Trade Unions and Employers' Associations, who were stretched carrying

² Some of the promising examples of engaging lowest tier workers include empowering workers through an agreement between TUC and NLC in Nigeria or mobilisation of lowest tier workers in Uganda through their implementing partner NOTU.

³ Community needs assessment surveys were carried out in the six participating countries, though not always as part of the inception phase

out their core functions, contributed to by the COVID-19 pandemic, critically illustrated the advantages of direct contracting in comparison to complex tendering procedures.

- **Delays and challenges in budget management** at country-level have highlighted the **necessity to establish a clear mechanism for visibility on expenditures and effective budget management** and follow-up at country-level.
- The ILO could **strongly focus on its comparative advantage and very specific value addition** when piloting new approaches and allow for sufficient time when venturing into **new areas of work and non-traditional partnerships**. This includes the collaboration with ILO MULTI unit of Enterprise Department and ACTEMP on issues related to private sector activities.

Good practices

- **ACCEL AFRICA has successfully applied a systems-approach to tackling child labour that moves away from project-based downstream interventions towards strengthening existing systems** that are critical to tackling root causes of child labour, such as those around social protection, social finance, education, and skills development. The qualitative analysis for this mid-term evaluation reveals that certain opportunities for the project to contribute to systems-change and truly capitalize on its added value and comparative advantage as a project looking at child labour from an up-stream, supply-chain angle has proven effective. For instance, in several countries, trainings on child labour with labour inspectors and agricultural extension services were carried out and, cognizant of the fact that capacity is not limited to knowledge and skills, but extends to functioning systems and structures, for instance, ACCEL Egypt, together with WFP, has also supported the development of a referral mechanism of child labour cases to the National Council for Childhood and Motherhood (NCCM). Ongoing work on social finance and the development of social finance models that are child-labour responsive, is another case in point (see below).
- Critically, **the system-strengthening approach has proven highly successful in cases where countries have sufficiently functioning systems in place** that could be strengthened and made more targeted towards the elimination of child labour. However, caution must be exercised in cases where national systems are weak and not fully functioning in and of themselves, as it might render ILO's interventions ineffective. ACCEL, as a child-labour-focused project of the ILO, does not have the mandate, remit, or capacity to engage in systems or institutions building as such. In this context, any selected national system, or institutions, such as Technical, Entrepreneurial and Vocational Education and Training (TEVET), need to be carefully chosen to ensure that general capacities are sufficient for ACCEL's special interventions to mainstream child labour can be effective.
- **Work on social finance and social protection is showing promise**, although its interventions are still in their infancy, thus assessing their impact premature. Promising results have been observed in Uganda, where members of FUE have committed themselves to eliminating the worst forms of child labour through providing free medical services to their workers and out-growers receive short term loans with low interest rates; and in Egypt, where a child-labour responsive social finance model has been developed and validated.
- **ILO value addition is clearly offered through the integration of child labour into other kind of interventions like social finance and income generation**. New approaches are explored and experimented within this project. In fact, this was seen by the evaluation as one of the key successes and innovation generated by the project because simply, only integrated responses will effectively reduce child labour. Stand-alone interventions have not proven impact at scale.
- Due to the innovative upstream approach going slightly beyond the traditional approach to tackling child labour, **ACCEL has established close working relationships with other relevant departments of the ILO**. Work on social finance has required the establishment of close cooperation with the Enterprise and the Social Protection departments of the ILO. Indeed, collaboration between these different departments has been at the heart of the innovative ACCEL approach, illustrated by the fact that certain team members, such as the Social Finance Officer are co-funded and co-managed by different departments. Although this highly integrated way of working has brought with it several challenges regarding clear reporting lines and overall workloads, respondents overall felt that cross-departmental working has been very effective,

allowing them to stay grounded in their technical expert 'family' while also bringing their expertise to other teams and vice-versa. Cross-fertilization of ideas and approaches has been viewed as a key positive result of this deliberate integrated way of working.

- **Due to COVID-19 restrictions, the project changed its training modality** from intensive one-week in-person training courses, for instance, its training for journalists, to using online modalities. In addition, the training was delivered over a course of three months. This approach allowed for more consolidated learning as well as the building of a strong network for peer-to-peer support and information sharing among the trainees, which likely would not have happened to the same extent had the training been a one-off one-week get-together. In addition, in follow-up to the training, a WhatsApp group was established for exchange of good practices and peer-to-peer support, which was still active at the time of writing and the consolidated list of trained journalists has been shared with other ILO offices, who have shown interest in working with these journalists in future. Working with existing community structures where project actions are implemented is a driver for ownership and continuity even after end of project actions. Also, ACCEL employed an innovative model of using tele-advisory sessions for MOM inspectors in **Egypt** which reached all the national inspectors across the 27 Egyptian governorates where inspectors were empowered to advise on COVID-19 precautionary measures and protecting working children.

Recommendations

- It is recommended to streamline the development of Terms of Reference(s), the identification of suitable service providers and, where possible, contracting procedures for studies. In this regard, *it is highly advised to ensure that a clear and endorsed methodology to carry out Value Chain Analysis (VCA) studies with specific reference to child labour and FPRW is available within the ILO.*
- Ensure that assessments are firmly based on available evidence and only conduct primary data collection where strictly necessary and in a highly focused manner.
- Firmly integrate assessments into the project inception phase to ensure findings can influence project design and implementation.
- Engage in conversations with the donor on possibly shifting from coffee to sugar in Malawi as a focus supply chain or alternatively to invite sugar value chain actors to some of the capacity building activities. Sugar might provide an opportunity to scale-up the project's impact and increase its financial delivery rate in addition to the targeted supply chains.
- Develop more tailor-made and comprehensive country-level ToCs that can strategically guide project implementation and reporting throughout the life of the project. This will provide opportunity for an overall strategic guidance to county teams to implement this new approach to tackling child labour and should be rectified should the project roll-over into a second phase.
- The ILO should adopt new approaches which include more focus on systems-strengthening in research and data collection, giving special attention on the specific comparative advantages of ACCEL to investigate how complex supply chains, with extensive transformation, can be mapped and how child labour prevalence can be calculated in different steps of the chain.
- It is highly recommended to increase the human resources and technical capacity on social finance by investing in additional social finance specialists at country-levels considering its effectiveness as a successful comprehensive model in some countries such as Egypt. This will be supported by linking the targeted groups with the financial and non-financial services providers and facilitate their linkages to service providers where they are living guided by relevant friendly-user manuals.
- It is highly advised to grant a 12-months no-cost extension to the project to ensure full quality implementation of the rest of the programme interventions considering the impacts of COVID-19 on the path of the programme implementation in addition to the pilot nature of some interventions such as the SFI, PPI, and others and to promote the learning among the participant countries. On the other hand, this can be extended to include some additional sectors or crops under agriculture sector where the child labour can be observed, when possible, as a step ahead towards Phase 2 by maximising the analysis being done on the supply chains in each country.
- It is highly recommended to develop mapping analysis to the review selected institutions selected for system-strengthening (i.e., TEVET Malawi) to ensure that all selected partners have sufficiently

functioning systems to merit project support. In this regard, it is advised to give special attention to the institutional assessment for better governance and effective partnerships with these institutions.

- Revise resource allocations to implementing partners and consider budget allocations for field work to implementation partners, taking into consideration COVID-19 rules and regulations. Also, this should be associated with better flexibility regarding the administrative work processes.
- The ILO should continue ensure better strong learning mechanism where all the best practices and lessons learnt would be shared among the participant countries and among the different stakeholders in each country regularly guided by well-structured M&E framework and dissemination strategies. Also, this might include partner assessment by the end of the project to ensure the ownership and maximizing the sustainability opportunities for the project results. Moreover, the ILO can build on the best practices model developed in some countries like Egypt.
- ILO should work with the participant countries to develop and implement a practical gender strategy that integrates a strong gender lens in regional and country-level interventions across all target countries. This should be supported by ensuring that the presence of outcomes indicators have been tracked regularly under the Child Labour and social finance pillars in each country.

1. Introduction

1.1 General background

Global estimates suggest that there are approximately 160 million children, including 63 million girls and 97 million boys, in child labour across the world. This is equivalent to almost one in 10 children worldwide being a victim of child labour.⁴ Of these, 79 million children, nearly half of all those in child labour, are estimated to be involved in hazardous work that directly endangers their health, safety, and development. Moreover, Sub-Saharan Africa has more children in child labour than the whole world combined.⁵ While some progress has been achieved since 2016, recent data indicates slowing progress after 2016 with around 16.8 million more children, aged 5 to 11, in child labour in 2020 than in 2016.⁶ More recently, COVID-19 has further hampered the progress achieved prior to the pandemic on improving and regulating global laws and implementation processes regarding child labour. Specifically, it is estimated that approximately 8.9 million children will be involved in child labour by the end of 2022 due to the rise in poverty, caused by the pandemic.⁷

In Africa, the highest prevalence of child labour is prominent in agriculture and its related subsectors including crop production, animal husbandry, forestry, fishing, and aquaculture, accounting for a total of 112 million children.⁸ Although a highly complex issue, some of the root causes of child labour include lack of access to quality education, gender-based discrimination, poverty, and socio-economic vulnerability.⁹ At the stakeholder level, the factors that hinder progress include limited capacity and empowerment of organisations and workers, especially in the rural informal economy, thus increasing their vulnerability.¹⁰ Beyond this, factors such as weak governance mechanisms, especially at the lower levels, make it challenging to adopt and monitor the compliance to due diligence practices concerning decent work.¹¹

1.2 Country-specific background

Egypt: In Egypt, the latest ILO/CAPMAS National Child Labour Survey indicates that one out of ten children are engaged in child labour, with almost 70% in agriculture. Reflecting the commitments made under the ILO Conventions no. 138 and no. 182, the Government of Egypt has adopted the National Action Plan for Combatting the Worst Forms of Child Labour in Egypt and Supporting Family (2018 – 2025) (NAP) on 1 July 2018 with the technical support of the ILO.

Malawi: According to the 2015 National Child Labour Survey, Child labour is widespread in Malawi, with 38 % of children aged 5 – 17 involved in some form of child labour. More than two thirds of child labour (66.2 %) is found in the agriculture, forestry, and fishing sector, followed by domestic

⁴ International Labour Office and United Nations Children's Fund, *Child Labour: Global estimates 2020, trends and the road forward* (2021). Available at https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_797515.pdf.

⁵ Ibid.

⁶ Ibid.

⁷ Ibid.

⁸ ILO, *Child Labour in Africa* (2021). Available at https://www.ilo.org/ipec/Regionsandcountries/Africa/WCMS_618949/lang--en/index.htm.

⁹ Johansson, J. *Causes of Child Labour – A case study in Babati town, Tanzania* (Södertörn University College, 2009). Available at <http://www.diva-portal.org/smash/get/diva2:358647/fulltext01.pdf>.

¹⁰ FAO, *Ending child labour The decisive role of agricultural stakeholders* (2017). Available at <http://www.fao.org/3/i8177en/i8177EN.pdf>.

¹¹ Ibid.

work at 27.5%. Further, the survey stipulates that in the agriculture sector, child labour is mostly common on small-scale farms albeit it has also been reported on large estates.

Mali: Mali is one of the world's poorest and least developed countries heavily reliant on agriculture.¹² The political and security crisis that has been persistent since 2012 has had a negative impact on economic growth. Child labour is widespread in Mali, especially in these supply chains.¹³

Nigeria: Child labour is widespread in Nigeria, with 31% of children reportedly engaged in some form of child labour.¹⁴ Children are engaged in the production of cassava, cocoa, rice, tobacco, fishing activities, livestock herding, mining, quarrying of granite, gavel, artisanal gold mining, sand processing and harvesting, bricks making, etc.¹⁵ Accordingly, Nigeria developed a National Policy on Child Labour (2013-2017)¹⁶ with the aim of eliminating child labour, particularly its worst forms and ratified the ILO Convention on 138 Minimum Age¹⁷, ILO Convention 182 on Worst Forms of Child Labour¹⁸ and the Palermo Protocol on Trafficking in Person.¹⁹

Uganda: In Uganda, an estimated 2,048,000 children, 5-17 years old, are engaged in child labour according to the Uganda National Household Survey (UNHS) 2016/17 by (UBOS). Tea and coffee are among the listed goods which are produced with forced labour (USDOL list of goods), yet coffee is the main foreign exchange earner and widely grown in Uganda. Both child and forced labour are a great concern in coffee farming in the country.

Côte d'Ivoire: Côte d'Ivoire is the world's leading supplier of cocoa, producing an estimated 40% of the world's supply in 2017.²⁰ The country also has significant gold reserves. In these two value chains, it is estimated that around 40% of the country's children, or about two million, are employed in often hazardous work.²¹

1.3 Project background: The ACCEL Programme

ILO has been working to tackle child labour for many years, mostly using a very successful holistic approach, focusing both on downstream and upstream interventions, monitoring systems, capacity

¹² United Nations Human Development Index of 0,434 with a ranking of 184 out of 228 countries in 2020.

¹³ Organization for Economic Cooperation and Development, *Gold at the Crossroads. Assessment study of gold supply chains in Burkina Faso, Mali and Niger* (2018). Available at: <https://mneguidelines.oecd.org/RESUME-EXECUTIF-Evaluation-des-chaines-appvisionnement-en-or-produit-au-Burkina-Faso-Mali-Niger.pdf>.

¹⁴ Statista, *Child labour in Nigeria between 2010 and 2018, by gender* (2021). Available at: <https://www.statista.com/statistics/1128804/child-labor-in-nigeria-by-gender/>.

¹⁵ Department of Labour, *Findings on the Worst Forms of Child Labor: Nigeria* (2019). Available at: <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/nigeria>.

¹⁶ ILO, *National Action Plan on Child Labour - Nigeria* (2013). Available at: https://www.ilo.org/africa/countries-covered/nigeria/WCMS_300830/lang--en/index.htm.

¹⁷ ILO, *C138 - Minimum Age Convention* (No. 138, 1973). Available at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ilo_code:C138.

¹⁸ ILO, *C182 - Worst Forms of Child Labour Convention, 1999* (No. 182, 1999). Available at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182.

¹⁹ UNHRC, *Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime* (2000). Available at: <https://www.ohchr.org/en/professionalinterest/pages/protocoltraffickinginpersons.aspx>.

²⁰ ILO, *Accélérer l'action pour l'élimination du travail des enfants dans les chaînes d'approvisionnement en Afrique* (2017). Available at: https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/documents/genericdocument/wcms_718170.pdf.

²¹ Ibid; Sadler Lawrence L., "The Spoiled Supply Chain of Child Labor", In *The Palgrave International Handbook of Human Trafficking*, Winterdyk J., Jones J., eds. (Palgrave Macmillan, Cham, 2020). Available at: https://doi.org/10.1007/978-3-319-63058-8_28.

building and law and policy regulation. Yet, changes in the global economy and the ever-increasing power of global supply chains and the resulting emergence of new forms of child labour - and new entry points for its eradication - has warranted a new approach to tackle this grave violation of human rights. ILO has embraced this challenge by strategically aligning its flagship programmes (IPEC+) to fill this gap and designed the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project (ACCEL) to implement this new approach.

ACCEL, which is funded by the Government of the Netherlands, aims to tackle child labour in the global supply chains by combining evidence-based action to strengthen public policies, and communities’ empowerment and representation, introducing the private sector partnerships to scale-up and ensure sustainability of the approach. The project aims to convince the private sector to invest in more sustainable, responsible, and profitable supply chains and equally, leverage established global and regional networks to raise the necessary attention and resources around this cause. Critically, the project aims to apply a **systems-approach** to tackling child labour that moves away from project-based downstream interventions towards strengthening existing systems that are critical to tackle root causes of child labour, such as those around social protection, social finance, and education and skills development. Since the project focuses on Africa, the knowledge generated by the project will benefit the region beyond the targeted countries and influence the regional agenda.

ACCEL has a total project budget of USD \$26,378,349 and is being implemented in six African countries²² from November 2018 until November 2022.

1.4 Project aims and intervention logic

The ACCEL Programme has the overarching goal to accelerate the elimination of child labour in Africa, through targeted actions in selected supply chains in Côte d’Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda. To achieve this, the project is tackling three interrelated components: 1. Public policy and good governance; 2. Empowerment and representation, 3. Partnerships and knowledge sharing among global supply chain actors.

Table 1 shows the results of chain key objectives (outcome level) and respective interventions (output level) under each one of these objectives:

Table 1. Chain key objectives and respective interventions

Overall objective (Long-Term Result) is “to accelerate the elimination of child labour in Africa through targeted actions in selected supply chains in Côte d’Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda”.
Specific key objectives (Medium-Term Results) - Outcomes
(1) Improve and enforce policy, legal and institutional frameworks to combat child labour in global supply chains.
Respective results (Short-Term Results)- Outputs

²² Côte d’Ivoire, Egypt, Mali, Malawi, Nigeria, Uganda.

- 1.1 Roadmap on child labour with prioritized actions in each of the selected supply chains developed in consultation with ILO constituents and key stakeholders.
- 1.2 Research reports and accompanying data sets on the prevalence of child labour in target countries, including supply chains sectors, in response to current knowledge gaps developed
- 1.3 Child labour policies, laws and regulations drafted and validated with key stakeholders in target countries.
- 1.4 Proposals for mainstreaming child labour issues into existing national, sectoral policies, programmes and into supply chain sustainability initiatives and programmes.
- 1.5 Capacity of national stakeholders to advocate for adoption, funding and implementation of policies, programmes, laws, and regulation.
- 1.6 Social dialogue on child labour among worker's and employers' organizations and the government strengthened

(2) Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized

- 2.1 Private sector in the targeted supplies chains have strengthened their capacities for improving compliance (due diligence and remediation) on child labour.
- 2.2 Men and women in member-based organizations, such as cooperatives, have better access to productive, welfare and financial services and improved their capacity to address child labour issues within their business.
- 2.3 Workers and producers at the lowest tiers of the supply chain are supported to diversify and enhance their livelihoods, with special attention to the specific needs of women
- 2.4 Workers at the lowest tiers of the supply chain are empowered to exercise their fundamental principles and rights at work including through joining unions and associations
- 2.5 Boys and girls in vulnerable communities' access relevant quality education, and skills training, including support for the school-to-work transition
- 2.6 District and communities have developed community-based multi-stakeholder compliance monitoring mechanisms/due diligence initiatives and have improved capacities to address child labour issues, considering individual needs of boys and girls
- 2.7 Feasibility Study and Design Phase for a Development Impact Bond (DIB), or a similar innovative finance mechanism, developed

(3) Strengthening partnership and knowledge sharing among global supply chain actors working in Africa

- 3.1 Improved capacity of African National Statistical Offices to measure child labour in view of reporting on SDG indicators 8.7
- 3.2 Knowledge sharing mechanisms put in place for accurate and easily accessible information on child labour in Africa in line with Alliance 8.7
- 3.3 Awareness-to-action strategy against child labour in Africa targeting consumers in final layers of GSCs and regional networks developed and rolled out
- 3.4 Communication and awareness raising on child labour is reinforced in the Africa region
- 3.5 multi-stakeholder partnerships to accelerate progress in eliminating child labour in Africa in supply chains strengthened

While the overall project strategy is outlined in a broad project document, the project took a country-driven approach by holding national consultations and producing country-specific project strategies and theories of changes, enshrined in 'Country Annexes'. This approach, although time

consuming, aimed to ensure that the project strategy is sufficiently tailored to country-specific contexts.

1.5 Project governance

The project is managed according to ILO processes and procedures following the ILO management structures. Each country component is implemented, managed, and overseen by the relevant Country Office, with the support of senior technical specialists in Fundamentals and relevant Decent Work Teams in field offices.

Project implementation is carried out jointly by ILO Country Offices covering Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda and a technical and support team based in Abidjan at the ILO Regional Office for Africa.

Staffing

The team consists of the following members:

- Chief Technical Advisor (P5)
- Supply Chains and Enterprise Specialist (P3)
- Research Officer (P3)
- Programme Officer (P4)
- M&E and Knowledge Management Officer (P3)
- Communication Officer (P3)
- Social Finance Officer (P3)
- Country-level National Project Coordinators

In addition, to support work around social finance and other specific issues, national teams are being supported by long-term consultants who provide technical support around highly specialised implementation areas, such as social finance. Findings from primary data collection suggest that staffing is considered sufficient and effective to meet the requirements of the project, although technical expertise on social finance is somewhat over-stretched.

Management arrangements

Overall technical backstopping is done by the Fundamentals department, as the department chiefly responsible for child labour issues in the ILO. However, due to the innovative upstream approach going slightly beyond the traditional approach to tackling child labour, the project team is also closely working with the Enterprise and the Social Protection departments. Collaboration between these different departments has been at the heart of the innovative ACCEL approach, illustrated by the fact that certain team members, such as the Social Finance Officer are co-founded and co-managed by different departments. Although this highly integrated way of working has brought with it several challenges regarding clear reporting lines and overall workloads, respondents overall felt that cross-departmental working has been very effective, allowing them to stay grounded in their technical expert 'family' while also bringing their expertise to other teams and vice-versa. Cross-fertilisation of ideas and approaches has been viewed as a key positive result of this deliberate integrated way of working.

1.6 Project status at mid-term

The project completed its inception phase at the end of 2019 and received final donor approval of the country annexes in December 2019, ready to commence fully-fledged implementation at the beginning of 2020. However, 2 months into implementation, the COVID-19 pandemic hit the world, severely impacting on the project's ability to roll-out. Travel bans and other lock-down measures, such as office closures, resulted in the project having to cancel a large proportion of scheduled activities, such as field missions, training workshops, and other face-to-face encounters. Staff were working from home across country offices and recruitments slowed down. Although, over the course of 2021 lockdown measures have eased in most countries and work has slowly started to resume across all focus countries, the pandemic has significantly impacted on project delivery across the board.

While the COVID-19 pandemic affected all countries, its impact was felt differently in different countries, lock-down measures took different forms and were eased at varying speeds across the target countries.²³ Notably, the socio-economic impact of the pandemic was less pronounced in Mali and Cote d'Ivoire, compared to the other target countries.²⁴ This, as well as other contributing factors, has led to the project progressing at different speeds in the various countries.

While work on **Outcome 1** progressed slowly but steadily across all countries, community-level activities under **Outcome 2** have progressed most in Egypt with 10% of activities completed and only 14% delayed, compared to Mali and Nigeria that reported a 75% and 64% delay respectively. Outcome 3 appears to have been least impacted by the pandemic, especially in communication and using online platforms, such as the projects' webpage, Twitter, and Facebook accounts. The number of visitors of the project's webpage during the reporting period was more than 27,599 people while there are 7,217 and 8,959 followers of the project's Twitter and Facebook accounts respectively. The project has been also able to produce several written articles and videos advocating for taking actions against child labour in supply chains in Africa delivering messages with a particular focus on real human stories.²⁵

²³ KII with Regional Office Informant

²⁴ ILO, *Progress report 2* (internal document shared with the evaluation team, 2021).

²⁵ Ibid.

2. Evaluation background

In line with ILO's evaluation policy, ILO requires a Mid-Term Evaluation of the ACCEL Africa project with a focus on *“reviewing the implementation of the project to identify strengths and weaknesses, lessons and good practices to be learned, and provide practical recommendations for improvement.”*

In accordance with the above, the Mid-Term Evaluation focuses on:

1. Independently assessing the results achieved of the project across the three objectives and 12 outputs; assessing final performance and delivery as per the foreseen targets and indicators of achievement; strategies and implementation modalities chosen; partnership arrangements, constraints, and opportunities in the participant countries in the project namely, **Côte D'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda.**
2. Providing strategic and operational recommendations as well as highlight lessons learned and best practices to improve performance and delivery for the remaining duration of the project and for similar future projects addressing the child labour in the supply chain.

The specific objectives of the evaluation are to:

- a) Assess the relevance and coherence of project's design regarding the region and country needs and how the project is perceived and valued by the target groups.
- b) Identify the contributions of the project towards, the SDGs, the countries UNSDCF and DWCPs, the ILO objectives and Country Programme Outcomes, the African Union *Ten Years Action Plan on Child Labour, Forced Labour, Human Trafficking and Modern Slavery* and its synergy with other projects and programs.
- c) Analyse the implementation strategies of the project and their effects regarding their potential effectiveness in achieving the project outcomes and impacts, including unexpected results and factors affecting project implementation (positively and negatively)
- d) Assess the implementation efficiency of the project.
- e) Review the institutional set-up, capacity for project implementation, co mechanisms and the use and usefulness of management tools including the project M&E methodology
- f) Assess the planned strategies for outcomes' sustainability and orientation to impact
- g) Assess the role knowledge management (KM) and communication strategy in raising the profile of the project within the country and among the cooperating partners
- h) Identify lessons learned and potential good practices for the key stakeholders. The determinants of success and non-success (lesson to be learned) of the project for the key stakeholders.
- i) Provide strategic recommendations for the different key stakeholders to improve implementation of the project activities and alignment of project objectives.
- j) Examine the project's response to the restrictions imposed by COVID-19 on repurposing project funds or activities, how did the project pivot or deal with the restrictions on project activities, if any.

2.1 Scope

The geographical scope of the evaluation: The mid-term evaluation assesses the ACCEL regional project implementation in the six participant countries: **Côte D'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda.**

The project time frame: The mid-term evaluation assesses progress from November 2018 to the end of Aug 2021. Since data collection for the Mid-Term Evaluation was purely qualitative, data on Key

Performance Indicators was sourced from available internal monitoring documents, covering the period from November 2018 to March 2021.

The programmatic scope: With reference to the TOR, the mid-term evaluation covers the planned outputs and outcomes under the project, with particular attention to synergies between the components and contribution to regional and national policies and programmes. In addition, the evaluation assesses to what extent cross-cutting themes including gender equality and social dialogue and tripartism, international labour standards have been considered.

2.2 Clients of the evaluation

This evaluation was carried out in line with the requirements of the ILO Evaluation Policy. ILO project evaluations are conducted to provide an opportunity for the Office and its funding partners to assess the appropriateness of design as it relates to the ILO's strategic and national policy framework, and consider the effectiveness, efficiency, and sustainability of project outcomes.

The primary users of the Mid-Term Evaluation are as follow:

- **ILO constituents**
- **Implementing partners**
- **The donor**
- **ILO** (Country, regional and HQ levels)
- **Other stakeholders** (e.g., CSOs, direct beneficiaries, other counterparts)

2.3 Key evaluation criteria and questions

The Mid-Term Evaluation was conducted in line with ILO's policy and guidelines for evaluation which adhere to the OECD DAC principles and UNEG Norms and Standards for Evaluation and covers the following evaluation criteria:

- Relevance and strategic fit
- Effectiveness of project implementation and management arrangements
- Efficiency of resource use and project set-up
- Impact orientation by the project set-up, and impacts achieved vis-à-vis defined objectives and outcomes
- Sustainability and continuation of project-induced activities and impact beyond the project's lifespan
- Other cross cutting-themes as explained above.

In line with the results-based approach applied by the ILO, the evaluation focuses on identifying and analysing results through addressing key questions related to the evaluation criteria and the achievement of the outcomes/ objectives of the project.

Table 2 shows the key evaluation questions, which were assessed during the Mid-Term Evaluation process.

Table 2: Overview of Evaluation Criteria and Evaluation Questions

Evaluation Criteria	Questions
Relevance, coherence, and strategic fit	<ol style="list-style-type: none"> 1. Is the project coherent with the government’s objectives, National Development Frameworks, UNDSFs and DWCPs, ILO programme and budget 2018-2021? Does it support the targets of the relevant SDGs and AU action plan? 2. Is the project coherent with beneficiaries’ needs (i.e., Men & women, boys & girls, and other vulnerable groups)? 3. How does the project complement and fit with other on-going ILO programmes and projects in the countries? What links have been established so far with other activities of the UN or other cooperating partners operating in the countries in the decent work?
Validity of design	<ol style="list-style-type: none"> 4. Does the project address the major causes of Child Labour in the targeted countries in Africa? 5. Is the project design being realistic (in terms of expected outcomes, outputs, and impact) given the time and resources available, including performance and its M&E system, knowledge sharing and communication strategy? 6. Is the project Theory of Change (ToC) being comprehensive, and does it integrate external factors and is based on systematic analysis?
Project effectiveness	<ol style="list-style-type: none"> 7. What progress has been made towards achieving the overall project objectives/outcomes? 8. Has the project been effective in terms of delivering outputs and outcomes? (Disaggregated by gender, geographic area, sector, and project component). And why? 9. Which have been the main contributing and challenging factors toward the project’s success in attaining its targets? 10. Has the management and governance structure been put in place and worked strategically with all key stakeholders and partners in participating countries, ILO, and the donor to achieve project objectives? 11. To what extent is the COVID-19 Pandemic influencing project results and effectiveness? How has the project addressed this influence and is it ready to make other changes for the rest of the project’s duration? 12. To what extent has the project had a well-structured M&E system to track the progress throughout its duration?
Efficiency of resource use	<ol style="list-style-type: none"> 13. Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project’s outputs and outcomes? If not, why, and which measures are taken to work towards achievement of the project’s outcomes and impact? Could the same results have been achieved for cheaper? 14. To what extent are the project’s activities/operations and the disbursements and project expenditure in line with the schedule of activities as planned? (Time efficiency)? Were there any delays/gaps in disbursements? And if any, how were they dealt with?

	15. What are the key risks for the project in terms of efficiency and hindering factors of the objectives' achievements on time due to COVID19?
Impact orientation	<p>16. Has the project contributed to a significant change, influence in practices, perceptions, governance or enabling environment on the child labour and other areas on policies at national and sub national levels?</p> <p>17. Has the project successfully managed and shared any generated knowledge, and built evidence with relevant internal and external stakeholders on the outcomes & impact levels?</p> <p>18. Has the project contributed to change in practices, perceptions, social dialogue, governance, or others in an effective manner?</p> <p>19. Are there any unintended results of the project that have been identified or perceived?</p>
Sustainability	<p>20. Does the program strategy and approach management have a sustainability plan and exit strategy developed and being implemented?</p> <p>21. How has the sustainability approach, adopted in the project, been affected by COVID19 in context of the national responses, and what are the mitigation strategies followed to move the project forward in terms of results appropriation?</p> <p>22. To what extent will national institutions and implementing partners be likely to continue the project activities/initiatives or carry forward its results without external funding or support? How does the project strengthen the key actors towards joint project ownership?</p>
Cross-cutting issues <i>(Child protection, discrimination, Human Rights and Gender equality).</i>	<p>23. Did the project planning, implementation and monitoring adopt a rights-based approach involving all project stakeholders?</p> <p>24. Did the project planning, implementation and monitoring adopt a gender equality and non-discrimination approach?</p>

2.4 Evaluation timeline

The MTE has taken place between September 2021 and December March 2022. Table 3 outlines the key dates and deliverables.

Table 3. Evaluation timeline

Item	Date
Desk review, preliminary interviews with project chief technical advisor and the donor towards development of the inception report	Sept 1 – 21 (2021)
Feedback on the inception report	Sept 21 - 27
Revisions on the inception report	Sept 27 - Oct 8

IRB ethical clearance	Sept 27 - 30
Consultations with key stakeholders, data collection	Sept 30 - Nov 12
Country-level validation workshops	Nov 5 - 12
Data analysis, preparation of draft evaluation report	Oct 15 – Jan 21 (2022)
Circulate draft report to key stakeholders, consolidate comments and send to evaluation team	Jan 21 – Feb 24
Incorporate comments and inputs including explanations if comments were not included	Feb 24 - 15 Mar
Approval of report by EVAL manager	Mar 20
Official submission to CO for dissemination and management response	Mar 29

3. Methodology and limitations

3.1 Approach and methods used

Contribution analysis: The Mid-Term Evaluation adopted a contribution analysis approach. This approach examines to what extent, and through which pathways, project activities have contributed to larger scale outcomes and outputs, as well as contributions of the project towards the SDGs, the target countries UNSDCF and DWCPs, ILO objectives and country programme outcomes, the AU Action Plan on Child Labour.

Theory-based evaluation: As the project is based on one overall and six country-specific Theories of Change and is guided by a comprehensive logical framework, the evaluation has focused on identifying causal links that support or revoke the logical framework/results chain of the project.

Qualitative approach: The evaluation has employed a qualitative approach, with a detailed literature review, semi-structured Key Informant Interviews, and interactive Focus Group Discussions. Tailor-made guides for each category of stakeholders have been developed to guide data collection.

Following an in-depth document review and virtual consultations with project main stakeholders and the production and approval of the Inception Report, data collection was undertaken from October 1 to November 12, 2021. Data was analysed, validation workshops were held in each target country, and the evaluation report was produced.

3.2 Sampling strategy

The following criteria were applied for the purposeful selection of Key Informants and Focus Group Discussion participants:

1. **Type and category of stakeholders:** The evaluation systematically collected data from the following different types of stakeholders:
 - o Government representatives
 - o CSOs (including workers and employers' organisations as appropriate) and capacity building providers

- Development partners that were involved in the different phases of the project
 - ILO project team members who were involved in the different phases of the project-Including some of the
 - ILO consultants
 - The private sector
 - Direct end beneficiaries - including community leaders in some countries.
2. **Logistics and physical accessibility.** The sampling strategy considered the challenges, limitations, and constraints that the national consultants might face in reaching the target groups in the field. Some examples of these constraints are long distance to the field, logistics issues, poor internet or telephone connectivity, the availability of some stakeholders during the data collection activities and others.
 3. **Limitations due to COVID-19 restrictions.** The sampling strategy and methods used for data collection (face-to-face or online) squarely considered COVID-19 restrictions in the focus countries. The national consultant only undertook field visits when the respective ILO country office determined that it is safe to do so. Consultants took all available precautionary measures, including holding consultations in well-ventilated areas, wearing personal protective equipment, and regularly applying hand sanitizers.
 4. **The stakeholders' engagement in the different key project pillars in each country.** With this, the sampling strategy ensured good representation of all the actors in the different project interventions from Nov 2018- Aug 2021.
 5. **Geographical representation.** Particularly when identifying the direct end beneficiaries.
 6. **Supply chain sector.** In each of the 6 participating countries, all relevant sectors were addressed when identifying stakeholders.
 7. **Gender balance.** This was considered when identifying the key stakeholders to be interviewed/consulted-particularly those who were targeted for the FGDs.

3.3 Data sources

Comprehensive desk review

The evaluation process included a comprehensive review of relevant materials, including the Project Document, progress reports, project outputs, results of internal planning, baselines, and follow-up indicators in addition to the implementation agreements, other M&E data. Relevant materials from secondary sources, such as external reports and any other relevant secondary data sources, were consulted. A comprehensive list of documents consulted can be found in Annex 1.

Key informant interviews and focus group discussions

Key Informant Interviews (KIIs) with key partners, stakeholders and staff were conducted and focus group discussions (FGDs) with partners and end-beneficiaries were held. An overview of categories of informants and focus group discussion participants can be found in Annex 2. Data collection was either recorded or, when consent for recording was not given, detailed notes were taken.

3.4 Evaluation norms, standards, and ethical safeguards

The Mid-Term Evaluation was conducted in line with ILO's policy and guidelines for evaluation which adhere to the OECD/DAC principles and [UNEG Norms and Standards for Evaluation](#).

The evaluation followed a human-rights-based approach by promoting and protecting human rights. Including the human rights perspective in evaluations means (i) addressing the process to people, (ii)

setting tools and approaches appropriate for collecting data from them; (iii) set-up processes of broader involvement of stakeholders, and (iv) enhance access of the evaluation results to all stakeholders.

Integrating Gender Equality in Evaluation. Furthermore, the evaluation applied a gender-responsive approach. This implies (i) applying gender analysis by involving both men and women in consultation and evaluation's analysis, (ii) inclusion of data disaggregated by sex and gender in the analysis and justification of project documents; (iii) the formulation of gender-sensitive strategies and objectives and gender-specific indicators; (iv) inclusion of qualitative methods and use of mix of methodologies, (v) forming a gender-balanced team, and (vi) assessing outcomes to improve lives of women and men. Thus, analysis of gender-related concerns were based on the [ILO Guidelines on Considering Gender in Monitoring and Evaluation of Projects](#) referring to guidance note dated June 2020 v.3 (v.1-2013).

The Evaluation team put into place a detailed plan as to how they would ensure the ethical obligations of evaluators and ethical safeguarding for stakeholders involved in the evaluation. The research team obtained approval from Includovate's Institutional Review Board (IRB) for all research involving human participants. A detailed form was submitted and approved prior to any research undertaken by Includovate or Includovate contractors. The IRB determined, after learning about the study's aims and justification, background and literature review, research design and methodology, recruitment of participants, procurement of consent, reimbursement or incentives to participants, risks to participants, collection of data and privacy and confidentiality, and the publication and dissemination of results that the proposed research meets their very high standards of ethical consideration.

Specific ethical considerations in place for this study included:

- Consent forms were given to all participants and no data collection took place without obtaining full and informed consent.
- Differentiated consent forms for participants in the KIIs or FGDs, depending on the medium of interview taking place.
- Explaining to participants that all answers are voluntary and that they can skip any questions that they wish to and withdraw their participation in the study at any time.
- Significant specific recommendations were in place for both participants and researchers with regards to COVID-19, including complying with all regional and national laws and policies in which in-person data may be collected. In addition, all researchers, whenever possible, maintained social distancing measures, wore PPE including a mask whenever engaging with stakeholders, conducted interviews in well-ventilated areas, and ensured that no harm came to any participants.
- Confidentiality was ensured by assigning all interviewees anonymous codes, with no names of individual participants being used in any publications emergent from this research.
- To ensure any real or perceived coercion was avoided during the consent process, we waited until any authorities or people of power had left the participant's room before seeking consent. We ensured the respondent felt safe to discuss their answers by asking them where they would like the questions to be asked, or if they would like us to come back at an alternative time/location. This ensured our participants felt that they had options and did not have to participate in the study.

4. Findings

4.1 Relevance, coherence, and strategic fit

Key question: To what extent are the project and respective interventions suited to the priorities, concerns and policies of the targeted groups, partners, and donors within the supply chains in the targeted countries?

4.1.1 Is the project coherent with the government's objectives, National Development Frameworks, UNDSFs and DWCPs, ILO programme and budget 2018-2021? Does it support the targets of the relevant SDGs and AU action plan?

The project employed an effective two-pronged approach to project design, which allowed for the development of a coherent overall project document well aligned with international commitment around child labour as well as for the elaboration of country-specific annexes. The latter were developed in the respective target countries through highly consultative processes, bringing together a wide variety of relevant stakeholders in each country. As a result, the project design is considered relevant at regional and country-level and coherent with international, regional, and national frameworks and commitments on child labour, human rights and GSCs. These include the UN Guiding Principles on Business and Human Rights, the ILO Tripartite Declaration on Multinational Enterprises and Social Policy, the Resolution adopted by the International Labour Conference in 2016 and the Plan of Action agreed by the ILO Governing Body in March 2017 to reduce the decent work deficits in global supply chain.

In particular, the project is aligned with Sustainable Development Goals 1, 5 and 8 with particular focus on Target 8.7 which calls on all UN Member States to take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour, and by the end of 2025 to end child labour in all its forms.

The project also contributes to the implementation of the African Union Ten Years Action Plan on Child labour, Human Trafficking and Modern Slavery for the Promotion of Employment and Poverty Alleviation in Africa (adopted by the African Union Summit in January 2015) which, in the spirit of Alliance 8.7, calls for the coordination of efforts between international organizations, bilateral donors, the African Union, the Regional Economic Commissions and the Member States to support Africa's efforts towards achieving sustainable development and for policy coherence and partnership at the local, national, continental and international levels (priority 2.8).

At country-level, country-annexes are well-aligned with national development frameworks throughout and are contributing to the following UNDAF outcomes in each focus country:

- **Côte d'Ivoire:** UNDAF 2017-2020: Priority 2 on Human development (health services, education, nutrition, social protection, drinking water and sanitation).
- **Egypt:** United Nations Partnership Development Framework (UNPDF) 2018-2022: Outcome 2 on Social Justice.
- **Malawi:** UNDAF 2019-2023: Pillar 2 Population Management and Inclusive Human Development and Pillar 3. Inclusive and Resilient Growth.
- **Mali:** UNDAF 2015-2019: Pillar 4 in particular: Inclusive growth and Sustainable Development.
- **Nigeria:** United Nations Sustainable Development Partnership Framework (UNSDPF) 2018-2022: Result 2 on Equitable Quality Basic Services; and
- **Uganda:** United Nations Sustainable Development Partnership Framework (UNSDPF) 2018-2022: Pillar 2 on Shared Prosperity in a Healthy Environment.

The overall project strategy is also firmly aligned with ILO's Integrated Strategy on Fundamental Principles and Rights at Work 2017-2023.

4.1.2 Is the project coherent with beneficiaries' needs (i.e., men & women, boys & girls, and other vulnerable groups) and decent working conditions in general and in supply chains in particular?

In the original project design, it was envisaged that each country would undertake baselines assessments in each selected value chain and based on the findings of these assessments, would develop specific tailor-made interventions. However, in most countries, there were significant delays in rolling-out these baseline assessments, and in some cases specific value chain studies were merged with child labour baselines assessments, as happened in Malawi, bringing with it challenges in finding appropriate multi-sectoral skill sets amongst service providers to carry out such integrated assessments. This, in addition to delays caused by COVID-19 lock-down measures and disbursement challenges caused significant delays in, for example in Malawi, leading to the slow start of baselines assessments.

Despite these delays, some interesting assessments²⁶ were undertaken that have yielded critical insights, such as:

- ***Study on labour force demands as root causes of child labour (Uganda)***: This study aimed to understand the household farming models for coffee to establish labour demands, labour supply and labour management deficits on labour in the coffee value chain. The study presents several approaches to support farmers to increase their profitability, such as the use of mechanized farming practices, which could be enabled through the provision of social finance.
- ***Assessment of financial and non-financial service providers (Uganda)***: This assessment identified financial and non-financial service providers and their distribution channels serving low-income populations with a special focus on the agriculture market in the tea and coffee supply chain. It recommended that the project invests in financial literacy, the provision of agricultural extension services.
- ***Mapping and Assessment of Multi-stakeholder child labour monitoring systems (Uganda)***: The study assessed the existing child labour monitoring systems in the country. The findings informed the formulation of a draft plan with innovative approaches (including innovative technologies for data collection) to strengthen, improve and scale-up existing child labour monitoring mechanisms at the national as well as district level.
- ***Study on the identification of informal economy learning in the regions of Kayes, Sikasso and Segou (Mali)***: This research identified and assessed small-scale production units in the informal economy in the regions of Kayes, Sikasso and Segou in Mali as well as the apprenticeship training capacities existing in these areas to accommodate young apprentices within the framework of the ACCEL project. The study involved a sample of 1,396 apprenticeship teachers, randomly selected in the above-mentioned regions.
- ***Roadmap for the elimination of child labour in gold mining through the development of the cooperative movement (Mali)***: This evaluation is part of the assessment of needs of cooperative societies to combat child labour in gold mining through the development of the cooperative movement in Mali. The study was aimed at both grassroots cooperatives and the umbrella structures of cooperative mining companies in Mali. It was carried out and highlighted the needs to support

²⁶ It is worth mentioning that such assessments highlight the need for specific types of interventions. However, data gathered for the purpose of the assessment would probably also be used as baseline for the progress monitoring, but probably not all indicators to monitor the intervention can be 'baselined' before the intervention is designed.

initiatives to combat child labour. The findings of the study were used to inform ACCEL interventions before project implementation started.

Egypt has conducted several assessments/studies that informed the implementation of the project as follows:

1. Assessments of financial and non-financial services providers: This study examines the supply as well as the demand sides of financial services that target rural households and agricultural sector segment in targeted governorates in Egypt. The results of the study were used to develop a preliminary social finance intervention model that outlines the roles that could potentially be played by the different stakeholders in the cotton value chain to support the target segment in better managing their finances and offer them financial solutions that suit their cash flow cycles and their needs as to eliminate their need to engage in child labour.
2. Understanding the labour force demand as the root causes of child labour
3. Assessment and developing of Child labour Monitoring System (CLMS)
4. **Assessment of the needs of Child Labour Centres (Egypt):** This study assessed the needs of 14 child labour centres that were established in various governorates in Egypt as a means of serving/protecting child labourers and working with parents/children to help prevent the spread of the phenomenon. The study, which was presented to Egypt's Ministry of Social Solidarity, recommended a course of action that would lead to their activation/rehabilitation of child labour centres.
5. Needs assessments were undertaken for Ministry of Manpower Labour and OSH departments, NCCM' child protection committees.

In **Côte d'Ivoire**, the project had planned studies on the cocoa value chain to enrich knowledge and guide actors towards a roadmap for the elimination of child labour in the cocoa value chain. Political developments regarding cocoa sustainability have made these studies less of a priority. Indeed, the elimination of child labour in the cocoa value chain has become a high priority in Côte d'Ivoire. This change in level of priority is linked to the binding legislation envisaged in the European Union and has paved the way for discussions leading to a cocoa sustainability strategy integrating the issue of Child Labour. Regarding the gold value chain, the value chain analysis study was launched in collaboration with UNICEF.

Also, the project held consultations with the General Confederation of confederation of Enterprises of **Côte d'Ivoire** (CGECI) to carry out a needs assessment of employers' organizations in the fight against child labour. As per the findings and recommendations of the study, trade unions have very little presence in the agriculture sector, and hence, the project shall facilitate the trade unions for organizing workers in agriculture and promoting the FRRW among the value chain sectors. Also, the project supported the inner-Union Committee for the fight against Child labour (CILTE) to develop action plan based on the needs assessment. However, some projects preceded ACCEL Africa:

- LUTRENA project (project to combat cross-border child trafficking in West and Central Africa for the purpose of labour exploitation), from 2002 to 2008, carried out multiple activities of social mobilization, research, reinforcement capacities of leaders from public authorities, workers organizations and employers' organizations, as well as those of national NGOs against child trafficking in West African countries (Côte d'Ivoire, Mali, Ghana, Guinea, Togo, Benin, Burkina Faso, Niger) and Central Africa (Cameroon, Gabon).
- The WACAP project (Project to combat child labour in commercial agriculture – cocoa, coffee, and cashew) was set up from 2003 to 2006 to strengthen actions to combat the specific practices of the worst forms of child labour in the agricultural sector.
- The project called "Towards cocoa-growing communities free of child labour in Côte d'Ivoire and Ghana, through an integrated regional approach" or even CCP (cocoa-producing communities

project), backed by the action framework of the protocol Harkin-Engel signed by the governments of Côte d'Ivoire and Ghana, is adopted, and executed from December 2011 to March 2015.

- Two other public-private partnership projects have also been developed with the support of cocoa manufacturers, to strengthen new initiatives:
 - GIG (Global issues group): Group on the major problems of the Chocolate and Cocoa Industry (ADM, Barry Callebaut, Cargill, Ferrero, Hershey Company, Kraft Foods, Mars, Incorporated and Nestlé)
 - PPP-Mars: Public-private partnership project “Creating a protective environment for children in 15-20 cocoa growing communities in Soubré, Côte d’Ivoire” between the Mars Group and the ILO, October 2012- March 2015

However, overall, significant delays in carrying out the planned assessments resulted in the intended strategy of ensuring evidence-based intervention planning proved difficult in some target countries. However, the fact that the country annexes were designed in a collaborative way in-country, ensured a sufficient alignment with country-level needs of beneficiaries to allow for the design of relevant project interventions.²⁷

Recommendations:

- Streamline the development of Terms of References, the identification of suitable service providers and, where possible, contracting procedures for studies. In this regard, it is highly advised to make sure that a clear and endorsed methodology to carry out Value Chain Analysis (VCA) studies with specific reference to child labour and Fundamental Principles and Rights at Work (FPRW) is available within the ILO
- Ensure that assessments are firmly based on already available evidence and only conduct primary data collection where strictly necessary and in a highly focused manner.
- Firmly integrate assessments into the project inception phase to ensure findings can influence project design and implementation.

4.1.3 How does the project complement and fit with other on-going ILO programmes and projects in the countries? What links have been established so far with other activities of the UN or other cooperating partners operating in the countries in the decent work?

Across the focus countries, there appears to be coherence and complementarity with other ILO programmes, projects, and approaches. Most notably, several countries, such as Egypt, Uganda, Nigeria, and Malawi have adopted the SCREAM awareness raising methodology. In addition, strong synergies with other UN Agencies and external partners were built in, for instance, Egypt, where strong collaboration with GIZ on Dual Education and collaboration under the Better Work Programme with UNIDO was reported to be contributing towards joint progress to eradicate child labour and its root causes.²⁸ On the other hand, in Uganda, collaboration with the IFC, UNHCR, UNICEF, the World Bank, the Government of the Netherlands and other stakeholders, ACCEL is implementing efforts on skills training for boys and girls who are at risk or engaged in child labour in the refugee host communities.²⁹ In Mali, a similar approach was found to be rolled-out with ENDA MALI and other projects also funded by the Government of the Netherlands and Brazil.³⁰

In Egypt, a partnership to accelerate child labour elimination and enhance prevention in the Egyptian cotton-textile value chain has been established with UNIDO Better Cotton project. An action plan and log frame were developed and agreed upon to conduct joint awareness raising activities and

²⁷ KII, Egypt. KII Nigeria

²⁸ KII, Egypt

²⁹ KII, Uganda

³⁰ KII with development partner Mali

hold consultation with the key textile/cotton value chain stakeholders (private and public) to strengthen their capacities on compliance with international labour standards.

Furthermore, within the framework SDG/Alliance 8.7, ACCEL has engaged with other UN agencies namely, FAO, UNICEF, and IOM in, for instance, Uganda and is also working in close collaboration with Work No Child Business (WNCB), a Dutch Funded project in Uganda and in Mali, mainly at national level and in relation to policy work. In Mali, ACCEL is well aligned with the CLEAR Cotton project, while ACCEL Malawi has established strong linkages with ‘Research to Action’ in developing a national research agenda on Fundamental Principles and Rights at Work. In Nigeria, ACCEL has established linkages with the FMM West Africa Project on strengthening Alliance 8.7 and the FAIRWAY project on developing a code of conduct for Public Employment Agencies.

4.2. Validity of design

Key question: To which extent is the project design appropriate for the cultural, economic, and political context in which it works linked to the supply chain in each of the participating countries?

The project has selected critical supply chains in most of the focus country that are vital for the respective economies and known for the widespread use of child labour along them. Notably in Uganda (tea and coffee), Egypt (cotton), Mali (gold and cotton), Côte d’Ivoire (gold and cocoa), and Nigeria (cocoa and gold), the selected commodities constitute key export commodities, contributing a large fraction of the foreign exchange earnings for the country. In these countries, the target value chains are listed in the USDOL list of goods produced with child labour or forced labour.³¹

Despite this overall strong validity, the selection of coffee (in addition to tea) in Malawi appears less justified. The most important supply chains in Malawi are tobacco, followed by tea and sugar. Coffee is not widely grown or processed in the country. As such, concerns were raised as to the validity of the selection of coffee as a focus supply chain and it was recommended to consider adding sugar stakeholders to selected project activities, such as capacity building. Sugar might provide an opportunity to scale-up the project’s impact and increase its financial delivery rate in addition to the targeted supply chains.

Recommendation 4

- Engage in conversations with the donor on possibly shifting from coffee to sugar as a focus supply chain or alternatively to invite sugar value chain actors to some of the capacity building activities.

4.2.1 Does the project address the major causes of child labour in the targeted countries in Africa?

The overall approach of ACCEL, with its up-stream, systems-level, and supply chain focus, allowed the project to focus on major root causes of child labour, such as wide-spread poverty and lack of profitable decent work opportunities for parents and caregivers. The project’s non-traditional focus on social protection and social finance, in addition to interventions focused on skills development and education, has allowed ACCEL to move beyond symptoms to addressing underlying structural causes of child labour in the target countries. Moreover, during the inception phase, country-specific problem analysis of child labour and its root causes in the respective target countries were

³¹ U.S. Department of Labor, Bureau of International Labor Affairs (2021). *List of Goods Produced by Child Labor or Forced Labor*. Available at <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>

undertaken, which formed the basis for the development of country-specific ToCs and interventions strategies.

Despite the promising overall design and country-led approach, the fact that most baselines studies that would have provided significant detail on specific challenges and bottlenecks, were not done in time to influence project design, has somewhat limited the project's ability to be highly and strategically focused on its interventions.

4.2.2 Is the project design realistic (in terms of expected outcomes, outputs, and impact) given the time and resources available, including performance and its M&E system, knowledge sharing and communication strategy?

As per primary data collected for this evaluation, the evaluators' own assessment and the evaluability review,³² and as it stands, the outcome combines two distinct workstreams, both downstream livelihoods support and up-stream promotion of responsible private sector conduct.³³ Given that the approach employed is piloting a new way of tackling child labour, an over-ambitious project design might make the achievement of project outputs and outcomes challenging. However, it is worth mentioning that the ILO has solid expertise in terms of livelihood support by adopting some workable approaches and methods such as GETAHEAD, WIND, and TREE in addition to the ILO capacity to approach the private sector through its tripartite structure.

In addition, primary data collected³⁴ suggests that, overall, the project design relevance to ending child labour in the target communities and selected supply chains could be improved by including greater focus on norm-change aiming to address deep-rooted perceptions of the unavoidability of child labour and the wide-spread scepticism of the value of education.

4.2.3 Is the project Theory of Change (ToC) comprehensive, does it integrate external factors and is it based on systematic analysis?

The project designed an overarching ToC in the Project Document, which was subsequently complemented by country specific ToCs. The overarching ToC comprehensively outlines the project strategy, combining evidence-based action to strengthen public policies and community empowerment and representation with the building of strong partnership with private sector partners in the selected value chain. It considers external factors and provides a holistic view of how the project envisages to contribute to significant changes towards eliminating child labour in Africa.

While comprehensive, the ToC does not provide a very clear picture of the project's specific contributions versus other partners' work and interventions to achieve the desired change. A more explicit depiction of the specific parts that the ACCEL project envisaged to contribute to, versus challenges, actions, and changes outside the remit of the project would be helpful. It would also allow for a more detailed elaboration of risks and assumptions that might impact on the project's ability to achieve its expected results. Since the evaluation reveals that the country-level ToCs are not sufficiently adapted to the context of each country. However, the project's strategy and the relevance of ongoing interventions in the project countries are not questioned, even though these actions were developed based on the ToCs in question. Since the revision of these ToCs will not change much in the implementation, the project would consider the observations for future projects of the ILO.

³² ILO, *Evaluability assessment of the project "Accelerating action for the elimination of child labour in supply chains in Africa* (2020).

³³ Ibid.

³⁴ KII, Egypt

An analysis of the country specific ToCs shows that these are somewhat less comprehensive. Although they do include assumptions, they appear to be mostly a re-production of the Results Framework, without an apparent, clear outline of pathways to change or external factors. In addition, while most parts of the country annexes are excellent and highly-tailor made to the specific country context, the ToCs appear to be very similar across the different countries, limiting the extent to which ToCs appear to be based on country-level data. In addition, no narratives of the country-level ToCs seem to exist.

These relatively weak national-level ToCs are a missed opportunity to provide overall strategic guidance to county teams to implement this new approach to tackling child labour and should be rectified should the project roll-over into a second phase.

Recommendation 5 for an eventual follow-on phase/similar project in future:

- Develop more tailor-made and comprehensive country-level ToCs that can strategically guide project implementation and reporting throughout the life of the project.

4.3 Project effectiveness

Key question: What is the progress towards results to which the ACCEL project has contributed to attain the project objectives-including the contributing factors?

4.3.1 What progress has been made towards achieving the overall project objectives/outcomes and outputs? And how has the project contributed to this?

An assessment of project effectiveness at mid-term has been mixed across the target countries and the three outcomes.

Outcome 1: Policy, legal, institutional frameworks are improved and implemented to combat child labour in global supply chains

Overall progress towards this outcome has been mixed across the target countries. Overall, at activity-level, at mid-term, 1% of activities are considered to be completed and 29% are ongoing, while 12% of activities are delayed and 66% have not started yet.³⁵ A qualitative analysis reveals that certain opportunities for the project to contribute to systems- change and truly capitalize on its added value and comparative advantage as a project looking at child labour from an up-stream, supply-chain angle, could have been better maximized. This applies, for instance, to output 1.2, which appears to have insufficiently focused on the development of innovative research and data collection methods.

Below is a detailed description of progress towards each output.

Output 1.1 Roadmap on child labour with prioritized actions in each of the selected supply chains developed in consultation with ILO constituents and key stakeholders

The original aim of this output was to allow the project to prioritize actions for implementation based on a sound mapping and analysis of selected supply chains and the development of a comparative mapping of selected supply chains.

³⁵ ILO, *Annex 3 Country Work Plans, List of activities carried out* (provided to Includovate by the ILO Project Team, March 2021).

In countries such as **Côte d'Ivoire**, the project has opted for a mix-method approach by merging the VCA study with the Rapid Assessment study on the Artisanal and Small-scale Gold Mining (ASGM) sector to be carried out in collaboration with UNICEF. The country team has finalized the selection process and recruited a cabinet to undertake the study but has faced delays in the procurement process. Also, the project contributed to the development of a public private partnership (PPP) for the elimination of Child Labour in the cocoa supply. In addition, the government is committed to formulating a cocoa sustainability strategy that includes the fight against child labour. The contribution of the ACCEL Africa project made it possible to formulate a PPP to combat child labour in cocoa farming. This PPP has not yet passed the stage of official adoption by the stakeholders. However, it served as a basic input to address the consideration of child labour in cocoa sustainability strategies. The ILO and UNICEF have agreed to implement the PPP approach in a geographical area of the country as a pilot phase.

On the other hand, **Uganda** has carried out and finalized the VCA study in the target tea and coffee supply chains and signed an Implementation Agreement with the Ministry of Gender Labour and Social development to develop a Roadmap on the Elimination of Child Labour in the Coffee and Tea Supply Chains, and to develop a National Plan for the Fight Against Child Labour. Similarly, **Mali** has signed an Implementation Agreement with the National Unit for Combating Child Labour aiming to develop a roadmap on the elimination of child labour in cotton supply chains and gold mining and has hired a consultant to develop a National Plan for the Fight Against Child Labour. In the country, the VCA study has been merged and conducted together with the Rapid Assessment on the prevalence of child labour in the ASGM sector. Other countries, such as **Egypt**, have progressed very far in developing a project action plan in close cooperation with tripartite stakeholders. The action plan is guided by the roadmap on tackling child labour in the cotton supply chains that was developed in 2019. Within the country, the VCA study has been merged and conducted together with the Baseline Study on the prevalence of child labour in the cotton sector.

Output 1.2 Research reports and accompanying data sets on the prevalence of child labour in target countries, including supply chain sectors, in response to current knowledge gaps developed.

The aim of this output is to roll-out national child labour surveys to fill data gaps and contribute to developing innovative research and data collection to investigate how complex supply chains, with extensive transformation, can be mapped and how child labour prevalence can be calculated in different steps of the chain. Mali, Uganda, and Malawi have to-date completed several studies, mostly comprising rapid assessment or qualitative studies, such as the Rapid Assessment of Child Labour in Traditional and Small-Scale Mining in Mali and the qualitative study of Malawi's tobacco tenancy farming system. In addition, Malawi, Egypt, Uganda, and Cote d'Ivoire have commenced work through their respective national institutes of statistics to collect larger-scale quantitative and qualitative data on child labour, including the in targeted supply-chains. However, due to limited available information on innovative research and data collection methods employed, the evaluation is not able to ascertain the extent to which research and data collection methods employed were indeed innovative.

In **Côte d'Ivoire**, the Baseline Survey on Child Labour in the department of Soubré is part of the "Work: No child's Business" Program. The program is a joint alliance composed of the Stop Child Labour Coalition (SCL) represented by HIVOS (Lead Partner), UNICEF Netherlands and Save the Children Netherlands. It funds a project to combat child labour in Côte d'Ivoire which started in July 2019 and ends in June 2024. The project will contribute to concerted global efforts to end all forms of child labour by 2025. The survey aimed to establish the baseline situation and have basic data on child labour to measure the progress and effectiveness of the "Work: No child's Business" Program in relation to the objectives set. This was a sequential mixed study that began with the quantitative

approach followed by the qualitative approach throughout the Soubré department. The collection of information started on June 26, 2020, and ended on July 21, 2020

Recommendation 6:

- Focus on systems- strengthening in research and data collection, focusing on the specific comparative advantage of ACCEL to investigate how complex supply chains, with extensive transformation, can be mapped and how child labour prevalence can be calculated in different steps of the chain

Output 1.3 Child labour policies, laws and regulations drafted and validated with key stakeholders in target countries

Significant progress towards this output was made in, for instance **Egypt**, where the following achievements were made, all with support from ACCEL:

- The Ministry of Manpower has proposed an increase of the minimum age for employment from 14 to 15 years old in the new draft labour code, which is under consideration in the Egyptian Parliament);
- A proposal to update the Child Law No. 12 of 1996 and the Ministerial Decree No. 2075 of 2010 on the Promulgation of the Executive Regulations of the Child Law to be in better compliance with the International Labour Standards was drafted and shared with national governmental committee responsible for updating the Child Law;
- A legal review on all the existing and relevant apprenticeship education programmes was conducted in collaboration with GIZ and policy recommendations were drafted; and
- The child labour hazardous work list was updated in accordance with ILO Convention 182 to specify the nature of work the children can perform. ACCEL Uganda, Mali, Malawi, Nigeria, and Cote d'Ivoire have supported the revision/elaboration of National Action Plans on the Elimination of Child Labour.

In **Côte d'Ivoire**, the project provides support to the government for the implementation of the 2019-2021 NAP. The project's contributions relate to 8 strategic actions of the NAP, namely:

- Support the improvement of non-formal education and vocational training offers adapted in departments with a high prevalence of child labour;
- Improve the capacities of master craftsmen to respect and implement the legal and regulatory provisions relating to children's learning conditions, Occupational Safety and Health;
- Strengthen the technical and operational capacities of the Labour Inspectorate and the Occupational Safety and Health Inspectorate;
- Increase the capacities of other actors involved in the fight against child labour;
- Support the extension of CMU's cash transfer programs and indigent household assistance scheme to geographic areas with a high prevalence of child labour;
- Support the extension of socio-economic strengthening initiatives for vulnerable families in areas with a high prevalence of child labour;
- Strengthen national and sector child labour monitoring systems; and
- Strengthen coordination and public-private partnership for the implementation of actions to combat child labour.

Output 1.4 Proposals for mainstreaming child labour issues into existing national, sectoral policies, programmes and into supply chain sustainability initiatives and programmes

In **Malawi**, ACCEL has supported the dissemination of the National Child Labour Mainstreaming Guide and conducted a review of the national OSH profile, which resulted in the inclusion of child labour as an issue of consideration during labour inspection, albeit a voluntary, not mandatory, issue. In Côte d'Ivoire, ACCEL contributed to the development of the public-private partnership framework

for the fight against child labour in cocoa farming and ACCEL Nigeria collaborated with UN Women to undertake a gap analysis on the ratification of ILO Convention 189 on domestic workers, including the extent of child labour in the domestic work sector. In **Egypt**, Fundamental Principles and Rights at Work, with a special focus on combating child labour, were mainstreamed in Labour and Occupational Safety and Health (OSH) national inspection checklists and labour inspectors were trained on the same. In collaboration with FEI, an employers' sensitization booklet is developed to support private sector partners to better comply with the international labour standards and national legislations and ACCEL mainstreamed a Fundamental Principles and Rights at Work, with special focus on combating child labour, in the Future of Work training toolkit and the manual. As part of its efforts to mainstreaming child labour issues into existing national, sectoral policies, programmes and into supply chain sustainability initiatives and programmes, **Egypt** has mainstreamed the FPRW in the Gender HR Manual.

In **Côte d'Ivoire**, A study carried out through the partnership with the CNAM made it possible to identify the obstacles to access to CMU (Universal Health Coverage) for cocoa producers. Based on this study, an action plan was adopted to experiment a pilot phase of access to CMU for cocoa producers and their households. It being understood that social protection (including in health) makes it possible to reduce the vulnerability of households, which vulnerability is a root cause of child labour. This pilot phase made it possible to formulate proposals on how to facilitate access to Universal Health Coverage for actors at the bottom of the supply chain. Moreover, the Ivorian Agency for the Promotion of Financial Inclusion has set up a task force to discuss financial inclusion as a means of combating child labour. To this end, the following studies were carried out:

- Study for the analysis and contextualization of financial education modules,
- Analysis of financial services offered to agricultural workers.

Output 1.5 Capacity of national stakeholders to advocate for adoption, funding, and implementation of policies, programmes, laws, and regulations

In several countries, such as **Egypt**, **Uganda** and **Mali**, trainings on child labour with stakeholders, such as labour inspectors, staff from other relevant ministries, employers' and workers' organisations, and agricultural extension services were carried out. In **Malawi**, A Training of Trainers programme for the labour inspectorate was rolled out. Cognizant of the fact that capacity is not limited to knowledge and skills, but extends to functioning systems and structures, ACCEL **Egypt**, together with WFP, has also supported the development of a referral mechanism of child labour cases to the National Council for Childhood and Motherhood. Critically, it appears that in some country-contexts, more specific targeting of stakeholders that represent the respective value chains, could have been done.

In **Côte d'Ivoire**, A capacity building process trained 15 government actors on strategic planning of labour inspection for compliance. This process led to the formulation of a labour inspection strategy to combat child labour in cocoa farming. This strategy covers the Nawa region. Also, workers' organizations have been trained on child labour and the role of trade unions in combating child labour. 30 representatives of trade union organizations have been trained. The unions have drawn up an action plan to improve their commitment to combating child labour. Additionally, an implementation agreement has been established with the General Confederation of Enterprises of Côte d'Ivoire to build the capacity of employers' organizations and enterprises in the fight against child labour. Also, 15 WIND trainers were trained by the project: 7 from the Ministry of Employment and Social Protection, 5 from the National Rural Development Support Agency (ANADER), 3 from the Coffee and Cocoa Council. The WIND approaches have helped farmers to improve their working and living conditions. Indeed, they learned to make tools to facilitate heavy load carrying and spread pesticide. They built shelter in their farms as well. The project also helped them to diversify their

sources of income through breeding and farming other crops to be less dependent on cocoa. Moreover, in collaboration with the Trade4DecentWork Project, 31 actors from government structures, employers' and workers' organizations, and civil society were trained on reporting to the ILO supervisory systems on Conventions C182 and 138.

Output 1.6: Social dialogue on child labour among worker's and employer's organisations and the government strengthened

Over the course of project implementation, ACCEL has supported a number of meetings of national bodies, such as the National Steering Committee meeting of the National Action Plan for Combating the Worst Forms of Child Labour in Egypt and the Tripartite Advisory Council in Malawi and ACCEL has also signed an Implementation Agreement with the Tea Association of Malawi, which includes support to negotiate existing sector-level Collective Bargaining Agreements, including to ensure the inclusion of child labour issues. ACCEL Uganda has supported FUE and NOTU to establish a dialogue platform on the contribution of enterprises to the elimination of child labour.

Outcome 2: Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalised

Overall progress on outcome 2 seems to have been relatively constrained as detailed below.

Output 2.1 Private sector in the targeted supply chains have strengthened their capacities for improving compliance, due diligence, and remediation on child labour

ACCEL Nigeria, Mali and Egypt have signed Implementation Agreements with employers' associations (FEI, National Council of Employers of Mali, and Nigeria Employers Consultative Association) to improve compliance on the elimination of child labour in the cocoa, cotton, and gold mining sector.

This output of the project is also carried out in close collaboration with the ILO MULTI Unit of the Enterprises Department and has seen the active involvement and engagement of private sector actors of the ACCEL beneficiary countries in the submission of Action Pledges during the 2021 International Year for the Elimination of Child Labour (YIECL) within the context of ACCEL activities related to the private sector. This included the intervention, among other speakers, of the Federation of Uganda Employers (FUE) during the Child Labour Platform (CLP) event in October 2021, focused on the discussion with business leaders on the progress toward delivering on the implementation of these commitments. Specifically, FUE presented its progress on the implementation of the following Action Pledge: "Improving business conduct and child labour compliance among FUE member companies engaged in the tea and coffee supply chains developed within the context of the ACCEL-Africa Project and in the framework of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and in alignment with the National Action Plan (NAP) for eliminating the Worst Forms of Child Labour in Uganda and Supporting Family (2020/2021-2024/2025).

In addition, as part of the CSR and capacity building process, several business tools and guides on child labour compliance and human rights are in the process of being revised and developed in different ACCEL countries, based on the UN Guiding Principles on Business and Human Rights (UNGPs) and the ILO-IOE Guidance Tools for Businesses as well as other relevant international reference material. This also includes the development, in the framework of the Uganda IA, of a Training Package for Businesses/ToT programme based on the ILO-IOE CL Guidance Tool for Businesses aimed at training employers' organizations members on responsible business conduct and compliance, especially regarding child labour.

In **Mali**, as part of “Formation ACCEL Africa ’21: Les entreprises responsables et les normes internationaux du travail: innover dans la lutte contre le travail des enfants et ses causes profonde”, training modules were also developed and the statement about the 450 cotton cooperatives is truthful.

In **Malawi**, specifically, two implementation agreements were signed with the Tea Association of Malawi (TAML) and the Employers’ Consultative Association of Malawi (ECAM) respectively to, among the others, provide support to the development of public-private partnerships and promote more effective interaction between private compliance initiatives and public enforcement activities. In the framework of the IAs, a Tea Industry Child Labour Compliance Taskforce has been set up.

In **Egypt**, in collaboration with the ILO Better Work programme, 52 garment factories received trainings on international labour standards on child labour, forced labour, discrimination, freedom of association & collective bargaining among the others. Specifically, 50 employers' representatives (13 of them being females) were capacitated on national and international labour legislation governing child labour and apprenticeship through participation in a two-days workshops entitled “Industrial Seminar on Employment, Child Labour and Apprenticeship” that took place in Cairo and Alexandria on 3rd & 4th and 16th & 17th of March 2021 respectively. Participants were introduced to the basic definition of CL, causes and factors of the prevalence of CL and the role of government, and employers to eliminate CL, the ILO-IOE- child labour guidance tool for business and the Zero Tolerance Protocol. With regard to CSR, the Federation of Egyptian Industries (FEI) in collaboration with the ACCEL Project, developed and disseminated a sensitization booklet to support private sector partners to better comply with international labour standards and, at the same time, developed a Best Practices Handbook that focuses and demarcates several best practices on CSR programmes from the RMG and textiles industry, with the purpose to raise awareness about the business case for engaging in combating child labour and complying with international best practices, act as a reference and inspiration to peer private sector organizations that are interested to contribute to eliminating child labour.

Also, there is a general obstacle for freedom of association at large in **Egypt** in addition to the efforts exerted towards better compliance with the ILSs in these areas, ACCEL cooperates with workers’ organizations regularly. There is sister project, SLARIE where works constantly for better application of the freedom of association in law and in practice. Although saying this, ACCEL is well managing its relations with relevant workers organizations in achieving its interventions since it is already in partnership with the small Farmers Organization. ACCEL focus is worker’s organizations that represent the cotton supply chain (cotton farmers and RMG workers in targeted governorates in Egypt, which is not part of the ACCEL project’s scope or work plan. Nevertheless, close cooperation with SALRIE project helped in supporting trade union committees in farming sector to be registered and included later as one of the target groups of ACCEL programme.

In **Nigeria**, the ACCEL Africa project has been working closely with the Nigeria Employers Consultative Association (NECA) within the framework of their IA, by carrying out a Knowledge, Attitude and Practices (KAP) survey for employers in the cocoa and ASGM supply chains, a gap analysis on the knowledge and skills of employers on the elimination of child labour, and a rapid assessment on the existence of codes of conduct on child labour compliance by NECA member organizations in the cocoa and ASGM sectors. The results of the studies have conducted so far to the development of a Code of Conduct on Child Labour; a Child Labour Guidance Tool for Businesses; a Reporting Template on CL; and a Code of Conduct for Private Employers Agencies (in collaboration with the FAIRWAY Project). In addition, in collaboration with NECA, the ILO-ACCEL Project carried out a capacity building workshop in August 2021 for 25 Child Labour Focal Points of NECA members of

target sectors (cocoa and artisanal gold mining) about the critical role to promote the elimination of child labour in the workplace and in the society.

In the framework of its IA with the Confédération Générale des Entreprises de Côte d'Ivoire (CGECI), the ACCEL Project is currently recruiting a service provider for the capacity building assessment of employers' organizations and private sector companies in the fight against child labour, as well as the development of a sustainable digital platform/network of enterprises in the fight against child labour and forced labour, by preparing the private sector in the country to face the present and future challenges related to child labour and forced labour in key supply chains.

In their statement of commitment to the fight against child labour, several companies in **Côte d'Ivoire** refer to international labour standards. The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) draws on ILO Conventions and Recommendations to provide direct guidance to enterprises to encourage them to implement the Decent Work Agenda and contribute to the elimination of child labour. Based on the principles of the MNE Declaration, the guidance aims to encourage companies operating in **Côte d'Ivoire** to promote more comprehensive strategies and actions within the framework of a holistic approach aimed at eliminating child labour and its root causes as follow:

- Respect the law, the minimum age for admission to employment, ensure the prohibition and elimination of the worst forms of child labour and, through their activities, contribute to the elimination of child labour
- Conduct due diligence and address adverse impacts of their activities
- Align business action with public policies and initiatives
- Contribute to the creation of direct and induced jobs
- Contribute to the formalization
- Contribute to job security
- Complement public social security systems

Output 2.2 Men and women in member-based organizations, such as cooperatives, have better access to productive, welfare and financial services and improved their capacity to address child labour issues within their business.

ACCEL Uganda, Nigeria, Mali, Egypt, and Malawi have undertaken needs assessments of relevant cooperatives based on which capacity building strategies were developed. Uganda assessed financial and non-financial service providers and their distribution channels serving low-income populations with a special focus on the agriculture market in the tea and coffee supply chains in the country. ACCEL Nigeria and Egypt have also undertaken studies on the development of innovative social finance mechanisms in one or more of the project's targeted supply chains and are in the process of developing models for implementation.

In **Egypt**, a model has been developed and validated, which recommends a contract farming model that formally integrates small holder farmers in larger production value chains and will serve as a platform to introduce a variety of financial and non-financial services through the farming contract such as input subsidies, digital payment, and enhanced farming practices and capacity building. Moreover, to address one of the root causes of the child labour in Egypt, Income Generation Activities (IGAs) implementation model is developed to provide direct support to vulnerable men and women to enhance their livelihood and starting to connect the targeted groups which were subject for the GET Ahead training to some of the financial and non-financial institution to link the theory and practice in this direction. End beneficiaries were supported to improve access to financial services by linking them to the Micro, Small, and Medium Enterprise Development Agency (MSMEDA) and some of them received pre-paid cards to help them finance their businesses.

MSMEDA is identified as a potential implementing partner in the second phase as they might provide micro-credit loans for potential entrepreneurs for several end beneficiaries.

Also, the challenges of 218 farmers have been identified through conducting the cooperative assessment study. Based on the results of the cooperative's development study recommendation, the Project has developed an action plan in collaboration with the Central Cooperative Department in Ministry of Agriculture (MOA). On the other hand, the project has built capacity of team of trainers on the ILO-MYCOOP manual to empower them to provide technical support to the two cooperative that will be selected to receive direct support to enhance their actions against child labour. 18 members from the Small Farmers association in Beheira were trained on a guide to the principles of occupational safety and health in agriculture. Also, Social Finance Interventions (SFI) model that address the root causes of child labour has been developed and validated by 25 participants representing stakeholders in the cotton value chain and the financial and non-financial services providers. To facilitate linkages to service providers, a Public Service Manual was developed to be distributed among the end beneficiaries aiming at identifying such targets, who usually do not have access to the internet, with the key services within their governorates.

In **Côte d'Ivoire**, 65 trainers were trained in the WIND approach. The WIND approach is an action-oriented participatory method that improves working and living conditions through the implementation of OHS principles. These 65 trainers have drawn up individual action plans aimed at improving their working and living conditions to fight against child labour. Also, an implementation agreement has been signed with the National Rural Development Support Agency (ANADER) to support rural households in developing activities that address the root causes of child labour. Through the implementation agreement with the National Health Insurance Fund (CNAM) rural actors ACCEL programme in Côte d'Ivoire sensitized on Universal Health Coverage (CMU) and through the implementation agreement with the Agency for the Promotion of Financial Inclusion (APIF) a financial education program is being designed. **Cote d'Ivoire** has also carried out a Cooperatives Study through an IA with ANADER: "Evaluation des Besoins en vue de Lutter contre le Travail des Enfants dans la Chaîne de Valeur du Cacao à travers le Développement de Coopératives". Men and women members of cooperatives have had their capacities strengthened by participating in cooperative engagement activities, training activities on WIND and training activities on CMU.

In **Malawi**, the project held meetings with ACCEL Social Finance Technical Officer in January 2021 for annual work planning of the social finance component of the project and followed-up by meeting with the ILO Malawi Social Protection programme team on 4 February 2021 to share and triangulate information to inform the project's preparation for piloting an innovative social finance mechanism in Malawi. To further advance this work, the project held consultation meetings with relevant stakeholders. The project met with FAO Malawi on 5 February 2021 to triangulate information and identify potential synergies in supporting cooperatives and other membership-based organizations to support household livelihoods to address the root causes of child labour.

As a new approach to eliminating child labour, ACCEL's work on social finance is commendable. However, it appears that limited progress on the intervention stream has been made, which appears to be largely rooted in limited human resource capacity to carry-out this work. The work on social finance, which requires a very specific skill set, currently only provides for about 70-80% of a social finance specialist, based at regional office, with ad-hoc consultancy support at country-level. This set-up appears insufficient to roll-out this new intervention stream alongside more traditional approaches to addressing child labour.

Recommendation 7

- Increase the human resources capacity on social finance by investing in additional social finance specialists at country-levels

Output 2.3 Workers and producers at the lowest tiers of the supply chain are supported to diversify and enhance their livelihoods, with special attention to the specific needs of women

ACCEL **Egypt** has signed several Implementation Agreements to roll-out support on income-generating activities, including agreements with the Cotton Research Institute, the National Council for Women, and the Micro, Small and Medium Enterprises Development Agency. The Agreements include the roll-out of the Get Ahead manual on starting a small business, in addition to linking beneficiaries to financial and non-financial service providers (see output 2.2 above). In **Côte d'Ivoire**, an implementation agreement was signed with ANADER (the government agency for rural development) and aims to provide support for the improvement of means of subsistence. Then, 78 actors at the bottom of the supply chains were trained to improve their working and living conditions through the WIND approach. They developed individual action plans and made improvements in their living and working conditions. Apart from this, progress on this output appears to be significantly constrained in all other countries, largely due to the COVID-19 pandemic and resulting delays in access to local communities. Identification of potential partners and orientations around most effective entry points for interventions were more time consuming than originally anticipated.

Recommendation 8:

- It is highly advised to grant a 12-months no-cost extension to the project to ensure full quality implementation of the rest of the programme interventions considering the impacts of COVID19 on the path of the programme implementation in addition to the pilot nature of some interventions such as the SFI, PPI, and others and to promote the learning among the participant countries. On the other hand, this can be extended to include some additional sectors or crops under agriculture sector where the child labour can be observed- when possible as a step ahead towards phase 2 by maximizing the analysis being done on the supply chains in each country.

Output 2.4 Workers at the lower tiers of the supply chain are empowered to exercise their fundamental principles and rights at work including through joining unions and associations

Progress under this output has mainly focused on strengthening cooperatives as done in Uganda, and Mali, or engaging workers' organisations in their outreach work. ACCEL Egypt has showcased a different - and effective - approach to this output, through cooperation with other ILO projects. Notably, in partnership with ILO- SLAIRE, workers are being empowered to exercise their rights for freedom of association. Standing Operating procedures (SOP) that facilitate the registration process are under development and a new Trade Union Grievance Committee was established by the Ministry of Manpower in November 2020 to facilitate trade unions' registration processes. Through cooperation with Better Work, 160 workers from 32 out of the 40 participating factories in a better work program have taken action to improve compliance and established OSH Committees, each committee has 5 members. Moreover, 50 workers from textile and ready-made garment sector were capacitated on Child Labour legislations and Apprenticeship. In fact, this was done under the partnership with Better Work programme where 40 RMG enterprises registered, 28 new factories signed up in the 2nd phase of the programme and started to advocate against child labour, followed by 111 advisory visits which were conducted and covered completely by ACCEL project to increase the level of compliance in these companies, particularly when this linked to the Corporate Social Responsibility (CSR) in these companies.

Output 2.5: Boys and girls in vulnerable communities, access relevant quality education, and skills training, including support their school-to-work transition

Implementation Agreements with various service providers in, for instance Uganda, Malawi, Nigeria, and Mali have been signed, mostly focused on applying the SCREAM approach. Implementation has commenced in **Nigeria**, but the evaluation has not been able to solicit specific information on progress to-date. In **Mali**, a total of 1 137 children have already benefited from this approach and 70 children aged 15-18 years were removed from school through ENDA Mali's project in 2021. In Uganda, children aged-14-18 years are placed within community structures to learn practical skills before schools open in 2022. In addition, in Egypt, coordination is ongoing with a GIZ Project Enhancement of the Egyptian Dual System (EEDS) to collaborate and support working-age boys and girls that attend vocational training under the Dual System program. In **Egypt**, through the collaboration with MOSS, 31 children engaged in child labour were supported to express their situation and raise awareness on child labour through participating in a three-days intensified SCREAM programme training that took place in one of the targeted Child Labour Centers in Fayoum.

Output 2.6 District and communities have developed community-based multi-stakeholder compliance monitoring mechanisms/due diligence initiatives and have improved capacities to address child labour issues, considering individual needs of boys and girls

In **Egypt**, ACCEL carried out a study on a Child Labour Monitoring System (CLMS) and a needs assessment of child labour centre, the findings of which were used to develop a model for a national (CLMS) to withdraw children from child labour, protect children who are at risk of child labour and reintegrate them into school. ACCEL Mali, applying a similar approach has signed Implementation Agreements with the National Directorate of Basic Education, the NGO CAEB (Conseils et Appui pour l'Éducation à la Base), the Chamber of Mining and in collaboration with the NGO ENDA Mali, for establishing local monitoring structures on child labour that are included in the Direct Beneficiaries Monitoring Report (DBMR). The children can be followed-up for many years even after the project ends. In Uganda, the findings of the study on the Child Labour Monitoring System are informing the formulation of a draft plan with innovative approaches (including innovative technologies for data collection) to strengthen, improve and scale-up existing child labour monitoring mechanisms both at the national and district levels. Moreover, the project supported the drafting of a national Child Labour Monitoring System Action Plan and is working with the Children and Family Protection Unit of the Uganda Police Force on community policing and awareness raising on child labour. Similarly, Malawi has commenced work on an Implementation Agreement for the establishment of a Child Labour Monitoring System. Tea Association of Malawi developed a child labour task force and identified 34 child labour focal points from smallholder farmers, estates, union leaders, and government departments. In addition, a child labour compliance monitoring action plan for tea supply chain (2021-2022) was developed in Malawi.

In **Côte d'Ivoire**, Système d'Observation et de Suivi du Travail des Enfants (SOSTECI) is a multi-sectoral mechanism for the fight against child labour, with a legal mandate and placed under the supervision of the local administrative authority (prefect, sub-prefect, village chief), included in the national action plan for fight against Trafficking and the Worst Forms of Child Labour and involving all the actors involved in the process of fighting against the worst forms of child labour. For that purpose, 36 local committees for the fight against child labour have been set up. They collect information about child labour and send them to the local authority for them to put an end to it.

Output 2.7 Feasibility Study and Design Phase for a Development Impact Board, or a similar innovative finance mechanism developed

In **Cote d'Ivoire**, a feasibility study has been finalized and concluded that a Development Impact Board (DIB) to combat child labour in the cocoa sector is feasible, considering several recommendations. It is worth mentioning here that ACCEL program was designed to develop DIB in only one country meaning that only Cote d'Ivoire is meant to organize this study.

Also, and as indicated earlier in this report, a SFI model that address the root causes of child labour has been developed in **Egypt** and validated by 25 participants representing stakeholders in the cotton value chain and the financial and non-financial services providers. The model recommends a contract farming model that formally integrates small holder farmers in larger production value chains and will serve as a platform to introduce a variety of financial and non-financial services through the farming contract such as input subsidies, digital payment, and enhanced farming practices and capacity building. The model aims to address the following challenges: a lack of finance to cover labour costs during harvest time to reduce the risk of hiring children or making their own children work, and ensuring farmers do not hire children and diversify sources of income by supporting the development of income generating activities, in particular targeting women.

Outcome 3: Strengthen partnerships and knowledge sharing among global supply chain actors

Overall, Outcome 3 has progressed very well, partly because it appears to have been least impacted by the pandemic, especially in communication and using online platforms, such as the projects' webpage, Twitter, and Facebook accounts. The number of visitors of the project's webpage during the reporting period was more than 27,599 people while there are 7,217 and 8,959 followers of the project's Twitter and Facebook accounts respectively. The project has been also able to produce several written articles and videos advocating for taking actions against child labour in supply chains in Africa delivering messages with a particular focus on real human stories.³⁶

The project has to-date also invested in creating a network of journalists and communication practitioners, for instance, by organizing online training in collaboration with the ILO International Training Centre. At the regional level, the project has been working with African Union Commission to disseminate the AU's 10 Years Action Plan to Eradicate Child Labour, Forced Labour, Human Trafficking and Modern Slavery in Africa (2020-2030) at the occasion of the regional launch of IYECL. The project has also been working with the AUC to formulate the regional partnership/alliance to fight against child labour promoting South-South dialogue and participation of the private sector.

A detailed assessment of progress towards the outputs is presented below.

Output 3.1 Improved capacity of African National Statistical Officers to measure child labour in view of reporting on SDG indicators 8.7

The project organised a sub-regional training workshop in Cairo, Egypt in February 2020 to build national capacities on child labour and forced labour data analysis for policy development. The training workshop covered 11 countries in anglophone Western, Eastern and Northern Africa and targeted officials from the national bureau of statistics, ministry of labour and regional worker and employer's organisation. Before this, a sub-regional training workshop took place in January 2020 in Abidjan, Côte d'Ivoire for ECOWAS (Economic Community of West Africa States) and AMU (Arab Maghreb Union) countries.

Output 3.2 Knowledge sharing mechanisms put in place for accurate and easily accessible information on child labour in Africa in line with Alliance 8.7

³⁶ ILO, *Progress report 2* (internal document shared with the evaluation team, 2021).

The project developed a project-based knowledge management and sharing strategy, which is the first of its kind globally. This document sets out specific actions to be developed as part of the project, in line with the vision and orientations of the International Labour Office. Implementation of the strategy has begun through, for instance, monthly ILO staff meetings where each country office provides an update on activities per country. This includes separate as well as joint meetings for francophone and anglophone countries. These meetings are considered useful and are said to 'enrich' the project's work.³⁷ The project also updated and continued the sharing of information on child labour on the CLIC-AFRICA platform hosted on the website of the ILO Regional Office for Africa. To facilitate public access to this platform, two links have been created, one allowing access to it from the project's web page, and the other on the platform allowing access to the project's page.

A tripartite study tour and knowledge sharing workshop for peer-to-peer learning from the ILO CARING Gold Mining Project was undertaken to Ghana in February 2020 for the key stakeholders of Mali, Nigeria, and Côte d'Ivoire, in collaboration with the International Training Centre of the ILO. This study helped them to understand other countries' challenges and adjust theirs as well. Also, it is reported that the staff especially the M and E team was also offered an online registration for capacity building. The purpose of this visit was to learn about their interventions, lessons-to-be-learned, good practices, opportunities and challenges related to child labour in the ASGM sector. As a follow up of the study, the project commenced its work to establish a virtual community of practices on child labour in the Artisanal Small Scale Gold Mining possibly under the umbrella of Alliance 8.7 Action Group on supply chains. Additionally, it is worth mentioning that ACCEL is building on the earlier efforts of ILO projects in **Egypt** with the coordination of MoM'S training unit. A follow-up plan and TOT programme is being in process and will be arranged to sustain the effectiveness of the capacity development programme and enhance learning pillar in ACCEL programme

Output 3.3 Awareness-to-action strategy against child labour in Africa targeting consumers in final layers of GSCs and regional networks developed and roll-out

Led by the University of Wageningen, a desk review and market research were undertaken to identify suitable value chains for an awareness-to-action strategy on child labour. This was complemented by a workshop that critically reviewed similar past campaigns undertaken by a wide variety of stakeholders to identify lessons learned. Based on this, one value chain and one country have been identified as pilot focus areas for the campaign: Coffee in the Netherlands. A service provider will be recruited to lead the campaign and the University of Wageningen will continue to provide M&E support throughout the roll-out to ensure comprehensive documentation and learning.

Output 3.4 Communication and awareness raising on child labour is reinforced in the Africa region

The project team has established the social media communication platforms (Twitter and Facebook) and webpage within the ILO Regional Office for Africa website to intensify effective communications on the project's activities and progress. The number of visitors of the project's webpage during the reporting period was more than 27,599 people while there are 7,217 and 8,959 followers of the project's Twitter and Facebook accounts respectively.

The project conducted a media training on Reporting on Child Labour for 35 participants including journalists and communication persons from workers and employers' organization and governments. Due to COVID restrictions, the training took place online over a period of 3 months, led by the ITC. As part of the training, participants from workers' and employers' organisations were asked to develop action plans on how they will integrate learnings generated during the training in their day-to-day work. In addition, in follow-up to the training, a WhatsApp group was established for exchange of

³⁷ KII with regional informant

good practices and peer-to-peer support, which is still active at the time of writing. In addition, the consolidated list of trained journalists has been shared with other ILO offices, who have shown interest in working with these journalists in future. A self-learning online programme was further developed based on this training, which is providing learning opportunities for journalists and others interested in the issue of child labour in the world.

Output 3.5 Multi-stakeholder partnerships to accelerate progress in eliminating child labour in Africa in supply chains strengthened

The project supported the global launch of the International Year for the Elimination of Child Labour and organised a first national launch in Africa in Djibouti. The project supported the participation of different stakeholders in the Child Labour Platform (CLP) event that was held in November 2020, hosting as one of the main speakers, in this last event, the Federation of Uganda Employers (FUE) who presented the progress of its 2021 Action Pledge formulated in the framework of the IA with the ACCEL Africa Project. The project team has also been working with the AU to support the implementation of their *Ten Years Action Plan on Child Labour, Forced Labour, Human Trafficking and Modern Slavery* in Africa by helping constituents to build partnership at country, regional and global levels. Additionally, the project played an important role in organising and contributing to global and regional conferences/events on child labour such as the Supply Chain Action Group Meeting of Alliance 8.7 in Abidjan (May 2019), the International Conference on child labour in the Artisanal Small Scale Gold Mining in Manila (May 2019) and Taking Next Step Conference for ending child labour by 2025 held in Leiden (January 2020).

4.3.2 Which have been the main contributing and challenging factors towards the project's success in attaining its targets?

Success factors

- **ILO's convening power** as a trusted partner, that enabled critical stakeholders, including employers' organisations, workers' organisations, government entities, but also other representatives from the private sector to come together to jointly strategize on effective ways to eliminate child labour.
- **Political will** of the key national governmental stakeholders and increasing awareness of the private sector on the need to act on eliminating child labour in their supply chains (the latter is a contributing factor for success, but also was significantly contributed to by the project).
- **Strong regional focus and alignment with African Union** policy framework and structures, that allowed for high-level political commitment and facilitated significant visibility of the issue of child labour, including in supply chains.
- **Comprehensive national policy frameworks** on combating child labour already present in many target countries.
- **Strong coherence and synergies** between ACCEL and other ILO programmes, such as Better Work and SLARIE in, for example, Egypt.
- **Effective cooperation** with other relevant programmes and organisations, such as GIZ, UNIDO (Egypt), FAO, UNICEF, The Netherlands Embassy (Uganda) and ENDA Mali (Mali).
- **Evidence-based approach**, illustrated by, for instance, the processes for developing the consumer-targeted campaign that is firmly built on lessons learned from previous campaigns, or work done by ACCEL Egypt to fully understand challenges faced by, for instance cooperatives, before developing strategies.
- **Strong focus on knowledge-sharing**, which has facilitated cross-country and cross-regional learning.

- **Flexibility and adaptability** to respond to the COVID-19 pandemic, illustrated by, for instance, quick shifts to online trainings and the provision of funds to facilitate participant's access to the internet, as well as some streamlined contracting procedures.
- **Integrated and cross-sectoral work** to enable effective interventions on social finance and social protection to become integral parts of the project, illustrated by the strong collaboration of different ILO departments (Fundamentals, Enterprise, Social Protection), including the matrix management of the social finance specialist.
- **Comprehensive involvement of community leaders** in down-stream work, which was particularly noted in Uganda, Mali and Nigeria as shaping community-based interventions, making them more effective.
- **Working with, and through, government processes**, such as National Statistics Offices to mainstream child labour provides viable data on child labour informing into the national statistics of other sectors.

Challenges

- **The COVID-19 pandemic** and the associated lock-down measures have provided significant challenges as limited mobility and restrictions regarding social gatherings made field work difficult and available alternatives, such as online gatherings were in many cases not possible due to limited connectivity, limited availability of electricity and IT infrastructure, and limited IT skills amongst many target groups.
- **System-strengthening approach:** Critically, this approach has proven highly successful in cases where countries have sufficiently functioning systems in place that could be strengthened and made more targeted towards the elimination of child labour. However, caution must be exercised in cases where national systems are weak in and of themselves, as it risks that ILO's interventions might be ineffective. ACCEL, as a child-labour-focused project of the ILO does not have the mandate, remit, or capacity to engage in systems or institutions building as such. In this context, any selected national system, or institutions, such as TEVET, need to be carefully chosen to ensure that general capacities are sufficient for ACCEL's special interventions to mainstream child labour can be effective.

Recommendation 9:

- Review selected institutions selected for system-strengthening (i.e., TEVET Malawi) to ensure that all selected partners have sufficiently functioning systems to merit project support.
- **Limited focus on explicit gender and social inclusion mainstreaming** throughout the intervention.
- **Procedural delays**, such as the need for the project team in Egypt to obtain a security clearance for the project before substantial engagement with communities was possible, and changes in disbursement modalities from small grants to larger Implementation Agreements.
- **Delays in recruitment and over-stretched staff** were reported in Malawi where the National Officer post was vacant for 6 months from March until August 2021 and staff have additional responsibilities going beyond project implementation, as well as limited human resources allocated to highly technical areas, such as social finance.

4.3.3 Has the management and governance structure been put in place and worked strategically with all key stakeholders and partners in participating countries, ILO, and the donor to achieve project objectives and has gender been considered in the structure?

The project followed a systematic and well-structured management and governance structure through mutual discussions with the key partners and involvement of relevant actors in all the phases of the project through consultative and participatory approaches and methods. This was

validated and triangulated with the information collected and captured from all the stakeholders interviewed during the evaluation process. No evidence for the explicit inclusion of gender considerations in the governance structure of the project has been found by the evaluation.

4.3.4 To what extent is the COVID-19 Pandemic influencing project results and effectiveness? How has the project addressed this influence, and does it impact other changes for the rest of the project life?

See section 4.3.2 above.

4.3.5 To which extent the project has a well-structured and effective M&E system to track the progress during the life of the project?

The project put in place a Monitoring, Evaluation and Knowledge Sharing plan and established a Comprehensive Monitoring and Evaluation System (CMES), which describes the data needs for monitoring and evaluation of project activities, as well as the different collection tools, methods, periodicity, responsibilities, etc. A Direct Beneficiary Monitoring Report template was also developed. Following the development of these planning documents, the project recruited an independent international consultant to conduct an analysis of its evaluability. The Evaluability Assessment resulted in recommendations that the project has considered.

Despite this comprehensive framework, the evaluation found that roll-out of the CMES is lagging across target countries. Soliciting a comprehensive database of monthly, quarterly and trip reports, for instance, has proven a challenge. In addition, the project's M&E system could be improved through better documentation of best practices and promote the sharing mechanisms among the different stakeholders on different levels and others.

4.4 Efficiency of resource use

Key question: How efficiently have resources been allocated and used to provide the necessary support and to achieve the broader project objectives?

4.4.1 Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outputs and especially outcomes? If not, why, and which measures have been taken to work towards achievement of project outcomes and impact? Could the same results have been achieved for cheaper?

An analysis of the project budget reveals that resource allocation was done strategically across outcomes and outputs and set the project up for success from the outset. However, due to the COVID-19 pandemic, resource allocation for certain activities, especially those implemented by local implementing partners, was insufficient as it did not consider costs associated with COVID-19 preventative measures.

Recommendation 10

- Revise resource allocations to implementing partners and consider budget allocations for field work to implementation partners, taking into consideration COVID-19 rules and regulations. Also, this should be associated with better flexibility regarding the administrative work processes.

4.4.2 To what extent are the project's activities/operations and the disbursements and project expenditure in line with the schedule of activities as planned? (Time efficiency)? Were there any delays/gaps in disbursements? And if any, how were they dealt with?

Of the total project budget of USD \$27,167,131, a total of \$26,378,349.03 was allocated in the system while a difference of \$789,281.97 was retained to flexibly allocate remaining funds to respond to emerging needs. At the end of September 2021, total project expenditure stood at \$10,831,101.31 with an encumbrance of \$4,542,347.95 and a remaining balance of \$11,638,768.02. In the current financial year, actual expenditure appears to lag significantly behind projections, as it stands at \$3,857,834.89 versus a budget of \$10,924,331.53 and an encumbrance of \$4,006,181.86. Forecasts for the future and final year of the project suggest that a large proportion of the budget might remain unspent (\$8,572,613.1).

Delays in budget execution can, to a large extent, be attributed to the COVID-19 pandemic, which hindered implementation. For example, several field data collection exercises, training workshops, field missions and consultation meetings were cancelled or postponed due to sanitary measures prohibiting face-to-face activities as well as restrictions in terms of movements and travels. This resulted in experiencing delays in finalizing implementation agreements with partners, especially at the field level. Delays in initiating direct interventions within the target communities had also an important impact on the financial delivery of the project as those activities contain a large portion of the project budget. In addition, procedural and structural challenges were voiced by ILO staff and Implementation Partners, which resulted in significant delays in fund disbursement.

4.4.3 What are the key risks for the project in terms of efficiency and hindering factors of the objectives' achievements on time due to COVID19?

See section 4.2 above.

4.5. Impact orientation

Key questions: Has the project contributed to achieving the proposed impacts? To what extent can potential improvements in working conditions for all the key actors be attributed to the activities of the project?

4.5.1 Has the project contributed to a significant change, influence in practices, perceptions, governance or enabling environment on the child labour and other areas on policies at national and sub national levels?

Although no quantitative primary data was collected by the mid-term evaluation, qualitative findings suggest that, to-date, the project has significantly contributed to raising awareness of the importance of child labour across the targeted supply chains in the target countries and the African Union.³⁸ Capacity of cooperatives and workers and employers' been strengthened, particularly relating to communications and the network of trained journalists and communication officials appears to be vibrant and effective, exceeding expectations. Partnerships with the private sector, particularly in relation to responsible business conduct and compliance initiatives on child labour and the intervention stream on awareness-to-action, have been successfully established and are proven effective.

In **Egypt**, ACCEL work has resulted in several actions being taken by national stakeholders such as:

³⁸ The majority of respondents in Malawi were very positive about the project staff and their ability to take flexible and logical decisions that reflected the challenges facing each of the partners.

- The establishment of the “women in Business” unit at the FEI.
- The establishment of the child labour unit as the Ministry of Manpower.
- The pledge issued by the Ministry of Manpower (MOM) *“Build technical capacities to strengthen monitoring, protection and prevention of child labour and update the hazardous child labour list”* in June 2021.
- The pledge issued by the Federation of Egyptian Industries” *Mobilize private sector innovation and leverage market dynamics to combat child labour”* June 2021.

Also, in **Egypt**, 1570 National Stakeholders have been Capacitated to Advocate for Adoption, Funding and Implementation of Policies, Programmes, Laws, and Regulation, while 372 farmers and families of working children were capacitated on children rights and the importance of protecting and withdrawn children from child labour. Also, 81 Parents of Children Engaged in child labour received GETAhead training. The FGDs participants indicated that they learned a lot regarding on how to start a new project, develop feasibility studies, how to develop action plan, marketing skills and how to access to the financial entities as part of the GET Ahead training they took part in the project³⁹.

System-level work around strengthening Child Labour Monitoring Systems is progressing well and mainstreaming of child labour issues across other projects and processes, such as was done with Better Work in Egypt, as resulted in wide-reaching impact of including child labour issues in the labour inspection system. In Uganda the project was instrumental during the revision of the country’s National Action Plan on Elimination of all forms of child labour and the review of the National Child Labour Policy 2006. In Malawi, thanks to the project’s efforts, the Tripartite Labour Council debated child labour issues and ACCEL Mali has successfully advocated for the inclusion of child labour in the Mining Act. Moreover, a Child Labour Desk has been set-up in the Ministry of Agriculture, further illustrating successful mainstreaming of the issue by the project.

Work on social finance and social protection is showing promise, although its interventions are still in their infancy, assessing their impact premature. However, promising results have been observed in Uganda, where members of FUE have committed themselves to eliminating the worst forms of child labour through providing free medical services to their workers and out-growers are being provided short term loans with low interest rates.

Down-stream work appears to have modified perceptions of the value of school, as FGD participants in Mali expressed gratitude and pride in the fact that their children, who benefited from ACCEL Africa, are now able to “write their names and dial phone numbers”⁴⁰ and unequivocally stated their belief that children should be in school, not at work.

4.5.2 Are there any unintended results of the project that have been identified or perceived?

Project implementers and beneficiaries across the target countries have identified several unintended consequences. Firstly, evidence from Mali suggests that, because of ACCEL Mali’s downstream work and general sensitization of children’s rights and agency, there has been an increase in issuing of birth certificates and children’s health was reported to have improved, as they no longer engage in hazardous agricultural work, such as applying fertilizer.⁴¹ Second, one possible unintended effect of the ACCEL project might be displacement of children from one supply chain to another. For instance, as some stakeholders in the tea supply chain in Malawi publicly promote a zero-tolerance approach to child labour in the tea sector, it is possible that those very same children that were working in the tea sector may get displaced into economic activities outside the supply

³⁹ FGD with sample female farmers who participated in the “Women GET Ahead training” - 14 Oct 2021.

⁴⁰ FGD, Mali

⁴¹ FGD, Mali

chain either in subsistence farming, or any other economic activity that might benefit the households. Third, a potentially negative consequence of increased awareness on the negative impact of child labour might be rushed decisions to remove children from parents without proper investigations, referral pathways or safeguards, leaving the children highly vulnerable. A case in point is an example solicited from an FGD in Nigeria, where a teenage boy was seen carrying fish on his head to sell. According to respondents, “this was immediately reported to the Community Steering Committee. A member from the Committee visited the boy, held on to him and took him to the Baale (traditional leader), where his parents were called for. They were warned not to engage their child in child labour as next time, they would be severely punished.”⁴²

4.5.3 Has the project successfully managed and shared any generated knowledge and built evidence with relevant internal and external stakeholders on the outcomes & impact levels?

The project developed a Knowledge Management and Sharing Strategy. This document sets out specific actions to be developed as part of the project, in line with the vision and orientations of the International Labour Office. The project has a very active Facebook and twitter presences and regularly showcases progress on its website.

The Evaluation revealed that the project put a clear knowledge sharing and communication strategy to share the knowledge and best practices on both the national and regional level using and adopting different mechanisms and tools as indicated above. The project organised a sub-regional training workshop in Cairo, Egypt in February 2020 to build national capacities on child labour and forced labour data analysis for policy development. Also, the project developed a knowledge management and sharing strategy document. This document sets out specific actions to be developed as part of the project, in line with the vision and orientations of the International Labour Office. The project also updated and continued the sharing of information on child labour on the [CLIC-AFRICA](#) platform hosted on the website of the ILO Regional Office for Africa. To facilitate public access to this platform, two links have been created, one allowing access to it from the project's web page, and the other on the platform allowing access to the project's page. Additionally, the project team has established the social media communication platforms ([Twitter](#) and [Facebook](#)) and [webpage](#) within the ILO Regional Office for Africa website to intensify effective communications on the project's activities and progress. As of March 2021, there are 4,708 followers of the project's Facebook page while 3,153 people follow the project's Twitter.

Moreover, the project supported the global launch of the International Year for the Elimination of Child Labour and organised a first national launch in Africa in Djibouti. The project team has also been working with the African Union (AU) to support the implementation of their *Ten Years Action Plan on Child Labour, Forced Labour, Human Trafficking and Modern Slavery* in Africa by helping constituents to build partnership at country, regional and global levels. The project conducted a media training on Reporting on Child Labour for 35 participants including journalists and communication persons from workers and employers' organization and governments⁴³. On the other hand, ACCEL **Egypt** Develop best practices handbook with the collaboration of FEI. It focuses and demarcates several best practices on CSR programmes from the RMG and textiles industry. FEI is communicating with its CSR network and companies to support and enhance responsible business conduct, through integrating child labour interventions in their CSR strategy⁴⁴. Also, in **Uganda**, Other mediums of communication of the strategy actions were embedded in the monthly country reports, Newsletters (2) with Uganda content. Newsletters (2) with Uganda content.

⁴² FGD, Nigeria

⁴³ Annual progress report of ACCEL project-Year 2- March 2021.

⁴⁴ KII with the head of the labour unit at FEI-13 Oct 2021.

4.6 Sustainability

Key question: To which extent the project ensures having a sustainability mechanism in place and monitored effectively?

4.6.1 Does the program strategy and approach management have a sustainability plan and exit strategy developed and being implemented?

The project's overall approach that is focused on systems-strengthening and capacity building ensures that sustainability is an integral part of project design. Work on national policy and legal frameworks; the development of codes of conduct and due diligence procedures; the mainstreaming of child labour in labour inspection systems; and the establishment of linkages with social protection and social finance, to name but a few, are all geared towards long-term change that will far extend beyond the life of the project. In addition, capacity building and awareness raising work undertaken will similarly outlive the project, especially when a ToT approach is taken both upstream or downstream as was the case in Uganda and Egypt. Moreover, some detailed project interventions, such as the training of journalists, have further built-in highly effective sustainability strategies, such as the creation of an online community of practice of trained journalists that is no-cost and is likely to extend beyond the life of the project. Moreover, strong stakeholder and partner ownership of all project interventions across all target countries is also likely to contribute to the project impact being sustainable.

4.6.2 How has the sustainability approach adopted in the project affected by COVID19 in context of the national responses and what are the mitigation strategies followed to move forward the project results appropriation?

The evaluation revealed that COVID-19 did not have any specific impact on the sustainability approach of the project. In **Uganda**, the National Action Plan (NAP) was updated to incorporate COVID-19 emerging issues, the implementation agreements with the implementing partners have been designed to incorporate COVID-19 issues in implementation of their activities. In addition, within the targeted districts, the ACCEL project partners and communities will have improved capacity to leverage resources from available sources including from the local communities, the private sector, government budgets, national and international NGOs and other international organizations and development partners for continuation of actions after end of the project.

IN **Egypt**, the outbreak of COVID-19 has resulted in many challenges such as the suspension of some project activities including the capacity building programs; challenges in the fieldwork; slow response from relevant ministries as they were busy responding to the negative effects of the outbreak; and weak communication between the team as well as national partners due to the new online work modality. The following are some of the pillars explaining how COVID19 linked to the sustainability pillar in the project:

- Using virtual modality and phone calls to implement some activities-including the awareness as an alternative.
- Recruiting some of the experts in some of the thematic areas to provide some consultation services helped a lot to deal with one of the consequences of COVID19 in terms of the impossibility of some of the ILO staff to access the target groups or the other end direct beneficiaries with the need to avoid any delay in the implementation process.
- Budget limitation during the crisis of COVID19. However, ILO Egypt used some of the available resources from other current ILO projects such as SLARIE or other gender projects as part of the synergies and coherence aspects.

4.6.3 To what extent will national institutions and implementing partners be likely to continue the project activities/initiatives or carry forward its results without external funding or support? How does the project strengthen the key actors towards joint project ownership?

See section 4.6.1 above.

4.7 Cross-cutting issues

Key question: To what extent did the project adopt a human-rights-based approach?

4.7.1 Did the project planning, implementation and monitoring adopt a rights-based approach involving all project stakeholders?

The project approach is firmly rooted in ILO's international legal frameworks on child labour and multi-national enterprises. Strong focus on inclusive consultation processes in both, the project's upstream or downstream work has ensured that the broad representation of different voices. Awareness raising work and active participation especially at community-level has consistently used rights-based language and has resulted in increased awareness of children's rights more generally (see section on Impact above).

4.7.2 Did the project planning, implementation and monitoring adopt a gender-responsive approach?

The project document and the country annexes include a comprehensive gender analysis and the key project progress trackers, such as the Direct Beneficiaries Monitoring and Reporting are comprehensively disaggregated by gender. The project's communication work is gender sensitive, making sure the differentiated narratives of boy and girl child labourers are effectively communicated. Despite this, there appears to be a lack of an overall strategic approach to gender. The project document refers to the country annexes for more detail, but no country-level gender strategies appear to have been developed.

Although some studies conducted, for instance on CLMS in Uganda, include a gender analysis, it is not clear how gender-related findings of this analysis have been taken up in project interventions. Moreover, hardly any consideration of gender dynamics amongst parents and caregivers is provided, which would have been particularly relevant in interventions around income generation and access to social finance and social protection.

4.7.3 Tripartite issues assessment

Across all the target countries, ACCEL Africa has firmly engaged with, and worked through, its tripartite partners. Implementation Agreements with Employers' Associations, Trade Unions, and relevant government ministries have formed the backbone of the project's implementation strategy to-date. To ensure relevance to the project and its specific approach and target group, efforts were made in some countries, such as Uganda and Egypt, to map and subsequently engage with tripartite partners who are particularly representative of the project's target group of workers and processors at the lowest tiers of the targeted value chains. This approach ensures ownership and facilitates social dialogue.

4.7.4 International labour standards assessment

From the outset, the project has taken a normative approach, aiming to promote the ratification and/or effective implementation of ILO's fundamental conventions and recommendations in all target countries, with particular focus on the Safety and Health in Agriculture Convention and the Safety and Health in Mines Convention. For instance, in Nigeria, ACCEL worked to mainstream child labour in the revised Mining Law and ACCEL Egypt has supported the Ministry of Manpower to propose an increase of the minimum age for employment from 14 to 15 years old in the new draft

labour code, which is under consideration in the Egyptian Parliament, in line with ILO C138. A proposal to update the Child Law No. 12 of 1996 and the Ministerial Decree No. 2075 of 2010 on the Promulgation of the Executive Regulations of the Child Law to be in better compliance with the International Labour Standards was drafted and shared with national governmental committee responsible for updating the Child Law. A legal review on all the existing and relevant apprenticeship education programmes was conducted in collaboration with GIZ and policy recommendations were drafted, and the child labour hazardous work list was updated in accordance with ILO Convention 182 to specify the nature of work the children can perform.

5. Conclusions

ACCEL Africa has achieved significant progress at the time of evaluation, despite having worked in a highly challenging context of a global pandemic, which hampered implementation but made the project ever-more critical. Notably, research indicates that child labour increased during the COVID-19 pandemic as a negative coping mechanism for vulnerable households and because of school closures. It has been estimated that temporary school closures affected more than 1 billion learners in over 130 countries.⁴⁵

As such, the project approach and design continue to be of utmost relevance as the pandemic continues to unfold in parts of the world and its aftereffects will long be felt. The evaluation found, overall, that the project's two-pronged approach to project design, which allowed for the development of a coherent overall project document well aligned with international commitment around child labour as well as for the elaboration of country-specific annexes has proven effective and ensured strong alignment with national and international frameworks. However, significant delays in carrying out baseline assessments did not allow for project interventions to be tailor-made and evidence-based to the extent that was envisaged in the project document.

Strong synergies with other ILO projects, such as Better Work, CLEAR Cotton or well-vetted ILO approaches, such as SCREAM, and effective collaboration with other development partners, such as GIZ, IFC, UNHCR, ENDA, UNICEF, the World Bank and the African Union or countries like Brazil have proven effective, as illustrated by examples from Egypt where child labour was mainstreamed in labour inspection through collaboration with Better Work.

Project design was appropriate for most countries as the project is largely focusing on supply chains that are vital for economies of the respective target countries. The only exception appears to be Malawi, where informants raised concerns about the selection of coffee as a selected value chain, due to its relatively limited economic clout in Malawi. Instead, sugar was suggested as a potential value chain with greater impact. Theories of change were comprehensive but found to be insufficiently linked to the specific country contexts.

Overall, an assessment of project effectiveness at mid-term has been mixed across the target countries and the three outcomes. Progress on Outcome 1 and Outcome 3 have been remarkable and are likely to continue strong for the remainder of the project. Strong focus on partnership with the private sectors, particularly in Outcome 3 is promising and will likely yield some very interesting results by the end of the project. Regarding Outcome 2, progress was somewhat more limited, partly because of the complexity of the outcome, as also noted by the Evaluability Assessment, largely due to the COVID-19 pandemic. Identification of potential partners and orientations around most effective entry points for interventions were more time consuming than originally anticipated.

The management and governance structure of the project was found to be effective and the M&E system and approach to knowledge sharing comprehensive, although limited documentation on the actual implementation of the M&E system was available. Resource use has been significantly hampered by the COVID-19 pandemic as well as structural challenges leading to delays in disbursement. At the time of writing, it appears likely that the project will remain with a significant unallocated budget by project completion, warranting the consideration of a no-cost extension by the donor. Sustainability is built-in to the overall approach focused on system-strengthening and is considered strong by the evaluation.

⁴⁵ ILO, *COVID-19 and child labour: A time of crisis, a time to act* (2020).

Recommendation 11:

The ILO should continue ensure better strong learning mechanism where all the best practices and lessons learnt would be shared among the participant countries and among the different stakeholders in each country regularly guided by well-structured M&E framework and dissemination strategies. Also, this might include partner assessment by the end of the project to ensure the ownership and maximizing the sustainability opportunities for the project results. Moreover, the ILO can build on the best practices model developed in some countries like Egypt.

It is worth mentioning that Tripartite participation was strong throughout the project. Although a good gender analysis is included in the project document and some assessments, there appears to be no comprehensive gender strategy that guides ACCEL Africa's interventions.

Recommendation 12:

ILO should work with the participant countries to develop and implement a practical gender strategy that integrates a strong gender lens in regional and country-level interventions across all target countries. This should be supported by ensuring that the presence of outcomes indicators have been tracked regularly under the Child Labour and social finance pillars in each country.

Below are summary conclusions of project progress per country:**Egypt:**

Child labour is a challenging phenomenon in Egypt; the latest ILO/CAPMAS National Child Labour Survey indicates that one out of 10 children is engaged in child labour with almost 70% in agriculture. Reflecting the commitments made under ILO Conventions no. 138 and no. 182, the Government of Egypt has adopted the National Action Plan for the Worst forms of Child Labour and Supporting Family (2018-2025) on 1 July 2018 with the technical support of the ILO. Strengthening the capacity of tripartite constituents to combat child labour, and assisting them in the implementation of the NAP, contributing to the elimination of child labour in the cotton supply chain specifically is the main objective of the Government of Netherland funded regional project: "ACCEL Africa" in Egypt. With the support of ILO ACCEL Africa Project, the Government of Egypt managed to establish and institutionalize the National Steering Committee (NSC) and held three meetings co-chaired by the Minister of Manpower and ILO Director with tripartite participation. This NSC became the procedural mechanism to monitor the progress of the implementation of the NAP. In addition, it serves as a platform to set yearly national priority interventions and coordinate national stakeholders' actions to eliminate child labour.

In collaboration with tripartite constituents, the project achieved key results namely, the minimum age for employment was increased from 14 to 15 years in line with the Minimum Age Convention C138 and in accordance with the Egyptian Constitution. Also, a trial referral mechanism to report incidences of child labour that was developed by the ILO in cooperation with the World Food Programme to report child labour cases identified by MOM to the National Council for Childhood and Motherhood to be addressed. A review on child labour related policies and legislations was conducted that resulted in identification of legal gaps and recommendations. Accordingly, a proposal to update the Child Law to be in better compliance with the ILS was drafted, validated, and shared with national governmental committee responsible for updating the child law and a legal review on all the existing and relevant Dual System decrees and periodical books is conducted in collaboration with GIZ. Also, Child labour hazardous work list is updated and validated in accordance with ILO Convention 182 - Specification of nature of work children can perform while the Minister of Manpower issued ministerial decree No. 78 of 202 to establish executive Child Unit under the leadership and the membership of all technical departments within the ministry. On the other hand,

56 national stakeholders have participated on the national Child Labour Monitoring System (CLMS) workshop. Stakeholders were introduced to international experiences in developing a successful CLMS model the middle east region. A draft for a CLMS was developed to be implemented on trial basis on in two targeted governorates.

Moreover, FPRW with special focus on combating child labour was mainstreamed in Labour and Occupational Safety and Health (OSH) national inspection checklists and FPRW with special focus on combating child labour were mainstreamed in the Gender HR Manual that is used in the HR academy training while FPRW with special focus on combating child labour were mainstreamed in the “Future of Work training toolkit” and was validated by ILO Decent Work Team Specialists for North Africa and a group of specialized national consultants. Also, combating child labour elimination is being mainstreamed in Better Work Programme and applied in 40 registered enterprises. Additionally, a Social Finance Interventions (SFI) model that address the root causes of child labour has been developed and validated by 25 participants representing stakeholders in the cotton value chain and the financial and non-financial services providers. Moreover, 1570 National Stakeholders have been Capacitated to Advocate for Adoption, Funding and Implementation of Policies, Programmes, Laws, and Regulation and 372 farmers and families of working children were capacitated on children rights and the importance of protecting and withdrawn children from child labour while 81 Parents of Children Engaged in child labour received GETAhead training. In collaboration with MOSS, 31 children engaged in child labour were supported to express their situation and raise awareness on child labour through participating in a three-days intensified SCREAM programme training that took place in one of the targeted Child Labour Centres in Fayoum

Malawi:

Since its inception, the project has made significant progress including facilitating to achieve Alliance 8.7 Pathfinder Country status and supporting the country to participate in Alliance 8.7 global and regional events; the project has also worked with the Government to launch the Malawi’s second National Action Plan on Child labour (NAP II) and the National Child Labour Mainstreaming Guide through the Ministry of Labour. The project supported multiple national-level social dialogue platforms to convene and integrate child labour in their agendas as well as partnering with two Employers’ and Business Membership Organizations (EBMOs) to facilitate the establishment of PPPs that promote more effective interaction between private compliance initiatives and public enforcement activities, and address root causes of child labour. To contribute to the eradication of child labour in the agriculture sector, the project initiated the identification of cooperatives, trusts, and associations in the three targeted supply chains so that they have better access to services. The project has also worked to improve the capacities of these entities on child labour related issues. The project team also made progress in engaging workers’ organizations to provide support to female and male workers at the lowest tiers of the project’s targeted supply chains to individually or collectively propose and/or implement initiatives to improve compliance on child labour at their workplaces, under the framework of the four FPRWs.

Mali:

All the achievements contributed to sensitize policy makers on child labour and led to the validation of a Roadmap for Action against Child Labour in Agriculture. Some research and rapid assessments were also commended despite the COVID-19 that started almost at the same time and forced the team members to work from distance, postpone or redesign some key activities where gathering was necessary. A total of 160 members of various groups were trained, 200 individuals in households and 350 in organizations received educational training towards abandoning Child Labour in Supply chains, 1137 learners attend schools in 40 pilot centres (679 boys et 458 girls) of which 70 have already receive professional trainings.

At mid-way, the country team would like to sustain activities by furthering support towards the Ministry of Labour, revamp the national steering committee to combat child labour, revise the National Plan to Combat Child Labour that expired in 2020 to take into consideration new challenges, following the roadmap, enhance schooling of children's and formalizing gold miners.

Nigeria:

Despite project pitfalls triggered by COVID-19 and security challenges in project states, the project has achieved considerable results which manifested into two TORs on the Situation Analysis of Child Labour in the Cocoa and ASGM Sectors with inputs from experts and ILO Specialists. The situation analysis TOR also covers the analysis of social protection mechanisms and services available for children, especially victims of child labour in the project states. Considerable achievements include: The situational analysis is being implemented by the Federal University of Technology Minna (for the ASGM sector) and the Federal University of Technology Akure (for the Cocoa sector); a review of the Social Behavioural Communication change (SBCC) strategy for the elimination of child labour was validated by Stakeholders in November 2020; financially and technically supporting the Government of Nigeria to evaluate the implementation of the National Policy on the elimination of child labour and its National Action Plan 2013-2017(NAP); signing of an Implementation Agreement with the Nigeria Employers Consultative Association to strengthen the capacity of the private sector in improving compliance on the elimination of child labour in the cocoa and ASGM sectors; engagement of two consultants to conduct the needs assessment study of cooperatives in Nigeria with an ad hoc committee established to provide guidance and input into the study; Development of concept notes to guide the engagement of CSOs in the implementation of direct interventions in Ondo and Niger States and Identification; and signing of Implementation Agreement with the University of Ibadan to adapt the ILO SCREAM Pack to CL in the Cocoa and Artisanal Gold Mining Supply chains.

Uganda:

Throughout 2020, despite the COVID-19 pandemic challenges, restriction and lock-down, the project was actively involved in collaborative actions with tripartite partners, conducting awareness campaigns on child labour in the country; in partnership with FAO organized a national E-dialogue on OSH for agribusiness sectors. The ACCEL Africa Uganda coordinated Alliance 8.7 activities at the national level, ensuring the participation of national-level actors in several virtual meetings and dialogues organised by the Alliance 8.7 Secretariat. Uganda being a pathfinder country since 2019, was required to prepare and submit a country progress report. The project engaged in the periodic Education Development Partners (EDP) meetings; participated in the technical working groups on BTVET and Basic Education. On the World Day Against Child labour, 2020, the project organised a virtual meeting in collaboration with the Ministry of Gender Labour and Social Development in which UNICEF and FAO were represented on the panel. In 2021, several activities have been implemented: high level consultative process resulting into signed Implementation Agreements with tripartite and implementing partners; six studies were conducted to generate the project's evidence-based intervention strategies tailored to address the root causes of child labour in tea and coffee supply chains. Support and coordination of the drafting process of the Decent Work Country Programme to ensure alignment of ACCEL project's outcomes to the DWCP priorities. The project's stakeholders' approach is the first of its kind in the country to address child labour across the agricultural supply chains based on previous experiences to eliminate child labour.

Cote d'Ivoire:

By targeting policies and key stakeholders such as the Child Labour Directorate, the ILO has been successful in signing contracts to influence policy at the national level to tackle child labour. In collaboration with UNICEF, they are providing vocational training to children who are not part of the school system, and in the gold mining sector. They travelled to Ghana to learn good practices to

bring to Côte d'Ivoire and are working with the government to map children in the sector. The approach of the ACCEL Africa project is commendable and the objective of the project to tackle the root causes of child labour is ambitious with an approach that reinforces already existing provisions. Indeed, the project is in line with the 2019-2021 NAP, of which it contributed to the implementation of 8 actions. The project collaborates with other international organizations. Thus, it has launched, in collaboration with UNICEF, a study whose conclusions will make it possible to deal with child labour in the gold value chain. The impact of the project is also felt by businesses. Indeed, the project has established a strong partnership with the private sector (CGECI and trade unions) for an effective interaction of private initiatives and the application of social laws. Emphasis is also placed on social finance and protection with financial inclusion strategies and Universal Health Coverage (CMU). However, the administrative burden has delayed the provision of funds to initiate actions in the field as well as the choice of service providers for certain activities.

6. Lessons learned and good practices

6.1 Lessons learned

ACCEL's approach to focus on underlying root causes of child labour is commendable.

- Although the project aimed to have an **evidence-based and country-specific intervention strategy** and did indeed develop country annexes in close consultation with local partners, significant delays in carrying out planned baseline studies precluded the implementation of the fully-fledged evidence-based approach envisaged in the project document. In future projects, baseline assessments should be part of the inception phase and contracting procedures for such assessments must be fast-tracked to ensure study roll-out and completion in good time.
- The importance of **flexibility regarding administrative work processes**, such as contracting procedures and budget allocations was a key lesson learned by ACCEL to-date. Delays and overburdened partners, such as Trade Unions and Employers' Associations, who were stretched carrying out their core functions, contributed to by the COVID-19 pandemic, critically illustrated the advantages of direct contracting in comparison to complex tendering procedures.
- **Delays and challenges in budget management** at country-level have highlighted the necessity to establish a clear mechanism for visibility on expenditures and effective budget management and follow-up at country-level.
- The ILO to **strongly focus on its comparative advantage and very specific value addition** when piloting new approaches and allow for sufficient time when venturing into **new areas of work and non-traditional partnerships**. This includes the collaboration with ILO MULTI unit of Enterprise Department and ACTEMP on issues related to private sector activities.

6.2 Good practices

- **ACCEL AFRICA has successfully applied a systems-approach** to tackling child labour that moves away from project-based downstream interventions towards strengthening existing systems that are critical to tackle root causes of child labour, such as those around social protection, social finance, and education and skills development. A qualitative analysis reveals that certain opportunities for the project to contribute to systems-change and truly capitalize on its added value and comparative advantage as a project looking at child labour from an up-stream, supply-chain angle. In several countries, trainings on child labour with stakeholders, such as labour inspectors, staff from other relevant ministries, employers' and worker's organisations, and agricultural extension services were carried out in, for instance, Egypt. In Malawi, A ToT programme for the labour inspectorate was rolled out. In addition, cognizant of the fact that capacity is not limited to knowledge and skills, but extends to functioning systems and structures, ACCEL Egypt, together with WFP, has also support the development of a referral mechanism of child labour cases to the National Council for Childhood and Motherhood.
- Critically, the system-strengthening approach has proven highly successful in cases where countries have sufficiently functioning systems in place that could be strengthened and made more targeted towards the elimination of child labour (for example, Côte d'Ivoire). However, caution must be exercised in cases where national systems are too weak or dysfunctional, per se, that ILO's interventions might be ineffective. ACCEL, as a child-labour-focused project of the ILO does not have the mandate, remit, or capacity to engage in systems or institutions building as such. In this context, any selected national system, or institutions, such as TEVET, need to be carefully chosen to ensure that general capacities are sufficient for ACCEL's special interventions to mainstream child labour can be effective.
- **Work on social finance and social protection** is showing promise, although its interventions are still in their infancy, assessing their impact premature. Promising results have been observed in Uganda, where members of FUE have committed themselves to eliminating the worst forms of child labour

through providing free medical services to their workers and out-growers are being provided short term loans with low interest rates.

- Due to COVID-19 restrictions, the project changed in training modality from intensive one-week in-person training courses for, for instance, its training course for journalists, to using **online modalities. In addition, the training was delivered over a course of three months.** This approach allowed for more consolidated learning as well as the building of a strong network for peer-to-peer support and information sharing among the trainees. In addition, in follow-up to the training, a WhatsApp group was established for exchange of good practices and peer-to-peer support, which is still active at the time of writing. In addition, the consolidated list of trained journalists has been shared with other ILO offices, who have shown interest in working with these journalists in future.
- Additionally, as a part of the capacity building component of CSR and as part of the collaboration with the ILO MULTI Unit, key stakeholders/constituents from the English-speaking countries of ACCEL (Malawi, Uganda, Nigeria, and Egypt) were enrolled in a training course organised by the ILO-ITC Training Centre focusing on “International Labour Standards and Corporate Social Responsibility (CSR): The Labour Dimension of Human Rights Due Diligence” held between 19 October and 13 November 2020. Similarly, ACCEL also collaborated with the MULTI Unit to develop an equivalent training course in French for Mali and Côte d’Ivoire that was finally carried out in October 2021 with the title: “Formation ACCEL Africa ’21: Les entreprises responsables et les normes internationales du travail: innover dans la lutte contre le travail des enfants et ses causes profondes”. The main objective of the course was to deepen participants’ (mainly employers’ organizations and private sector actors/businesses but also relevant Government officials and representatives from workers’ organizations) knowledge on the responsibility of companies to respect human rights and the use of international instruments and tools to protect and promote the principles and fundamental rights at work, with a specific focus on child labour (in supply chains).
- Due to the innovative upstream approach going slightly beyond the traditional approach to tackling child labour, ACCEL has established **close working relationships with other relevant departments of the ILO.** Work on social finance has required the establishment of close cooperation with the Enterprise and the Social Protection departments of the ILO. Indeed, collaboration between these different departments has been at the heart of the innovative ACCEL approach, illustrated by the fact that certain team members, such as the Social Finance Officer are co-funded and co-managed by different departments. Although this highly integrated way of working has brought with it several challenges regarding clear reporting lines and overall workloads, respondents overall felt that cross-departmental working has been very effective, allowing them to stay grounded in their technical expert ‘family’ while also bringing their expertise to other teams and vice-versa. Cross-fertilization of ideas and approaches has been viewed as a key positive result of this deliberate integrated way of working.
- Working with existing community structures where project actions are implemented is a driver for ownership and continuity even after end of project actions.

8. Recommendations

The evaluation team developed a total of 12 actionable recommendations (outlined below) that are based on the evaluation’s findings. Recommendations are addressed to ILO Africa, ILO project team, the key partners, and donors of the project as well as other key stakeholders based in each country. They rely on points expressed in the findings of the evaluation and are articulated to improve the design, effectiveness, efficiency and sustainability for the preparation future similar projects or further phases of the project, if any. Recommendations are intended to be constructive and future oriented.

RECOMMENDATION	RESPONSIBLE STAKEHOLDER(S)	PRIORITY / RESOURCES / TIMEFRAME
<p>Recommendations 1, 2 and 3 for a similar project in future:</p> <ul style="list-style-type: none"> It is recommended to streamline the development of Terms of References, the identification of suitable service providers and, where possible, contracting procedures for studies. In this regard, <i>it is highly advised to Make sure that a clear and endorsed methodology to carry out Value Chain Analysis (VCA) studies with specific reference to child labour and FPRW is available within the ILO.</i> Ensure that assessments are firmly based on already available evidence and only conduct primary data collection where strictly necessary and in a highly focused manner. Firmly integrate assessments into the project inception phase to ensure findings can influence project design and implementation 	ILO Africa And ILO in each country.	Priority: High. Resources: high. Timeframe: Long-term. Resource requirements: TBD.
<p>Recommendation 4: Engage in conversations with the donor on possibly shifting from coffee to sugar in Malawi as a focus supply chain or alternatively to invite sugar value chain actors to some of the capacity building activities. Sugar might provide an opportunity to scale-up the project’s impact and increase its financial delivery rate in addition to the targeted supply chains.</p>	ILO Africa ILO Malawi Employers’ organizations	Priority: high. Resources: TBD. Timeframe: Immediate
<p>Recommendation 5: Develop more tailor-made and comprehensive country-level ToCs that can strategically guide project implementation and reporting throughout the life of the project. This will provide opportunity for an overall strategic guidance to county teams to implement this new approach to tackling child labour and should be rectified should the project roll-over into a second phase.</p>	ILO in each country	Priority: High. Resources: staff time. Timeframe: Long-term.
<p>Recommendation 6: The ILO should adopt new approach that include more focus on systems- strengthening in research and data collection, giving special attention on the specific comparative advantage of ACCEL to investigate how complex supply chains, with extensive transformation, can be mapped and how child labour prevalence can be calculated in different steps of the chain.</p>	ILO Africa RO	Priority: medium. Resources: Staff time medium. Timeframe: Medium-term.

RECOMMENDATION	RESPONSIBLE STAKEHOLDER(S)	PRIORITY / RESOURCES / TIMEFRAME
<p>Recommendation 7: It is highly recommended to Increase the human resources and technical capacity on social finance by investing in additional social finance specialists at country-levels considering its effectiveness as a successful comprehensive model in some countries such as Egypt. This will be supported by linking the targeted groups with the financial and non-financial services providers and facilitate their linkages to service providers where they are living guided by relevant friendly user manuals.</p>	ILO Africa RO	Priority: High. Resources: Human resources. Timeframe: Immediate.
<p>Recommendation 8: It is highly advised to grant a 12-months no-cost extension to the project to ensure full quality implementation of the rest of the programme interventions considering the impacts of COVID19 on the path of the programme implementation in addition to the pilot nature of some interventions such as the SFI, PPI, and others and to promote the learning among the participant countries. On the other hand, this can be extended to include some additional sectors or crops under agriculture sector where the child labour can be observed- when possible as a step ahead towards phase 2 by maximizing the analysis being done on the supply chains in each country.</p>	Donor	Priority: High Resources: None. Timeframe: ASAP.
<p>Recommendation 9: It is highly recommended to develop mapping analysis to the review selected institutions selected for system-strengthening (i.e., TEVET Malawi) to ensure that all selected partners have sufficiently functioning systems to merit project support. In this regard, it is advised to give special attention to the institutional assessment for better governance and effective partnerships with these institutions.</p>	ILO Africa RO	Priority: High Resources: Staff time/external human resources. Timeframe: Immediate.
<p>Recommendation 10: Revise resource allocations to implementing partners and consider budget allocations for field work to implementation partners, taking into consideration COVID-19 rules and regulations. Also, this should be associated with better flexibility regarding the administrative work processes.</p>	All ILO country teams	Priority: High. Resources: TBD Timeframe: Immediate
<p>Recommendation 11: The ILO should continue ensure better strong learning mechanism where all the best practices and lessons learnt would be shared among the participant countries and among the different stakeholders in each country regularly guided by well-structured M&E framework and dissemination strategies. Also, this might include partner assessment by the end of the project to ensure the ownership and maximizing the sustainability opportunities for the project results. Also, Re-formulate the output statements in outcome 2 to make them more closely tied to proposed activities. Moreover, the ILO can build on the best practices model developed in some countries like Egypt.</p>	ILO Africa RO M&E officer	Priority: High Resources: staff time Timeframe: Immediate
<p>Recommendation 12: ILO should work with the participant countries to develop and implement a practical gender strategy that integrates a strong gender lens in regional and country-level interventions across all target countries. This should be supported by ensuring that the presence of outcomes indicators have been tracked regularly under the Child Labour and social finance pillars in each country.</p>	ILO Africa RO Gender specialist	Priority: High Resources: staff time/external human resources Timeframe: Immediate

Annexes

Annex 1: Lessons learned

Project Title: ACCEL Africa

Project TC/SYMBOL:

Name of Evaluator: Includovate

Date: November 2021

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	The importance of flexibility in administrative issues, such as contracting procedures and budget allocations was a key lesson learned by ACCEL Africa to-date.
Context and any related preconditions	Delays and over-burdened partners, such as Trade Unions and Employers' Associations, who were stretched carrying out their core functions, contributed to by the COVID-19 pandemic, critically illustrated the need to re-consider complex tendering procedures and allow for direct contracting.
Targeted users / Beneficiaries	Development partners
Challenges /negative lessons - Causal factors	Time-poverty and other institutional challenges contributed to by the COVID-19 pandemic amongst key partners.
Success / Positive Issues - Causal factors	Clear communication lines with the donor; flexible donor.
ILO Administrative Issues (staff, resources, design, implementation)	Good partnership and working relationship with the donor.

Project Title: ACCEL Africa

Project TC/SYMBOL:

Name of Evaluator: Includovate

Date: November 2021

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	The importance of strongly focus on the ILO comparative advantage and the add value when piloting new approaches.
Context and any related preconditions	ILO programmes-including ACCEL is built on the previous experiences of the ILO in implementing diverse similar interventions addressing the targeted groups of the project. So, recalling for these experiences in both the regional and country level when adopting new approaches such as the Social Finance model, PPP, and others will allow for sufficient time when venturing into new areas of work and non-traditional partnerships. This includes the collaboration with ILO MULTI unit of Enterprise Department, and ACTEMP on issues related to private sector activities (e.g., maximize the role of the CSR in both the advocacy and awareness needed to deal with the child labour, in addition to the compliance with the ILS in this regard where the private sector is working- as one of the employers' pillars under the tripartite mandate of the ILO.
Targeted users / Beneficiaries	Employers' organizations Other development targeted groups.
Challenges /negative lessons - Causal factors	The cultural barriers in some of the targeted rural areas-particularly those working in the open areas of the agriculture sector.
Success / Positive Issues - Causal factors	Clear communication lines with the donor; flexible donor.
ILO Administrative Issues (staff, resources, design, implementation)	Good partnership and working relationship with the donor.

Project Title: ACCEL Africa

Project TC/SYMBOL: RAF/18/08/NLD

Name of Evaluator: Includovate

Date: November 2021

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	<p>ACCEL's approach to focus on underlying the root causes of child labour is commendable. The overall design of Outcome 2, which encapsulates much of this work looking at social finance and income generation, was designed in an ambitious way. The ILO's efforts to not develop a project to be easy to accomplish and instead focus on the implementation of sustainable and impactful systems to end child labour across the region is inspiring. Unfortunately, largely due to delays caused by the COVID-19 pandemic, which restricted the ability to work with local communities, progress on outcome 2 at mid-term has been constrained. Identification of potential partners and orientations around most effective entry points for interventions were also more time consuming than originally anticipated. These partnerships, be it with trade unions, government stakeholders, or other intergovernmental organisations, have the potential to be challenging to manage but significantly increase the impact of programmatic choices. Further, engaging with global supply chains on how to best address the elimination of child labour requires significant investments in time and resources.</p> <p>The specific lesson learned in this regard is the need for the ILO to allow for sufficient time when implementing complex areas of work and venturing into non-traditional partnerships.</p>
Context and any related preconditions	ACCEL Africa's approach to focus on root causes of child labour, moving beyond the traditional approach to eliminating child labour.
Targeted users / Beneficiaries	ILO and other development partners working on addressing the root causes of child labour.
Challenges /negative lessons - Causal factors	Overambitious project design: under-estimation of how much time the building of new partnerships takes.
Success / Positive Issues - Causal factors	Highly relevant approach.
ILO Administrative Issues (staff, resources, design, implementation)	Limited time frame allocated to new approaches, limited human resources allocated to new approaches (e.g., on social finance).

Project Title: ACCEL Africa

Project TC/SYMBOL:

Name of Evaluator: Includovate

Date: November 2021

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Necessity to establish a clear mechanism for visibility on expenditures and effective budget management and follow-up at country-level.
Context and any related preconditions	Disbursement was to be made by the project to achieve national, regional, and field activities (at community level).
Targeted users / Beneficiaries	National project accounting team, CSOs
Challenges /negative lessons - Causal factors	Tracking, budget follow-up and appraisal (evaluation of allocative efficiency) could not be captured at the national level during the MTE of the ACCEL Delay in transmission of budget in-country, complaints from the project leaders and beneficiaries, delay in implementation of activities.
Success / Positive Issues - Causal factors	
ILO Administrative Issues (staff, resources, design, implementation)	See entire lesson

Project Title: ACCEL Africa

Project TC/SYMBOL:

Name of Evaluator: Includovate

Date: November 2021

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	The project aimed to have an evidence-based and country-specific intervention strategy and did indeed develop country annexes in close consultation with local partners, significant delays in carrying out planned baseline studies precluded the implementation of the fully-fledged evidence-based approach envisaged in the project document. In future projects, baseline assessments should be part of the inception phase and contracting procedures for such assessments must be fast-tracked to ensure study roll-out and completion in good time.
Context and any related preconditions	N/A
Targeted users / Beneficiaries	ILO
Challenges /negative lessons - Causal factors	Procedural delays in contracting; limited availability of high-quality service providers.
Success / Positive Issues - Causal factors	N/A
ILO Administrative Issues (staff, resources, design, implementation)	See entire lesson

Annex 2: Good practices

Evaluation Title: Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project

Project TC/SYMBOL: RAF/18/08/NLD

Name of Evaluator: Includovate

Date: November 2021

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

GP Element Text	Text
<p>Summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>ACCEL AFRICA has successfully applied a systems-approach to tackling child labour that moves away from project-based downstream interventions towards strengthening existing systems that are critical to tackle root causes of child labour, such as those around social protection, social finance, and education and skills development. A qualitative analysis reveals that certain opportunities for the project to contribute to systems-change and truly capitalize on its added value and comparative advantage as a project looking at child labour from an up-stream, supply-chain angle. In several countries, trainings on child labour with stakeholders, such as labour inspectors, staff from other relevant ministries, employers' and worker's organisations, and agricultural extension services were carried out in, for instance, in Uganda and Egypt. a ToT programme for the labour inspectorate was rolled out. In addition, cognizant of the fact that capacity is not limited to knowledge and skills, but extends to functioning systems and structures, ACCEL Egypt, together with WFP, has also support the development of a referral mechanism of child labour cases to the National Council for Childhood and Motherhood.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>Critically, the system-strengthening approach has proven highly successful in cases where countries have sufficiently functioning systems in place that could be strengthened and made more targeted towards the elimination of child labour. (EG Cote d'Ivoire). However, caution must be exercised in cases where national systems are too weak or dysfunctional per se, that ILO's interventions might be ineffective. ACCEL, as a child-labour-focused project of the ILO does not have the mandate, remit, or capacity to engage in systems or institutions building as such. In this context, any selected national system, or institutions, such as TEVET, need to be carefully chosen to ensure that general capacities are sufficient for ACCEL's special interventions to mainstream child labour can be effective.</p>
<p>Establish a clear cause effect relationship</p>	<p>Deliberate approach interested into project design and measurable results as outlined below regarding, for instance, work on labour inspection in Egypt.</p>
<p>Indicate measurable impact and targeted beneficiaries</p>	<p>See above</p>
<p>Potential for replication and by whom</p>	<p>See above</p>
<p>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)</p>	<p>Enhancing partnerships and policy coherence for decent work (ILO Strategic Plan 2018-2021)</p>
<p>Other documents or relevant comments</p>	<p>N/A</p>

ILO Emerging Good Practice Template

Evaluation Title: Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project

Project TC/SYMBOL: RAF/18/08/NLD

Name of Evaluator: Includovate

Date: November 2021

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

GP Element Text	Text
Summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Due to the innovative upstream approach going slightly beyond the traditional approach to tackling child labour, ACCEL has established close working relationships with other relevant departments of the ILO . Work on social finance has required the establishment of close cooperation with the ENTERPRISE and the SOCIAL PROTECTION departments of the ILO. Indeed, collaboration between these different departments has been at the heart of the innovative ACCEL approach, illustrated by the fact that certain team members, such as the Social Finance Officer are co-funded and co-managed by different departments. Although this highly integrated way of working has brought with it several challenges regarding clear reporting lines and overall workloads, respondents overall felt that cross-departmental working has been very effective, allowing them to stay grounded in their technical expert 'family' while also bringing their expertise to other teams and vice-versa. Cross-fertilization of ideas and approaches has been viewed as a key positive result of this deliberate integrated way of working.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	Strong cooperation between different departments of the ILO, especially those working on social finance, child labour and social protection.
Establish a clear cause effect relationship	N/A
Indicate measurable impact and targeted beneficiaries	N/A
Potential for replication and by whom	Highly replicable, depending on political will
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Strengthening effective and efficient use of ILO resources (ILO Strategic Plan 2018-2021)
Other documents or relevant comments	N/A

ILO Emerging Good Practice Template

Evaluation Title: Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project

Project TC/SYMBOL: RAF/18/08/NLD

Name of Evaluator: Includovate

Date: November 2021

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

GP Element Text	Text
Summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Work on social finance and social protection is showing promise, although its interventions are still in their infancy, assessing their impact premature.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	Strong cooperation between different departments of the ILO, especially those working on social finance, child labour and social protection.
Establish a clear cause effect relationship	Targeted work with partners and changes in services they offer as a direct result of the project.
Indicate measurable impact and targeted beneficiaries	Promising results have been observed in Uganda, where members of FUE have committed themselves to eliminating the worst forms of child labour through providing free medical services to their workers and out-growers are being provided short term loans with low interest rates.
Potential for replication and by whom	Highly dependent on availability of specialised human resources to manage this workstream in a child labour project.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Enhancing partnerships and policy coherence for decent work (ILO Strategic Plan 2018-2021).
Other documents or relevant comments	N/A

ILO Emerging Good Practice Template

Evaluation Title: Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project

Project TC/SYMBOL: RAF/18/08/NLD

Name of Evaluator: Includovate

Date: November 2021

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

GP Element Text	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Due to COVID-19 restrictions, the project changed in training modality from intensive one-week in-person training courses for, for instance, its training course for journalists, to using online modalities. In addition, the training was delivered over a course of three months. This approach allowed for more consolidated learning as well as the building of a strong network for peer-to-peer support and information sharing among the trainees. In addition, in follow-up to the training, a WhatsApp group was established for exchange of good practices and peer-to-peer support, which is still active at the time of writing. In addition, the consolidated list of trained journalists has been shared with other ILO offices, who have shown interest in working with these journalists in future.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	COVID-19 restrictions
Establish a clear cause effect relationship	Trained journalists engaged in active reporting on child labour.
Indicate measurable impact and targeted beneficiaries	Effective reporting on child labour by trained journalists, as evidenced by media coverage, and the development of communication action plans by communication officials from workers and employers' organisations who attended the training.
Potential for replication and by whom	High
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Strengthening effective and efficient use of ILO resources (ILO Strategic Plan 2018-2021).
Other documents or relevant comments	N/A

ILO Emerging Good Practice Template

Evaluation Title: Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project

Project TC/SYMBOL: RAF/18/08/NLD

Name of Evaluator: Includovate

Date: November 2021

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

GP Element Text	Text
Summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Working with existing community structures where project actions are implemented is a driver for ownership and continuity even after end of project actions.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	Community structures are present and sufficiently functioning in target communities.
Establish a clear cause effect relationship	Working with existing community structures has proven cost-effective, time-efficient and helps to ensure community ownership as well as sustainability.
Indicate measurable impact and targeted beneficiaries	Ownership and sustainability
Potential for replication and by whom	High
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Enhancing partnerships and policy coherence for decent work (ILO Strategic Plan 2018-2021).
Other documents or relevant comments	N/A

ILO Emerging Good Practice Template

Evaluation Title: Independent mid-term evaluation of the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project
 Project TC/SYMBOL: RAF/18/08/NLD
 Name of Evaluator: Includovate
 Date: November 2021

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

GP Element Text	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	ACCEL established successful implementation partnerships with Employers' and Business Membership Organizations (EBMOs) to develop and improve private sector mechanisms for child labour compliance, such as with the Tea Association of Malawi (TAML), for private sector action to address child labour in the project's targeted supply chains. These EBMOs facilitate the establishment of Public-Private Partnerships (PPPs) to promote more effective interaction between private compliance initiatives and public enforcement activities, and to address root causes of child labour. The EBMOs have been able to develop Action Pledges for the 2021 International Year for the Elimination of Child Labour.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	Private sector that is willing and open to collaboration, possibly because of preparatory advocacy by ILO and other stakeholders.
Establish a clear cause effect relationship	Action Pledges in place
Indicate measurable impact and targeted beneficiaries	Improved business practices
Potential for replication and by whom	High, other private-sector focused projects
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Enhancing partnerships and policy coherence for decent work (ILO Strategic Plan 2018-2021)
Other documents or relevant comments	N/A

Annex 3: Terms of reference

ILO/EVAL is looking for a team of evaluators: one team leader home-based and six national consultants for Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda, for the mid-term evaluation of the project "Accelerating action for the elimination of child labour in supply chains in Africa – ACCEL RAF/18/08/NLD". The evaluation should take place between May and July 2021.

Type of contract: External Collaboration Contract (individual contract) or Service contract (institution/company). The candidates can apply individual for each role or as a team.

The final evaluation of the country programme should take about 45 working days for the team leader (home-based) and 25 working days for the national consultant.

Application deadline: 6 May 2021

For further details about the evaluation, please see the attached ToR.

Candidates intending to submit an expression of interest must supply the following information:

1. Indication for which position(s) the candidate(s) apply
2. A description of how the candidate's skills, qualifications and experience are relevant to the required qualifications of this assignment (maximum 2 pages).
3. A list of previous evaluations that are relevant to the context and subject matter of this assignment, indicating the role played by the consultant(s) applying (they can be highlighted in the CV).
4. A statement confirming their availability to conduct this assignment, and the daily professional fee expressed in US dollars without travel or field visit costs (indicating also in USD daily fee received for similar assignments in the last 2 years as a reference: project/function/daily honorarium rate paid/contact person that can confirm).
5. A copy of the candidate's curriculum vitae highlighting relevant assignments.
6. A statement confirming that the candidates have no previous involvement in the implementation and delivery of the project to be evaluated or a personal relationship with any ILO Officials who are engaged in the project.
7. The names of two/three references (including phone and email) who can be contacted.
8. Two reports in which the evaluator(s) has/have played the roles(s) for which is/are applying.

The deadline to submit an expression of interest for undertaking the evaluation is 7 May 2021.

Please send an e-mail with the subject header "Evaluation of project" to the Evaluation Manager Hiwote Alemu alemu@ilo.org copying Naomi Asukai asukai@ilo.org.

TERMS OF REFERENCE (TOR)

INDEPENDENT MID- TERM EVALUATION OF THE ACCELERATING ACTION FOR THE ELIMINATION OF CHILD LABOUR IN SUPPLY CHAINS IN AFRICA PROJECT

Project Title:	Accelerating action for the elimination of child labour in supply chains in Africa
Project Code	RAF/18/08/NLD
Administrative Unit	ILO Regional Office for Africa
Donor	Government of the Netherlands
Budget	23,500,000 EUR (27,389,278 USD)
Implementation period	Start date: 15 November 2018 End date: 15 November 2022

Coverage	Africa Region, with focus on Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda
ILO Technical Units	FUNDAMENTALS and the Labour Administration, LABADMIN/ OSH, the Manufacturing, Mining and Energy Unit (E ² M), Forestry, Agriculture, Construction and Tourism Unit (FACT) of the Sectoral Policies Department (SECTOR), SKILLS Branch of the Employment Policies Department, ENTERPRISES and its Units such as the Cooperatives Unit (SOCPRO)
Type of evaluation	Independent Mid-term Evaluation
Date of the evaluation	May-July 2021
Evaluation Manager	Alemu, Hiwote Walelign, CO-Addis Ababa

I. BACKGROUND

According to the latest estimates (ILO, 2017), globally nearly 152 million children are engaged in child labour. Almost half of them are in a worst form of child labour, with 72.5 million performing hazardous work that places their health, safety or moral development at risk. Since the year 2000, the number of children in child labour has decreased from 246 million, which means a reduction of nearly 40% or 100 million in absolute numbers. Global policy measures, awareness raising and national efforts are paying off, but progress has slowed down particularly over the last years, and the challenge is still immense, especially in Africa and in the agriculture sector.

Africa as the region with the highest prevalence of child labour (1 in 5 children is in child labour), and as the only region where child labour has increased since 2012. The vast majority (85%) of child labour in Africa is in agriculture and its various subsectors: crop production, animal husbandry, forestry, fishing, and aquaculture. Focus on Africa and in agriculture is therefore essential to meet the SDG goal for the elimination of child labour.

Child labour is determined by root causes such as poverty and socio-economic vulnerability, lack of access to quality education and gender-based discrimination. Addressing these root causes that perpetuate households' dependency on child labour is a pre-condition to ensure sustainability of child labour elimination. In the context of GSCs, weak governance mechanisms, especially at the chain's lower tiers, make it challenging to adopt and monitor the compliance to due diligence practices concerning decent work. The limited capacity and empowerment of organisation of stakeholders (producers) and workers, especially in the rural informal economy increase their vulnerability. From the perspective of companies at the top of the chain, lack of awareness and understanding of child labour in the supply chain, lack of leverage to influence practices of enterprises deeper in the supply chain, and lack of alignment/coordination of policies and programmes are common challenges.

In order to address these challenges mentioned above, the International Labour Organization (ILO) is implementing the project "Accelerating action for the elimination of child labour in supply chains in Africa" with focus on Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda. The four-year (2018-2022) addresses the root causes of the prevalence of child labour in Africa, and that hinder progress towards its elimination in the region.

The project takes a normative approach to eliminating child labour. It promotes the ratification and/or effective implementation of ILO's fundamental conventions and recommendations in all target countries, thereby taking into account comments and observations of the ILO's supervisory bodies. It also promotes relevant ILO Conventions and Recommendations concerning agriculture and mining, notably the Safety and Health in Agriculture Convention (N 184) and the Safety and Health in Mines Convention (No. 176). With regard to the latter, the project will assist Cote d'Ivoire, Mali and Nigeria

with the legislative gap analysis and tripartite consultations required to pave the way for the ratification of this important instrument as well as its recommendation (No 183), which calls for measures to establish preventive safety and health programmes and to foster cooperation and consultation between employers and workers and their representatives on small scale mining.

THE PROJECT OBJECTIVES

The overall objective of the ACCEL Africa project is to accelerate the elimination of child labour in Africa through targeted actions in selected supply chains in Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda.

Specifically, the project aims to:

- Improve and enforce policy, legal and institutional frameworks to combat child labour in global supply chains.
- Institutionalize innovative and evidence-based solutions that address the root causes of child labour in supply chains.
- Strengthen partnership and knowledge sharing between global supply chain actors working in Africa

THE PROJECT OUTCOMES

Therefore, through these objectives, three main outcomes are expected from the project, namely:

- **Outcome 1:** Policy, legal and institutional frameworks are improved and implemented to combat child labour in global supply chains.
- **Outcome 2:** Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized.
- **Outcome 3:** Strengthened partnership and knowledge sharing among global supply chain actors working in Africa.

TARGET SECTORS & GEOGRAPHICAL FOCUS

The project aims at addressing root causes of child labour with a cross-sectorial and integrated approach, consistent with two of ILO's priorities areas on fundamental principles and rights at work: the rural and informal economy, and supply chains.

Target countries and GSCs were selected based on a set of criteria such as: countries Alliance 8.7 Pathfinder countries and IPEC+ countries; the prevalence of child labour in specific supply chains, possible synergies with actions by Alliance 8.7 and other ILO initiatives. As a result, the Netherlands and the ILO jointly selected: Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda, and to address child labour in the supply chains of cocoa, coffee, cotton, tea and gold.

PROJECT STAKEHOLDERS

ACCEL Africa project stakeholders are:

- Governments, and primarily labour, education, social welfare, agriculture, mining and trade ministries, and other relevant government bodies at the national and subnational levels;
- Employers' organizations, industry associations and their members;
- Workers' organizations and their members;
- Actors along the supply chains, including investors (finance sector), buyers, traders, cooperative organizations and SMEs;
- Community, traditional and religious leaders;
- Civil society organizations and research / academic institutions;
- Multi-stakeholder and sectoral initiatives; UN Organizations;
- The African Union Commission
- ECOWAS

PROJECT INSTITUTIONAL AND MANAGEMENT ARRANGEMENT

The project is implemented by the ILO in close cooperation with ILO tripartite constituents and other relevant partners, NGOs and networks working in the areas of child labour in supply chains globally, in the Africa region and in the target countries.

The project is managed by a Chief Technical Adviser (CTA), responsible for overall project management based in Abidjan, Côte d'Ivoire and reports to the Regional Director for Africa. Each country component is implemented, managed and overseen by the relevant Country Office, with the support of senior technical specialists in FUNDAMENTALS (HQ) and relevant ILO Africa Decent Work Teams in field offices. The regional project team comprises:

- Chief Technical Adviser (CTA);

- Supply Chains and Enterprises Specialist
- Research Officer
- M&E and Knowledge Management Officer
- Communication Officer
- Social Finance Officer
- National Administrative and Finance Officer
- 2 Administrative and Finance assistants
- A driver

At the country level, apart from Malawi where the team is led by a Senior Project Officer, all other country teams are composed of a National Project Coordinator, Project Officer with an administrative and support team.

The project has reported the following major results by December 2020:

- 19 studies initiated in the 6 participating countries among which 3 are concluded in Cote d'Ivoire (1), Nigeria (2) to understand the situation and root causes of child labour, to assess the capacity of different stakeholders and partners as well as to develop intervention strategies for addressing child labour in supply chains;
- 60 statistics practitioners and policy makers trained on data analysis on child labour, and 32 journalists on reporting on child labour;
- 7,861 individuals covered by the project social media (4,708 followers of the project's Facebook page while 3,153 people follow the project's Twitter page) on awareness raising activities on child labour.

II. EVALUATION BACKGROUND

ILO considers evaluation as an integral part of the implementation of technical cooperation activities. This project will go through two independent evaluations. Both evaluations are managed by an ILO certified evaluation manager and implemented by independent evaluators.

The evaluation in ILO is for the purpose of accountability, learning and planning and building knowledge. It should be conducted in the context of criteria and approaches for international development assistance as established by: the OECD/DAC Evaluation Quality Standard; and the UNEG Code of Conduct for Evaluation in the UN System.

This evaluation will follow the ILO policy guidelines for results-based evaluation; and the ILO EVAL Policy Guidelines Checklist 3 "Preparing the inception report"; Checklist 4 "Validation methodologies"; and Checklist 5 "Preparing the evaluation report". In the context of COVID-19 the evaluation will follow the EVAL protocol ^[1] the evaluation will follow the OECD-DAC framework and principles for evaluation. For all practical purposes, this ToR and ILO Evaluation policies and guidelines define the overall scope of this evaluation. Recommendations, emerging from the evaluation, should be strongly linked to the findings of the evaluation and should provide clear guidance to stakeholders on how they can address them.

The project has implemented an evaluability review in 2020 to assess the Comprehensive M&E strategy of the project that is been implemented.

III. PURPOSE AND OBJECTIVES OF THE MID-TERM INDEPENDENT EVALUATION

The mid-term evaluation of the ACCEL Africa project has a summative and formative focus with the overall objective of reviewing the implementation of the project to identify strengths and weaknesses, lessons and good practices to be learned, and provide practical recommendations for improvement. Specifically, this evaluation does the following:

- Assess the relevance and coherence of project's design regarding the region and country needs and how the project is perceived and valued by the target groups.
- Identify the contributions of the project towards, the SDGs, the countries UNSDCF and DWCPs, the ILO objectives and Country Programme Outcomes, the African Union Action Plan on Child Labour and Forced Labour and its synergy with other projects and programs.
- Analyse the implementation strategies of the project and their effects with regard to their potential effectiveness in achieving the project outcomes and impacts; including unexpected results and factors affecting project implementation (positively and negatively)
- Assess the implementation efficiency of the project.
- Review the institutional set-up, capacity for project implementation, coordination mechanisms and the use and usefulness of management tools including the project M&E methodology
- Assess the planned strategies for outcomes' sustainability and orientation to impact
- Assess the role knowledge management (KM) and communication strategy in raising the profile of the project within the country and among the cooperating partners

- Identify lessons learned and potential good practices for the key stakeholders. The determinants of success and non-success (lesson to be learned) of the project for the key stakeholders;
- Provide strategic recommendations for the different key stakeholders to improve implementation of the project activities and attainment of project objectives.
- Examine the project's response to the restrictions imposed by COVID-19 on repurposing project funds or activities, how did the project pivot or deal with the restrictions on project activities, if any.

IV. SCOPE OF THE EVALUATION

The mid-term evaluation will cover the period from November 2018 to March 2021. The evaluation will cover all the planned outputs and outcomes under the project, with particular attention to synergies between the components and contribution to continental and national policies and programmes.

The evaluation will discuss how the project is addressing the ILO cross-cutting themes including gender equality and non-discrimination, inclusion of people with disabilities, social dialogue and tripartism, international labour standards and fair transition on environment.).

The evaluation should help to understand how and why the project has obtained or not the specific results from output to potential impacts.

V. CLIENTS

The primary clients of the evaluation are the ILO constituents (the governments, employers and workers organizations), implementing partners, the donor and ILO (country offices, regional office and HQ) as well as other relevant stakeholders. The Office and stakeholders involved in the execution of the project would use, as appropriate, the evaluation findings, recommendations, lessons learnt and good practices, and lessons to be learned.

VI. REVIEW CRITERIA AND KEY EVALUATION QUESTIONS

The evaluation should address the overall ILO evaluation concerns such as relevance, effectiveness, efficiency, sustainability and impact as defined in the ILO Policy Guidelines for results-based evaluation,

2020 4th edition

<https://www.ilo.org/wcmsp5/groups/public/---edttmas/---eval/documents/publication/wcmstt571339.pdf>

The evaluation will cover the following evaluation criteria:

- i. Relevance, coherence and strategic fit,
- ii. Validity of design,
- iii. Project progress and effectiveness,
- iv. Efficiency,
- v. Impact orientation and sustainability as defined in ILO policy guidelines for results-based evaluation

Analysis of gender-related concerns will be based on the ILO Guidelines on Considering Gender in Monitoring and Evaluation of Projects (September, 2007) ^[2]. The evaluation will be conducted following UN evaluation standards and norms and the Glossary of key terms in evaluation and results-based management developed by the OECD's Development Assistance Committee (DAC) ^[3].

In line with the results-based approach applied by the ILO, the evaluation will focus on identifying and analysing results through addressing key questions related to the evaluation criteria and the achievement of the outcomes/ objectives of the project using the indicators in the logical framework of the project, but not limiting to them.

The evaluation should address the questions bellow. Other aspects can be added as identified by the evaluator in accordance with the given purpose and in consultation with the evaluation manager. Any fundamental changes to the evaluation criteria and questions should be agreed between the evaluation manager and the evaluator, and reflected in the inception report.

The evaluation will integrate gender equality and non-discrimination ^[4] as a crosscutting concern throughout its deliverables and process. It should be addressed in line with EVAL guidance note n° 4 and Guidance Note n° 7 to ensure stakeholder participation. Furthermore, it should pay attention to issues related to social dialogue, international labour standards and fair environmental transition.

Moreover, the impact of the COVID19 in the implementation and results of the project will be taken into account. The evaluator during the development of the inception report will integrate questions on these cross-cutting issues as necessary.

KEY EVALUATION QUESTIONS

The evaluator shall examine the following key issues:

1. Relevance, coherence and strategic fit,
 - Is the project coherent with the Governments objectives, National Development Frameworks, UNDSCFs and DWCPs, ILO Programme and Budget 2018-21, beneficiaries' needs (i.e. men and women, boys and girls and other vulnerable groups), and does it support the targets of the relevant SDGs and AU action plan?
 - How does the project complement and fit with other on-going ILO programmes and projects in the countries? What links have been established so far with other activities of the UN or other cooperating partners operating in the Countries in the area decent work?
2. Validity of design
 - Does the project address the major causes of child labour in Africa?
 - Is the project realistic (in terms of expected outputs, outcome and impact) given the time and resources available, including performance and its M&E system, knowledge sharing and communication strategy?
 - To what extent has the project integrated ILO cross cutting themes in the design?
 - Is the project Theory of change comprehensive, integrate external factors and is based on systemic analysis?
3. Project effectiveness
 - What progress has been made towards achieving the overall project objectives/outcomes? Which have been the main contributing and challenging factors towards project's success in attaining its targets?
 - What, if any, unintended results of the project have been identified or perceived?
 - Has the management and governance structure put in place worked strategically with all key stakeholders and partners in participating countries, ILO and the donor to achieve project objectives? Does this governance structure take gender into account?
 - To what extent is the COVID-19 Pandemic influencing project results and effectiveness and how the project has addressed this influence and is ready to adapt to changes for the rest of the project life?
4. Efficiency of resource use
 - Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outputs and specially outcomes? If not, why and which measures taken to work towards achievement of project outcomes and impact?
 - To what extent are the project's activities/operations and the disbursements and project expenditures in line with the schedule of activities as defined by the project team and original (and subsequent) work plans?
 - What are the risks for the project in terms of efficiency and the achievement of its objectives on time due to COVID 19?
5. Impact orientation and sustainability
 - What level of influence is the project having and would continue to have on the child labour and other areas on policies and practices at national and sub national levels?
 - Is the project contributing to expand the knowledge base and build evidence regarding the project outcomes and impacts? If so, how is such knowledge managed, made available to others in an effective and efficient manner?
 - Is the programme strategy and programme management steering towards impact and sustainability? Has the project stating implementing an exit strategy?
 - How has the sustainability approach of the project been affected by the Covid19 situation in context of the national responses and how has the project and stakeholders responded in moving forward the project results appropriation?

VII. EVALUATION METHODOLOGY

The independent mid-term evaluation will comply with evaluation norms and standards and follow ethical safeguards, all as specified in ILO's evaluation procedures. The ILO adheres to the United Nations Evaluation Group (UNEG) evaluation norms and standards as well as to the OECD/DAC Evaluation Quality Standards. The evaluation is an independent evaluation and the final methodology and evaluation questions will be determined by the consultant in consultation with the Evaluation Manager.

The evaluation will apply a mix methods approach, including triangulation to increase the validity and rigor of the evaluation findings, engaging with key stakeholders of the project, as much as feasible, at all levels during the design, data collection and reporting stages.

Due to the onset of the COVID-19 pandemic and its impact on the world of work, this evaluation will be conducted in the context of criteria and approaches outlined in the ILO internal guide: Implications

of COVID-19 on evaluations in the ILO: An internal Guide on adapting to the situation (version March 25, 2020).^[5]

A team leader consultant will conduct the evaluation virtually (home-based) with support of a national consultant for fieldwork in the project area (Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda).

If, at the beginning of the evaluation, the COVID-19 pandemic situation has changed, adjustments to this methodology may be discussed between the evaluation Manager and the Evaluator.

The evaluation will be carried out through a desk review and field visit to the project sites and consultations with, implementing partners, beneficiaries, the donor, ILO and other key stakeholders. Consultations with relevant ILO units and officials in Geneva, Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria, and Uganda will be done.

The draft evaluation report will be shared with all relevant stakeholders and a request for comments will be asked for 10 working days. The evaluator will seek to apply a variety of evaluation techniques – desk review, meetings with stakeholders, focus group discussions, and observation during the field visits as applicable. Triangulation of sources and techniques should be central.

DESK REVIEW

The Desk review will include the following information sources:

- Project document
- Evaluability review
- Project monitoring plans
- Progress reports
- Project budget and related financial reports
- Reports from various activities (including trainings, workshops, task force meetings, video conferences etc.)
- Others as required

All documents will be made available by the Project CTA National, in coordination with the evaluation manager, in a drop-box (or similar) at the start of the evaluation.

In addition, the evaluation team will conduct initial electronic or telephone interviews with the project and the donor. The objective of the consultation is to reach a common understanding regarding expectations and available data sources.

The Inception report will cover status of logistical arrangements, project background and materials, key evaluation questions and evaluation indicators, evaluation matrix, detailed work plan, list of stakeholders to be interviewed, outline of the stakeholders' workshop and of the final report, and all data collection tools following EVAL Checklist 3 (see Annex 1). The Inception report that will operationalize the ToRs and should be approved by the evaluation manager before moving to data collection at field level.

The Evaluation team leader will receive a list of key stakeholders by the Project manager if the Evaluator requires contacting other stakeholders, beyond the list, this can be discussed with the Evaluation Manager during the preparation of the Inception report.

A desk review will analyse project and other documentation including the approved log frame, implementation plan, annual reports and other relevant documents. The desk review phase will produce the Inception report that will operationalize the ToRs and should be approved by the evaluation manager.

DATA COLLECTION/FIELD WORK

The current COVID-19 pandemic restricts mobility for country and field visits to international consultants. In line with these restrictions, the evaluation data collection methodology will combine remote/virtual (evaluation team leader) and fieldwork data collection (evaluation national team member). The national consultant will undertake field visits if the ILO office determines that ILO staff are able to continue to do field work. Should ILO staff not be allowed to undertake site visits, then the national consultant will conduct data collection remotely only. This will require enhanced engagement and collaboration with the project team in terms of organizing the contact with stakeholders.

The Evaluators will undertake group and/or individual discussions with field visit when necessary and feasible. The project will provide all its support in organization of these virtual interviews to the best extent possible. The evaluators will ensure that opinions and perceptions of women are equally reflected in the interviews and that gender-specific questions are included.

A stakeholders' workshop will be organized to discuss initial findings and complete data gaps with key stakeholders, ILO staff and representatives of the development partners. The workshop will be logistically supported by the project and programmatically managed by the evaluation team. The

evaluation team leader will conduct it virtually. The details of it should be stated clearly in the Inception report for further preparation during the data collection phase.

The evaluator is encouraged to propose alternative mechanism or techniques for the data collection phase. These will be discussed with the project and the evaluation manager at the Inception phase. Any alternative should be reflected in the Inception report.

REPORT WRITING PHASE

Based on the inputs from discussions and interviews with key stakeholders, the evaluation team will draft the evaluation report. The draft report will be sent to the Evaluation Manager for a methodological review, and then to be shared with key stakeholders for their inputs/comments.

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

The Evaluator will finalize the report, taking into consideration the stakeholder comments and submit the final version for approval of EVAL.

VIII. DELIVERABLES

1. Inception report (not more than 20 pages excluding the annexes) with detailed work plan and data collection instruments following EVAL Checklist 3 – see annex)
2. A concise Evaluation Report (as per the following proposed structure:
3. A concise draft and final evaluation reports in English language (maximum 30 pages plus annexes and following EVAL Checklists 5 and 6 -see Annex) as per the following proposed structure:
 - Cover page with key project and evaluation data (using ILO EVAL template)
 - Executive Summary
 - Acronyms
 - Description of the project
 - Purpose, scope, and clients of the evaluation
 - Methodology and limitations
 - Clearly identified findings for each criterion
 - Conclusions
 - Recommendations (per each one: for whom, priority, timing, and resources)
 - Lessons learned and good practices (briefly in the main report, and under ILO EVAL template in the annexes)
 - Lessons to be learned
 - Annexes:
 - TOR
 - Evaluation questions matrix
 - Data Table on Project Progress in achieving its targets by indicators with comments
 - Evaluation schedule
 - Documents reviewed
 - List of people interviewed
 - Lessons learned and good practices (using ILO-EVAL template)
 - Any other relevant documents
4. Evaluation Summary using the ILO template.

All draft and final outputs, including supporting documents, analytical reports and raw data should be provided to the evaluation manager in electronic version compatible with Word for and are copyrighted by ILO.

IX. MANAGEMENT ARRANGEMENTS, WORK PLAN & TIME FRAME

COMPOSITION EVALUATION TEAM

The evaluation will be conducted by an evaluation team. One International consultant will be Team Leader and will coordinate a team composed of six other national consultants, including one consultant per country targeted. The evaluation team leader will be the point of contact with the ILO Evaluation Manager and responsible for the report. The evaluation team will agree on the distribution of work and schedule for the evaluation and stakeholders to consult.

The role of the Team Leader will consist of:

- Initial familiarization with the project through briefing with Evaluation Manager and project staff
- Further familiarization through project and background documents
- Development of inception report, sharing with Evaluation Manager for approval

- Communication with Evaluation Manager about practical arrangements and progress
- Division of roles and responsibilities with the other team members
- Leadership throughout the evaluation process
- Responsible of compilation of draft report and sharing with the ILO
- Responsible of compilation of final report

EVALUATION MANAGER

The evaluation will be managed by Alemu, Hiwote Walelign, ILO CO-Addis Ababa, who has not prior involvement in the project and have been trained by EVAL as evaluation manger. EVAL in HQ will provide oversight to the EM and evaluation process.

The evaluation team leader will report to the evaluation manager Alemu, Hiwote, (alemu@ilo.org) and should discuss any technical and methodological matters with him should issues arise. The evaluation will be carried out with full logistical and administrative support of the project management team

The evaluation manager is responsible for completing the following specific tasks:

- Draft and finalize the evaluation TOR with inputs from key stakeholders;
- Develop the Call for expression of interest and select the independent evaluator in coordination with EVAL;
- Brief the evaluator on ILO evaluation policies and procedures;
- Initial coordination with the project team on the development of the data collection process and the preliminary results workshop;
- Circulate the first draft of the evaluation report for comments by key stakeholders;
- Ensure the final version of the evaluation report address stakeholders' comments (or an explanation why any has not been addressed) and meets ILO requirements.

WORK PLAN & TIME FRAME

The total duration of the evaluation process is estimated to 45 working days for the team leader and 25 for the team members. The MTE will be conducted between May and July 2021

Phase e	Tasks	Responsible Person	Timing	Working days TL	Working days NC
I	➤ Preparation of TOR and consultation with stakeholders (ILO, national stakeholders and donor)	Evaluation manager	18 March - 9 April 2021	0	0
II	➤ Call for Eol for the identification of independent international and national evaluators	Evaluation manager	19 April - 30 April 2021	0	0
III	➤ Contracting of the evaluation team		May 3- May 14	0	0

III	<ul style="list-style-type: none"> ➤ ➤ ➤ ➤ 	<p>Telephone briefing with evaluation manager</p> <p>Desk review of project related documents and preliminary interviews with the project CTA and the donor</p> <p>Development of the Inception report</p> <p>Feedback and approval by the Evaluation manager</p>	Consultant	17 may- 28 May	10	3
IV	<ul style="list-style-type: none"> ➤ 	<p>Consultations with key stakeholders and filed visits/data collection</p>	Evaluation team with logistical support by the Project	31 May - 19 June	15	15
	<ul style="list-style-type: none"> ➤ 	<p>Virtual Stakeholders workshop</p>	Team Leader with support of the project	21 June	1	1
Phase e		Tasks	Responsible Person	Timing	Working days TL	Working days NC
V	<ul style="list-style-type: none"> ➤ ➤ 	<p>Draft evaluation report based on desk review and consultations from field visits</p> <p>Methodological review</p>	Consultant	22 June- 10 July	15	5

VI	➤ ➤	Circulate draft evaluation report to key stakeholders Consolidate comments of stakeholders and send to consultant leader	Evaluation manager	July 12- 23	0	0
VII	➤	Incorporate comments and inputs including explanations if comments were not included	Team leader	July 26- 28	4	1
X	➤	Approval of report by EVAL	EVAL	July 29- 30	0	0
XI	➤	Official submission to CO for dissemination and management response	EVAL	August 2-3	0	0
		Total			45 days	25

For this independent evaluation, the final report and submission procedure will be followed:

- The team leader will submit a draft evaluation report to the evaluation manager.
- The evaluation manager will conduct a methodological review of the report
- The evaluation manager will forward a copy to key stakeholders for comment and factual correction and will consolidate the comments and send these to the team leader.
- The team leader will finalize the report incorporating any comments deemed appropriate and providing a brief note explaining why any comments might not have been incorporated. He/she will submit the final report to the evaluation manager
- The Evaluation Manager will forward the report to EVAL for approval.
- EVAL forwards the evaluation report to the ILO officer responsible for sharing with all stakeholders and provide a Management response to the recommendations.

RESOURCES

Estimated resource requirements at this point:

- Evaluator honorarium for 45 days for the international consultant and 25 for each national consultant
- Field missions of national consultants as per ILO travel regulations (DSA and travel support)
- Communication cost
- Virtual stakeholders' workshop (interpreters)

X. KEY QUALIFICATIONS AND EXPERIENCE

The Evaluation team leader should have the following qualifications:

- Master degree in Social Sciences, or related graduate qualifications;

- A minimum of 15 years of professional experience specifically in evaluating international development initiatives; including evaluation experiences in child labour/child protection field and previous proven skills and experience in undertaking evaluations of similar projects, preferably in Africa
- Proven experience with logical framework and theory of change approaches and other strategic planning approaches, M&E methods and approaches, information analysis and report writing;
- In-depth knowledge of the local context, national policies in terms of development and existing national and international support programs,
- Extensive knowledge of, and experience in applying, qualitative and quantitative research methodologies;
- Knowledge and experience of the UN System in general and ILO in particular will be an asset;
- Excellent communication and interview skills;
- Demonstrated excellent report writing and speaking skills in English and French.
- Speaking and reading skills in Arabic will be an asset
- Demonstrated ability to deliver quality results within strict deadlines.
- No prior experience with this project

The National Evaluator team members should have the following qualifications:

- Master degree in Social Sciences, Development studies, or related graduate qualifications;
- A minimum of 10 years of professional experience specifically in evaluating international development initiatives; including evaluation experiences in child labour/child protection field and previous proven skills and experience in undertaking evaluations of similar projects, Preferably in Africa
- Proven experience with logical framework and theory of change approaches and other strategic planning approaches, M&E methods and approaches (including quantitative, qualitative and participatory), information analysis and report writing;
- Knowledge and experience of the UN System and ILO;
- Understanding of the development context of the project theme in Somalia or similar contexts would be an advantage;
- Excellent communication and interview skills in English and local languages; demonstrated excellent report writing and speaking skills in English (for Egypt, Malawi Nigeria and Uganda) or French (for Cote d'Ivoire and Mali).
- Demonstrated ability to deliver quality results within strict deadlines.
- No prior experience with this project

Additional notices and requirements:

- The national consultants are required to fully comply by the advisory's issues by the national and local governments and the UN and ILO regarding domestic travels and social distancing.
- The contract may have to be terminated prematurely if it appears unfeasible that the desired deliverables will be received/achieved because of COVID related developments.
- The consultants are also required to sign the Code of Conduct Agreement together with the contract document.

XI. ANNEX 1 RELEVANT DOCUMENTS AND TOOLS ON THE ILO EVALUATION POLICY

1. Code of conduct form (To be signed by the evaluator)
<http://www.ilo.org/eval/Evaluationguidance/WCMStt206205/lang--en/index.htm>
2. Checklist No. 3 Writing the inception report
<http://www.ilo.org/eval/Evaluationguidance/WCMStt165972/lang--en/index.htm>
3. Checklist 5 Preparing the evaluation report
<http://www.ilo.org/eval/Evaluationguidance/WCMStt165967/lang--en/index.htm>
4. Checklist 6 Rating the quality of evaluation report
<http://www.ilo.org/eval/Evaluationguidance/WCMStt165968/lang--en/index.htm>
5. Template for lessons learned and Emerging Good Practices
<http://www.ilo.org/eval/Evaluationguidance/WCMStt206158/lang--en/index.htm>
<http://www.ilo.org/eval/Evaluationguidance/WCMStt206159/lang--en/index.htm>
6. Guidance note 7 Stakeholders participation in the ILO evaluation
<http://www.ilo.org/eval/Evaluationguidance/WCMStt165982/lang--en/index.htm>

7. Guidance note 4 Integrating gender equality in M&E of projects
<http://www.ilo.org/eval/Evaluationguidance/WCMStt165986/lang--en/index.htm>

8. Template for evaluation title page
<http://www.ilo.org/eval/Evaluationguidance/WCMStt166357/lang--en/index.htm> 9. Template for
evaluation summary:

XII. ANNEX 2 PROJECT THEORY OF CHANGE

[1] <https://www.ilo.org/eval/WCMStt744068/lang--en/index.htm>

[2]

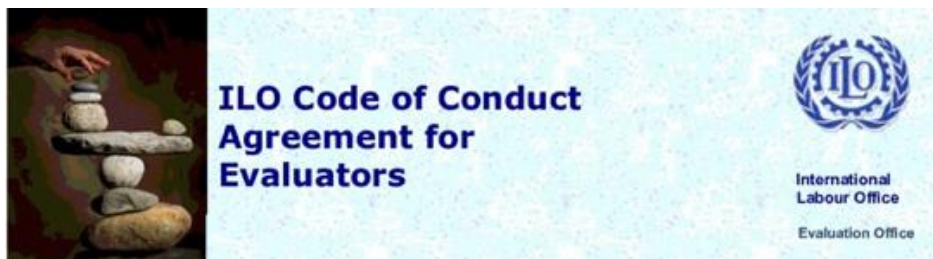
<https://www.ilo.org/wcmstp5/groups/public/@edttmas/@eval/documents/publication/wcmstt165986.pdf>

[3] <https://www.ilo.org/eval/WCMStt744068/lang--en/index.htm>

[4] This dimension includes other category of
vulnerable groups than women only, such as migrant,
cultural-ethnic groups, etc.

[5] <https://www.ilo.org/wcmstp5/groups/public/---edttmas/---eval/documents/publication/wcmstt749261.pdf>

Annex 4: Signed UNEG forms



Code of Conduct Agreement with ILO Evaluation Consultants¹

1. The personal and professional conduct of an ILO evaluator should be beyond reproach at all times. Any deficiency in their conduct may undermine the integrity of the evaluation, and more broadly evaluation in the ILO.

2. The principles presented in this agreement are fully consistent with the Standards of Conduct for the International Civil Service by which all UN staff are bound and by those set by the United Nations Evaluation Group (UNEG) for evaluators working with the UN System.

3. The Code of Conduct provisions here apply to all stages of the evaluation process from the conception to the completion of an evaluation and the release and use of the evaluation results.

4. To promote trust and confidence in evaluation in the ILO and the UN system, all ILO evaluation consultants are required to commit themselves in writing to this Code of Conduct, specifically to the following obligations:

Independence

5. Evaluators shall ensure that independence of judgement is maintained and that evaluation findings and recommendations are independently presented.

Impartiality

6. Evaluators shall operate in an impartial and unbiased manner and give a balanced presentation of strengths and weaknesses of the policy, program, project or organizational unit being evaluated.

Conflict of Interest

7. Evaluators are required to disclose in writing any past experience, of themselves or their immediate family, which may give rise to a potential conflict of interest, and to deal honestly in resolving any conflict of interest which may arise.

¹ Adapted from the UNEG Evaluation Code of Conduct, available at <http://www.unevaluation.org/unegecodeofconduct>.

Honesty and Integrity

8. Evaluators shall show honesty and integrity in their own behaviour, negotiating honestly the evaluation costs, tasks, limitations, scope of results likely to be obtained, while accurately presenting their procedures, data and findings and highlighting any limitations or uncertainties of interpretation within the evaluation.

Competence

9. Evaluators shall accurately represent their level of skills and knowledge and should work only within the limits of their professional training and abilities in evaluation. An evaluator is expected to decline assignments for which they do not have the skills and experience to complete an evaluation successfully.

Accountability

10. Evaluators are accountable for the completion of the agreed deliverables of the Terms of Reference, within the agreed upon timeframe and budget. These deliverables include adherence to formatting and content quality as laid out in the Terms of Reference and the [Checklist on Preparation of the Evaluation Report](#).

Obligations to participants

11. Evaluators shall respect and protect the rights and welfare of human subjects and communities, in accordance with the UN Universal Declaration of Human Rights and other human rights conventions. Evaluators shall respect differences in culture, local customs, religious beliefs and practices, personal interaction, gender roles, disability, age and ethnicity, while using evaluation instruments appropriate to the cultural setting. Evaluators shall ensure prospective participants are treated as autonomous agents, free to choose whether to participate in the evaluation. Evaluators shall make themselves aware of and comply with legal codes (whether international or national) governing, for example, interviewing children and young people.

Confidentiality

12. Evaluators shall respect people's right to provide information in confidence and make participants aware of the scope and limits of confidentiality, while ensuring that sensitive information cannot be traced to its source.

Avoidance of Harm

13. Evaluators shall act to minimise risks and harms to, and burdens on, those participating in the evaluation, without compromising the integrity of the evaluation findings.

Accuracy, Completeness and Reliability

14. Evaluators have an obligation to ensure that evaluation reports and presentations are accurate, complete and reliable. Evaluators shall explicitly justify judgements, findings and conclusions and demonstrate underlying rationale, in order that stakeholders may assess them.

Transparency

15. Evaluators shall clearly communicate to stakeholders the purpose of the evaluation, the criteria applied and the intended use of findings. Evaluators shall ensure that stakeholders have a say in shaping the evaluation and shall ensure that all documentation is readily available to and understood by stakeholders.

Omissions and wrongdoing

16. Where evaluators find evidence of wrong-doing or unethical conduct, they are obliged to report it to the proper oversight authority.

Agreement to abide by the provisions of the Code of Conduct for ILO Evaluation

I confirm that I have read and understood the provisions of this Agreement and that I will abide by the ILO Code of Conduct for Evaluation.

Name of Consultant:

Signed at (place) on (date)

Signature: *Margit Ussar*

Name of Consultant: Tapiwa Mtsitsi

Signed at (place) on (date) 29/09/2021

Signature: *Tapiwa Mtsitsi*

Name of Consultant: SIMO PEUMO Francis

Signed at (place) on (date) 09/29/2021

Signature: *Simo Peumo Francis*

Name of Consultant: Oluwatoyin Olabisi Taiwo

Signed at (place) on (date) Akure Ondo State Nigeria, 29th September 2021

Signature: _____ Oluwatoyin Olabisi Taiwo _____

Name of Consultant: Ouattara malamita

Signed at (place) on (date) 01 octobre 2021

Signature: _____ *Ouattara malamita* _____

Name of Consultant: David Lefor

Signed at (place) on (date) 1 Oct, 2021. Bangkok, Thailand

Signature: _____  _____

Name of Consultant: Sayson R.K. MEYA

Signed at (place) on (date) 1st October 2021

Signature: _____ SRMEYA _____

Annex 5: Evaluation matrix

Independent Mid-Term Evaluation of the Accelerating action for the elimination of Child labour in Supply Chains in Africa Project

Evaluation Criteria	Key Question(s)	Sub-Questions	Indicators	Data Collection Methods	Data sources
Relevance, coherence, and strategic fit	1. To what extent are the project and respective interventions suited to the priorities, concerns and policies of the targeted groups, partners, and donors within the supply chains in the targeted countries?	1.1 Is the project coherent with the government's objectives, National Development Frameworks, UNDSCFs and DWCPs, ILO programme and budget 2018-2021? Does it support the targets of the relevant SDGs and AU action plan?	<ul style="list-style-type: none"> Evidence of baseline assessments, national studies and surveys at project design and planning stage. Alignment with national priorities and with ILO's country strategy, SDGs, and national plans. Stakeholders' perception of relevance 	KIs Literature review / Secondary data analysis	Country & regional project team
		1.2 Is the project coherent with beneficiaries' needs (i.e., men & women, boys & girls, and other vulnerable groups) and decent working conditions in general and in supply chains in particular?			Country annexes
		1.3 How does the project complement and fit with other on-going ILO programmes and projects in the countries? What links have been established so far with other activities of the UN or other cooperating partners operating in the countries in the decent work?	<ul style="list-style-type: none"> Tripartite stakeholders' level involvement during the design and planning stage Evidence of adaptability to changing needs. Evidence of introductory meetings with other units at ILO who manage other relative projects. Challenges highlighted in project documentation 		National plans to combat the worst forms of the CL Ministerial decrees Needs assessment reports Academic studies/surveys

Validity of design	2. To which extent is the project design appropriate for the cultural, economic, and political context in which it works linked to the supply chain in each of the participating countries?	<p>2.1 Does the project address the major causes of Child Labour in the targeted countries in Africa?</p> <p>2.2 Is the project design realistic (in terms of expected outcomes, outputs, and impact) given the time and resources available, including performance and its M&E system, knowledge sharing and communication strategy?</p> <p>2.3 Is the project Theory of Change (ToC) comprehensive, does it integrate external factors and is it based on systematic analysis?</p>	<ul style="list-style-type: none"> Stakeholders' perceptions on the extent to which the Theory of Change adopted the right approach to targeting, taking into consideration opportunity, motivation, and capability. Stakeholders' perceptions on the extent to which strategy of the project was actionable and feasible to implement. Alignment of the project strategy and ToC with regional good practices. Extent to which the project's Theory of Change is consistent with the data findings obtained from baseline, studies, assessment reports Evidence in the project design for integrating the cross-cutting themes in the project approach and respective strategies and interventions. 	<p>KIIs</p> <p>Literature review / Secondary data analysis</p>	<p>Country & regional project team</p> <p>Key partners (Governmental entities, workers organizations, supply chains entities, academic institutions, employers, and policy makers)</p> <p>Country annexes</p> <p>National plans to combat the worst forms of the CL</p> <p>Ministerial decrees</p> <p>Needs assessment reports</p> <p>Academic studies/surveys</p>

			<ul style="list-style-type: none"> • Tripartite stakeholders' level involvement during the design and planning stage • Evidence of adaptability to changing needs. • Coherence and logic between project activities, outputs, and outcomes 		
<p>Project effectiveness</p>	<p>3. What is the progress towards results to which the ACCEL project has contributed to attain the project objectives-including the contributing factors?</p>	<p>3.1 What progress has been made towards achieving the overall project objectives/outcomes? And how has the project contributed to this? (Attribution and pathways to change)</p> <p>3.2 Has the project been effective in terms of delivering outputs and outcomes? (Disaggregated by gender, geographic area, sector, and project component) And why?</p>	<ul style="list-style-type: none"> • Level of achievement of outputs and outcomes, disaggregated by gender, geographic area, sector, and project component. • Evidence shows project contribution in making changes on the following pillars: Legal and policies, national mechanisms, inspection processes, employers' & employees' knowledge, attitude and practices, social dialogues among different actors • Stakeholders' perceptions on the extent to which strategy of the project increased or hindered results achievement • Level of achievement as compared to the plans or projections at mid-way of the project 	<p>KIIs</p> <p>Literature review / Secondary data analysis</p> <p>FGDs with sample of the direct beneficiaries</p> <p>Validation workshop</p> <p>(If feasible within the time farmer) KAP analysis to show the extent the capacity building demonstrated change among the targeted groups</p>	<p>Country & regional project team</p> <p>Key partners (Governmental entities, workers organizations, supply chains entities, academic institutions, employers, policy makers and other counterparts)</p> <p>Annual, quarterly, and monthly progress reports</p>

3.3 Which have been the main contributing and challenging factors towards the project's success in attaining its targets?

- Level of comprehensiveness of the risk mitigation strategy

3.4 Has the management and governance structure been put in place and worked strategically with all key stakeholders and partners in participating countries, ILO, and the donor to achieve project objectives?

- Nature and depth of the collaboration with other initiatives and projects
- Stakeholders' perception of the impact of management arrangements (resource use, backstopping, and management/governance) on project delivery

3.5 Does this governance structure take gender in account during the different project phases?

- Evidence in the project design for integrating the gender themes in the project approach and respective strategies and interventions.

3.6 To what extent is the COVID-19 Pandemic influencing project results and effectiveness? How has the project addressed this influence and is ready for other changes for the rest of the project life?

- Level of comprehensiveness of the risk mitigation strategy.
- Evidence of developing some innovative and mitigation strategies to deal with the COVID19 implications and to be monitored regularly.

		<p>3.7 To which extent the project has a well-structured and effective M&E system to track the progress during the life of the project?</p>	<ul style="list-style-type: none"> • Level of comprehensiveness and frequency of collected M&E data • Project staff's perception of quality and usefulness of the information contained in the M&E reporting • Extent to which the target indicators across the objectives and outputs have been systematically measured • Systematic collection and level of aggregation of project's M&E data • Level of completeness of project activities and level of reach of project outcomes, as per project reporting documents and M&E data 		<p>M&E reports, forms, sheets, and templates</p> <p>Success stories</p> <p>Case studies</p>
<p>Efficiency of resource use</p>	<p>4. How efficiently have resources been allocated and used to provide the necessary support and to achieve the broader project objectives?</p>	<p>4.1 Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outputs and especially outcomes? If not, why, and which measures have been taken to work towards achievement of project outcomes and impact? Could the same results have been achieved for cheaper?</p>	<ul style="list-style-type: none"> • Alignment of activities' delivery with expenditure • Evidence of challenges met relating to resource allocation, if any (human resources, time, expertise, funds etc.) • Evidence of using resources of other ILO country programmes of relative similar interventions (internal coherence) • Evidence of co-funded activities, cost sharing. • Evidence of timely delivery of project activities and reasons behind delays if any 	<p>KIIs</p> <p>Literature review / Secondary data analysis</p>	<p>Country & regional project team</p> <p>Regular annual progress reports</p>

		<p>4.2 To what extent are the project's activities/operations and the disbursements and project expenditure in line with the schedule of activities as planned? (Time efficiency)? Were there any delays/gaps in disbursements? And if any, how were they dealt with?</p>			
		<p>4.3 What are the key risks for the project in terms of efficiency and hindering factors of the objectives' achievements on time due to COVID19?</p>	<ul style="list-style-type: none"> Evidence of adoption of mitigation strategies to overcome efficiency-related challenges (e.g., COVID19) 		<p>Mitigation strategies documents</p>
<p>Impact orientation</p>	<p>5. Has the project contributed to achieving the proposed impacts?</p>	<p>5.1 Has the project contributed to a significant change, influence in practices, perceptions, governance or enabling environment on the child labour and other areas on policies at national and sub national levels?</p>	<ul style="list-style-type: none"> Stakeholders' perceptions of the project's potential contribution to any changes in working conditions (including women's) and adoption of new frameworks relating to combating the CL in the supply chains in the participating countries. 	<p>KIIs</p> <p>Literature review / Secondary data analysis</p> <p>FGDs with sample of the direct beneficiaries</p>	<p>Country & regional project team</p> <p>Success stories</p> <p>Case studies</p> <p>Regular annual progress reports</p>
		<p>5.2 Has the project contributed to change in practices, perceptions, social dialogue, governance, or others in an effective manner.</p>			

	<p>6. To what extent can potential improvements in working conditions for all the key actors be attributed to the activities of the project?</p>	<p>5.3 Are there any unintended results of the project that have been identified or perceived?</p>	<ul style="list-style-type: none"> • Evidence of learning processes implemented during project implementation. • Evidence of a knowledge communication strategy/ action plan • Evidence or testimony(ies) of unintended impact, positive or negative. 		
<p>Sustainability</p>	<p>7. To which extent the project ensures having a sustainability mechanism in place and monitored effectively?</p>	<p>7.1 Does the program strategy and approach management have a sustainability plan and exit strategy developed and being implemented?</p>	<ul style="list-style-type: none"> • Existence and application of an exit strategy at all levels (Government, Departments, Community, etc.) or likely to be applied. • Level of ownership and intention of institutions to maintain programmes following project 	<p>KIIs Literature review / Secondary data analysis FGDs with sample of the direct</p>	<p>Country & regional project team KIIs with the other key counterparts</p>

		<p>7.2 How has the sustainability approach adopted in the project affected by COVID19 in context of the national responses and what are the mitigation strategies followed to move forward the project results appropriation?</p>	<p>interventions/completion</p> <ul style="list-style-type: none"> • Extent to which the project facilitated communication, transfer of knowledge and capacity strengthening and level of ownership • Stakeholders' perception on the national institutions' level of ownership and willingness to continue project interventions following project closeout • Stakeholders' perception of the potential for continuity of project activities following project completion. 	<p>beneficiaries</p>	<p>Project proposal and country annexes</p> <p>Success stories</p> <p>Case studies</p> <p>Regular annual progress reports</p>
<p><u>Cross-cutting issues</u></p> <p>(Child protection, discrimination, Human Rights and Gender equality)</p>	<p>8. To what extent did the project adopt a human-rights-based approach?</p>	<p>8.1 Did the project planning, implementation and monitoring adopt a rights-based approach involving all project stakeholders?</p>	<ul style="list-style-type: none"> • Evidence of Project design supporting the participation of all stakeholders, including the most vulnerable groups, and promoting international treaties on human rights • Access of the evaluation results to all stakeholders • To what extent has the project integrated ILO cutting themes in the design? 	<p>KIIs</p> <p>Literature review / Secondary data analysis</p>	<p>Country & regional project team</p> <p>Project proposal and country annexes</p>

8.2 Did the project planning, implementation and monitoring adopt a gender-responsive approach?

- Evidence in terms of applying gender analysis by involving both men and women in consultation and during the evaluation's analysis
- Inclusion of data disaggregated by sex and gender in the analysis and reports
- The formulation of gender-sensitive strategies and objectives and gender-specific indicators
- Extent to which project staff is gender balanced
- Evidence of disparities of the project's outcomes between men and women

Success stories

Case studies

Regular annual progress reports

Annex 6: Data table on project progress in achieving its targets by indicators

A spreadsheet containing the final indicators along with the progress achieved can be accessed on the link below:

https://docs.google.com/spreadsheets/d/1UyK-4PtUCLpwYk7DnKVe2tdPXI5t_wLRzo_cIV8zWoY/edit?usp=sharing

Annex 7: List of people interviewed

Names of persons interviewed as part of the evaluation

ILO Regional	
Name	Position
Cynthia Samuel Olonjuwon	Assistant Director-General and Regional Director for Africa
Daan van der Meer	Donor
Gabriel Lawin	Research officer
Edgar Aguilar Paucar	Social Finance Officer
Minoru Ogasawara	Chief Technical Advisor
Amadou Moukaila	M&E officer ILO Regional Office
Silvia Possentini	Supply Chain and Enterprise Officer
Sophie de Coninck	Specialist on children in armed conflict (Fundamentals)
Aimee Asifiwe	Communication Officer
Joseph Mpmo, Peter van Rooij	DRD, Chief of Regional Programming Unit

Côte d'Ivoire		
Name	Organisation	Position
Silue Benjamin	ILO	Chef de Services Suivi Evaluation
Sophie de connick	ILO	Specialist on children in armed conflict (Fundamentals)
Tano Esperance Epouse Kanon	ILO	Technicienne en organisation professionnelle agricol
Dadji Christian	ILO	Suivi evaluation
Euphrem N'Depo	ILO	National Project Coordinator, ACCEL, Côte d'Ivoire
Marie Paule OSSERI	Trade union center HUMANISME	Vice President of the federation of agroindustry et member of the fight against child labour commission
Jonas KOKORA	Trade union center FESACI-CG	Responsible of the Communication department and project contact person
Jean Claude RABE	Trade union center UNATRCI	In charge of programs and project contact person
Edouard LADOUYOU	Confédération Générale des Entreprises de Côte d'Ivoire (CEGCI)	Director of human development (HR)
Charlotte APPIAH MERHEB	Barry Callebaut	Responsible of the communautaire development

Alan BEUGRE	Agence pour la Promotion de l'Inclusion Financière (APIF-CI)	Responsible of development and partnership
Davis TUO	Direction de l'Apprentissage et de l'Insertion Professionnelle	Director
Oumar KONE	Caisse Nationale d'Assurance Maladie (CNAM)	Head of Legal department
Noel KOUAME	SOCADEM COOP CA	Vice president
Brahima TRAORE	SCOOPS EK MBATTO	Manager
Gnagbo ZOHORE	Centre social de MBATTO	Director
Mrs GORE	ANADER Bongouanou	Zone manager

Malawi

Name	Organisation	Position
Dylan Van Tromp	ACCEL Africa, ILO	Senior Project Officer
Ndamyo Kabuye	ACCEL Africa, ILO	National Project Officer (Malawi)
Precious Mkukumira	ILO ADDRESS	National Project Officer
Patience Matandiko	ILO	National Project Coordinator
Reagan Kaluluma	ILO Social Protection	Technical Officer, Social Protection
Sibia Mjumira	ILO AIDS	National Project Officer, ILOAIDS
Minoru Ogasawara	ACCEL Africa, ILO	Chief Technical Advisor
George Okutho	ILO- Country Office	Director
Gerald Tembo	ILO- Country Office	Senior Programmes Assistant
HKK Nyangulu	Ministry of Labour	Labour Commissioner
Wafwile Musukwa	Ministry of Labour	Deputy Labour Commissioner
Linda Mtegha	Ministry of Labour	Assistant Labour Commissioner
Francis Kwenda	Ministry of Labour	Chief labour Officer
Macknon Mogha	Ministry of Labour	District Labour Officer - Chitipa
Edward Shafi	Ministry of Labour	District Labour Officer - Mulanje
Joseph Sambo	Ministry of Labour	District Labour Officer - Thyolo
Lizzie Chikoti	National Statistical Office (NSO)	Director of Agriculture and Economic Statistics
Sautso Wachepa	National Statistical Office (NSO)	Senior Statistician
Nellie Botomani	TEVETA	Senior Monitoring and Evaluation Specialist
Luis Amaya Ortiz	FAO Malawi	Head of Project Coordination

George Khaki	ECAM	Executive Director
Felix Mwenibabu	Tea Association of Malawi	Industrial Relations Secretary,
Madalitso Njolomole	Malawi Congress of Trade Union	Secretary General
Pilirani Kamaliza	Teachers Union of Malawi	Programmes Coordinator
Sibusisekile Gomez	Embassy of the Kingdom of the Netherlands in Harare	Policy Officer Economic Affairs
Princewell Pendame	National Smallholder Tea Growers Association (NSTGA)	Chairperson
Prof. Alister Munthali	Centre for Social Research, Chancellor College, University of Malawi	National Consultant

List of stakeholders interviewed/consulted-MTE of ACCEL Project- Egypt

S	Name	Sex			Position	Affiliation /Venue	Date of KII /FGD		
		M	F	Total					
(1) ILO Project staff members & ILO project core consultants (Virtual Individual and group interviews)									
1	Eric Oshlan	1	0	1	ILO Country Director	ILO Country office (Egypt)	4/10/2021		
2	Sara Sabri	0	1	1	Head of Programme		ILO Country office (Egypt)	5/10/2021	
3	Marwa Salah Abdo	0	1	1	National Project Manager				
4	Karima Nour El-din	0	1	1	National Project Officer				
5	Heba Halim	0	1	1	Finance & Admin Assistant				
6	Mohamed Hamed	1	0	1	Driver/Clerk				
7	Sabreen Mahmoud	0	1	1	M & E consultant- ACCEL Project				
8	Farid Hegazy	1	0	1	Employers' specialist				4/10/2021
9	Wafaa A.Kader	0	1	1	Workers' Specialist				6/10/2021
10	Nadine El Shenawy	0	1	1	Entrepreneurship & Livelihood consultant				5/10/2021
11	Dina Moussa	0	1	1	Social finance consultant				
12	Ibrahim Shaaban	1	0	1	MOM and workers coordinator				
13	Mohamed Sholkamy	1	0	1	Research & policy consultant/MOSS coordinator				
Sub-total		5	8	13					
(2) Governmental partners/stakeholders									
1	Mohamed ElNahat	1	0	1	HR and Training unit	Ministry of Manpower (MOM) Premise	12/10/2021		
2	Sohair Nasr	0	1	1	Head of Occupational Safety & Health (OSH) unit				
3	Mohamed Montasser	1	0	1	General director of OSH unit				
4	Amal A. Mawgoud	0	1	1	Head of Foreign relations unit				
5	Rasha A. Basset	0	1	1	Foreign relations unit				
6	Mohamed Kamary	1	0	1	Legal counsellor- Minister office	Ministry of Social Solidarity (MOSS)	13/10/2021		
7	Reem Kamal	0	1	1	Programs assistant- Minister office				
8	Dr.Hesham Mosaad	1	0	1	Director of Cotton Research Institute.	Ministry of Agriculture	10/10/2021		
9	Dr. Rehab Mohamed	0	1	1	Director of Cooperative Marketing Dep.				

10	Dr. Mohamed Hafez	1	0	1	Director of central unit of Cooperativeness	(MoA)	
Sub-Total		5	5	10			
(3) Civil Society Organizations (CSOs)-including service providers							
1	Dr. El- Sayed Torky	1	0	1	Head of labour unit – Federation of Egyptian Industries (FEI)- Employer’s representative	FEI	13/10/2021
2	Ibrahim Shaaban	1	0	1	Training & capacity building consultant	Fekra “Idea” training company	5/10/2021
3	Ahmed Abouelmagd	1	0	1	Legal training consultant		
4	Doaa Mohamed	0	1	1	Child protection consultant		
5	Adel Fahmy	1	0	1	Occupational Safety & Health consultant		
Sub-Total		4	1	5			
(4) Other development partners							
1	Nora Mohsen	0	1	1	Employment Promotion Project advisors	GIZ	11/10/2021
2	Ranya Attef	0	1	1			
Sub-Total		0	2	2			
(5) Private sector							
1	Mahmoud Abdallah	1	0	1	Compliance manager	ASK clothing Co.	10/10/2021
Sub-Total		1	0	1			
(6) Sample of Direct beneficiaries - FGDs							
1	Sample of MOM labour and OSH inspectors	3	4	7	Ministry of Manpower (MOM)		11/10/2021
2	sample of farmers and parents of children.	0	5	5	Female parents who received both the awareness sessions and the GET Ahead training		14/10/2021
Sub-Total		3	9	12			
Grand Total		18	25	43			

Mali		
Name	Organisation	Position
Mr Samuel Zonou	Coopérative des producteurs de coton	Conseiller Fédération régionale des coopératives des producteurs de coton
Mr Baidy Dem	ALPHALOG	Chef du programme
Mrs Koné Fanta Sadibou	ENDA MALI	Coordinatrice
Mr Amadou Thiam	Cellule nationale de lutte contre le travail des enfants CNLTE	Directeur
Mr Bakary Guindo	Chambre des mines du Mali	Consultant
Mr Sékou Traoré	CAEB	Coordinateur du projet SSAP/ ACCEL
Mr Mamadou B. Traore	Consultant chargé de l’élaboration de la Feuille de route pour l’élimination du travail des enfants dans le secteur de l’orpillage à travers le développement du mouvement coopératif au	Consultant

	Mali	
Mr Abdou Faye	Conseil régional de Kayes	Coordinateur du Projet
Mr Hamidou Cissé & Team	Equipe Pays Project ACCEL	Coordinateur National
Mr Boubacar Samaté & Mr Sidibé Amadou	Community leader	Community leader
Mr Abdoulaye Traore	National Patronat Mali	
Mr Mamadou Landouré	Conseiller Développement et Économie à l'Ambassade du Royaume des Pays-Bas au Mali	
Managers & Supervisors of pilot schooling centers		
Animators & Councils and beneficiary communities		
Mothers of children who benefited from the interventions		

Mali		
Name	Organisation	Position
Mr Samuel Zonou	Coopérative des producteurs de coton	Conseiller Fédération régionale des coopératives des producteurs de coton
Mr Baidy Dem	ALPHALOG	Chef du programme
Mrs Koné Fanta Sadibou	ENDA MALI	Coordinatrice
Mr Amadou Thiam	Cellule nationale de lutte contre le travail des enfants CNLTE	Directeur
Mr Bakary Guindo	Chambre des mines du Mali	Consultant
Mr Sékou Traoré	CAEB	Coordinateur du projet SSAP/ ACCEL
Mr Mamadou B. Traore	Consultant chargé de l'élaboration de la Feuille de route pour l'élimination du travail des enfants dans le secteur de l'orpaillage à travers le développement du mouvement coopératif au Mali	Consultant
Mr Abdou Faye	Conseil régional de Kayes	Coordinateur du Projet
Mr Hamidou Cissé & Team	Equipe Pays Project ACCEL	Coordinateur National
Mr Boubacar Samaté & Mr Sidibé Amadou	Community leader	Community leader

Mr Abdoulaye Traore	National Patronat Mali	
Mr Mamadou Landouré	Conseiller Développement et Économie à l'Ambassade du Royaume des Pays-Bas au Mali	
Managers & Supervisors of pilot schooling centers		
Animators & Councils and beneficiary communities		
Mothers of childrens who benefited from the interventions		

Mali	
Name	Position
Folashade Bamigboye	Program/ Communication Officer, Kids & Teens NGO
Shaba Vincent	Desk Officer- Child Labour, Ondo State Ministry of Agriculture
Ukama Moses	Raise Foundation Niger State Implementing Partner ACCEL Nigeria Project
Ndagi Alhaji Ndagi	Director- Planning, Research and Statistics, Niger State Ministry of Mineral Resources
Agatha Kolawole	National Project Coordinator
Sha'aba Hasana Jumai	Desk Officer Gender & Child Labour, Ministry of Mines and Steel Development
Hajia Amina Kangiwa	Deputy Director Labour, Federal Ministry of Agriculture and Rural Development
Theresa Odoh	Senior Labour Officer, Federal Ministry of Labour and Productivity
Tiamiyu Musa	Secretary, Cocoa Farmers' Association of Niger- Ondo State chapter
Dr. Oluwole Akinnagbe	Senior Lecturer, Federal University of Technology, Akure Ondo State
Hon. Mohammed Manbo	State Chairman, Niger Mining Association
Community Engagement Officers - Ondo State	
Community Engagement Officers - Niger State	

Mali	
Name	Position
Christopher Sebatta	Consultant
Anna Kansime	Prog Mger NASCENT
Musa Lwanga	Consultant
Anthony Turyahebwa	CEO NOTU
Doreen Mukimba	Labour/ Officer Manafa
Jovent Obbo	Consultant NASCENT

Gloria Geria	Kyambogo University
Alex Asimwe	MGLSD
Jackie Banya	ILO Country Office
Christine Bako	ILO Country Office
Baligenda Robert	Mcleod Russel Ug Ltd
Kansime george	Bugambe Tea-G/Assoc.
Nathan Mabonga	Bugisu Coop Union
Philo Aryatwijuka	ILO Country Office
Joy Acom -Okello	The Netherlands Embassy
Paul Emuria	FAO
Harriet Auma	FGD
Douglas	FGD
Alex Asimwe (MGLSD)	FGD
Bernard Amuria (MGLSD)	FGD
Rebecca Nabwire	FGD
Ismail Kalanda (MGLSD)	FGD
Rose Angenyango (UCA)	FGD
Patrick Ntambi (UCA)	FGD

Uganda

S	Name	Sex			Position	Affiliation /Venue	Date of KII /FGD
		M	F	Total			
(1) ILO ACCEL REGIONAL AND NATIONAL OFFICES							
1	Jackie Banya		1	1	ILO National Project Manager	ILO Country office (Uganda)	
2	Nsimire Aimee	0	1	1	Communications officer		
3	Christine Bako		1	1	Finance and administration Officer		
4	Phillo Aryatwijuka	0	1	1	National Project officer		
Sub-total		0	4	4			
(2) Governmental partners/stakeholders							
1	Alex Asimwe	1	0	1	Commissioner Labour, Industrial Relations and Productivity	Ministry of Gender Labour & social Devt	
2	Ismail Kalanda	1	0	1	Labour Officer	FDG Ministry of Gender	
3	Bernard Amuria	1	0	1	Labour Officer		

4	Rebecca Nabwire	0	1	1	Labour Officer	Labour & social Devt	
5	Doreen Mukimba		1	1	District Labour Officer		
6	Mulindwa Matovu	1	0	1	Principal Officer	Uganda Bureau of Statistics	
Sub-Total		4	2	6			
(3) Civil Society Organizations (CSOs)-including service providers							
1	Musa Mayanja Lwanga	1	0	1	National Consultant	Independent	
2	Christopher Sebatta	1	0	1	National Consultant	Independent	
3	Jovet Obbo	0	1	1	National Consultant	Independent	
4	Annette Kansiime	0	1	1	Programmes Director	NASCENT	
5	Rose Angenyango	0	1	1	MEL Officer	FDG	
6	Ivan Asiimwe	1	0	1	Child Labour Focal persons	Uganda Cooperative Alliance	
7	Patrick Ntambi	1	0	1	Manager Micro Finance	Uganda Cooperative Alliance	
Sub-Total		4	3	7			
(4) Development partners							
1	Joy Acom –Okello	0	1	1	Policy Officer, Humanitarian affairs and migration	The Netherlands Embassy	
2	Paul Emuria	1	0	1	Program Officer	FAO	
Sub-Total		1	1	2			
(5) Private sector and other institutions							
1	Baligenda Robert	1	0	1	Deputy Manager Admin and Human Resources	Mcleod Russel Uganda Limited	
2	Nathan Mabonga	1	0	1	Treasurer	Bugisu Cooperative Union	
3	Kansime George	1	0	1	Out Growers Supervisor	Bugambe Tea-Growers Association	
4	Anthony Turyahebwa	1	0	1	Chief Executive Officer	NOTU	
5	Douglas Opio	1	0	1	Chief Executive Officer	FDG	
6	Harriet Auma	0	1	1	Program Officer	Federation of Uganda Employers	
7	Geria Gloria	0	1	1	National Project coordinator	Kyambogo University-[Child-to-Child Program-Uganda]	
Sub-Total		5	2	7			
Grand Total		14	12	26			

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