



Final independent evaluation of the “Achieving reduction of child labour in support of education: Program to reduce the worst forms of child labour in agriculture” (ARISE) - Philippines component

ILO DC/SYMBOL: RAS/19/07/JPN

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Evaluation timing: Final

Evaluation nature: Independent

Project countries: Philippines

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Outcome 7: Adequate and effective protection at work for all the and effective protection at work for all

SDG(s): 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the WFCL, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

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Name of consultant(s): Dr Achim Engelhardt, Lotus M&E Group (Geneva), Mr Jones Dizon (Manila)

Name of Evaluation Manager: Mr. Dung Bui Van

Evaluation Office oversight: Naomi Asukai, Senior Evaluation Officer , Guy Thijs – ILO Evaluation Office, Ms. Pamornrat Pringsulaka, Regional Evaluation Officer – ILO Regional Office for Asia and the Pacific

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This evaluation has been conducted according to ILO's evaluation policies and procedures. It has not been professionally edited, but has undergone quality control by the ILO Evaluation Office.



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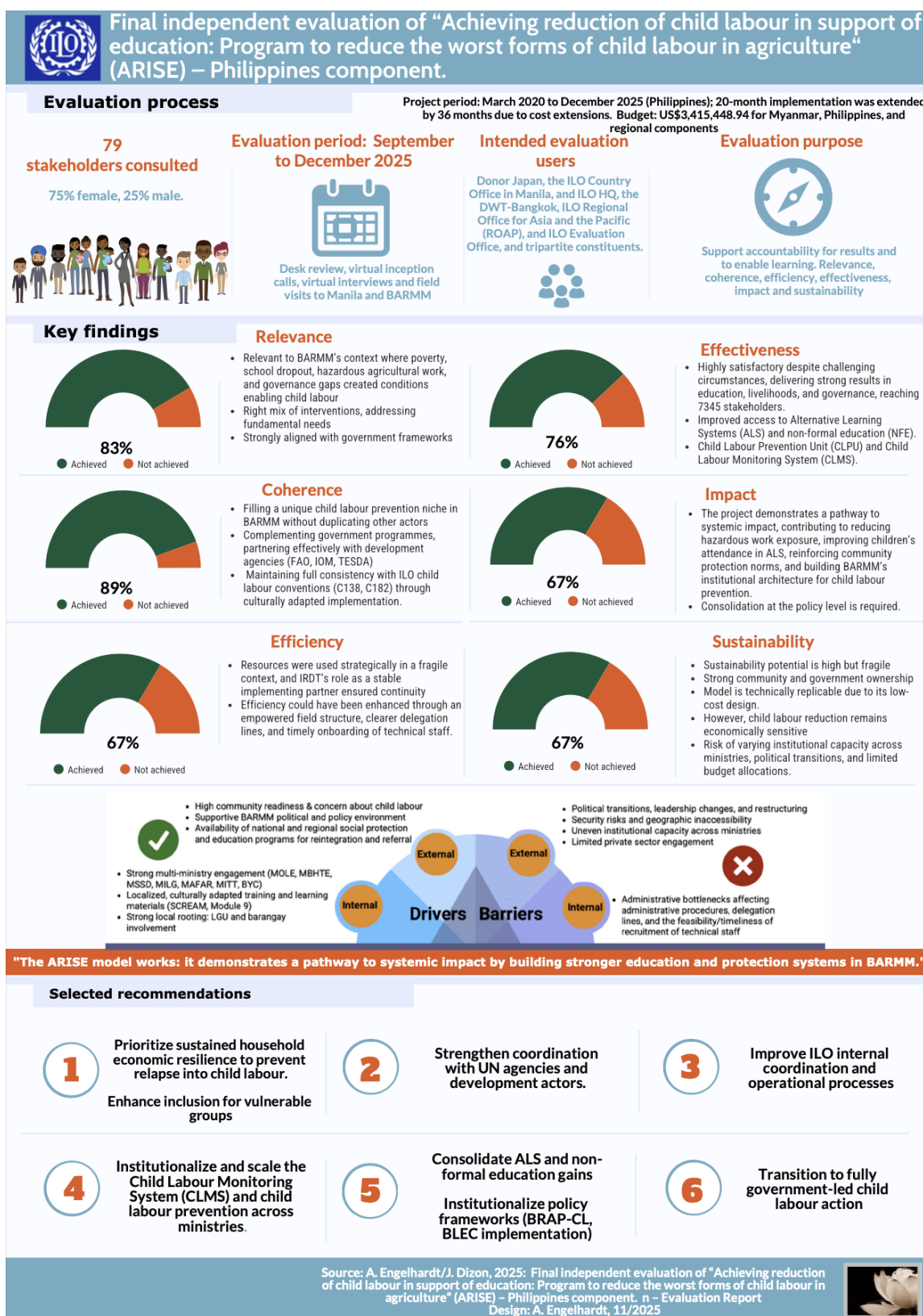
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List of acronyms and abbreviations

Acronym	Definition
ACTEMP	ILO Bureau for Employers' Activities
ACTRAV	ILO Bureau for Workers' Activities
ALS	Alternative Learning System
ARISE	Achieving Reduction of Child Labour in Support of Education
ASEAN	Association of Southeast Asian Nations
BARMM	Bangsamoro Autonomous Region in Muslim Mindanao
BBC	Bangsamoro Business Council
BCPC	Barangay Committee for the Protection of Children
BLEC	Bangsamoro Legislation on the Elimination of Child Labour
BRAP-CL	Bangsamoro Regional Action Plan on Child Labour
CBO	Community-Based Organization
CL	Child Labour
CLMS	Child Labour Monitoring System
CLPU	Child Labour Prevention Unit
CO	Country Office
COVID-19	Coronavirus Disease 2019
CP	Child Protection
CSO	Civil Society Organization
CTA	Chief Technical Advisor
DAC	Development Assistance Committee
DOLE	Department of Labor and Employment
DWCP	Decent Work Country Programme
DWT	Decent Work Team
EVAL	ILO Evaluation Office
FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
HQ	Headquarters
HRD	Human Resources Development
IEC	Information, Education, and Communication
ILO	International Labour Organization
IOM	International Organization for Migration
IRDT	Integrated Resource Development for Tripeople
KII	Key Informant Interview
LGU	Local Government Unit
MAFAR	Ministry of Agriculture, Fisheries and Agrarian Reform
MBHTE	Ministry of Basic, Higher and Technical Education
MBHTE-BALS	Ministry of Basic, Higher and Technical Education – Bureau of Alternative Learning System
M&E	Monitoring and Evaluation
MILG	Ministry of Interior and Local Government
MOLE	Ministry of Labor and Employment
MSSD	Ministry of Social Services and Development
NCACL	National Council Against Child Labor

Acronym	Definition
NFE	Non-Formal Education
OECD	Organisation for Economic Co-operation and Development
OSH	Occupational Safety and Health
OSY	Out-of-School Youth
PAC	Project Advisory Committee
PARC	Project Advisory and Review Committee
PPACL	Philippine Program Against Child Labor
RA	Republic Act
ROAP	ILO Regional Office for Asia and the Pacific
SCREAM	Supporting Children’s Rights through Education, the Arts and Media
TESDA	Technical Education and Skills Development Authority
TIP	Trafficking in Persons
ToC	Theory of Change
ToR	Terms of Reference
ToT	Training of Trainers
UN	United Nations
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNEG	United Nations Evaluation Group
UNICEF	United Nations Children’s Fund
US	United States
USD	United States Dollar
USDOL	United States Department of Labor
WFCL	Worst Forms of Child Labour

Figure 1: Overview: Evaluation object and key evaluation results



Executive summary

Introduction: This document constitutes the final report of the final independent evaluation of “Achieving reduction of child labour in support of education: Program to reduce the worst forms of child labour in agriculture”(ARISE) – Philippines component.

Project background: The Japanese government, through the Ministry of Labor, Health, and Welfare, funds ARISE. The program was initially scheduled to run for 20 months, from March 15, 2020, to December 31, 2022, with an original total budget of US\$ 2,919,325.35 for the two program countries, Myanmar and the Philippines, as well as the regional component. The budget increased to US\$3,415,448.94 due to additional funds and interest received in 2023. ARISE received a non-cost extension until December 2024 for Myanmar. For the Philippines, a non-cost extension was granted until December 2025, due to the Covid-19 pandemic and a delayed project start.

Evaluation background: The final evaluation benefits from an internal mid-term evaluation and the recent final external evaluation of the program’s Myanmar component.

Objectives and scope: The evaluation aims to ensure program accountability and facilitate organizational learning within the ILO. It serves the purpose of accountability to the donor and ILO constituents. Additionally, the evaluation findings and insights will contribute to organizational learning within the ILO and the donor.

This evaluation aims to provide evidence-based insights into what has worked well, what has not, and why, across output, outcome, and impact levels. It will also examine the program’s sustainability and legacy and offer recommendations for deepening the project’s results and potential future interventions by identifying lessons learned and best practices.

The **evaluation scope** covered the whole program period from March 2020 to December 2025.

Main evaluation clients: The primary end users of the evaluation findings are the donor Japan, the ILO Country Office in Manila, and ILO HQ, the DWT-Bangkok, ILO Regional Office for Asia and the Pacific (ROAP), and ILO Evaluation Office. Secondary users of the evaluation findings include other interested partners, academics, other ILO units and regions, and the public.

Evaluation criteria and questions: The evaluation used the OECD/DAC **criteria** of relevance, coherence, effectiveness, efficiency, sustainability, and impact, which align with UNEG guidelines and ILO evaluation policy guidelines. This resulted in 19 evaluation questions outlined in the methodology section.

Evaluation approach and methodology: The evaluators used a theory-based evaluation approach to facilitate the identification of assumptions, risk, and mitigation strategies, and the logical connection between levels of results and their alignment with ILO’s strategic objectives and outcomes at the global and national levels, as well as with the relevant SDGs and related targets. The evaluation’s inception report assessed the program’s reconstructed theory of change.

The evaluation approach used a **utilization-focused design** to optimize the process and deliverables for the intended evaluation clients. The emphasis on utilization was inclusive, involving close collaboration and ongoing consultation with the evaluation manager in Hanoi, the project team in Myanmar, the ILO Country Office in Manila, program implementation partners, and beneficiary communities—without compromising the evaluation’s independence.

The evaluators met the national project coordinator and ILO senior management of the country office at the ILO’s Manila Office.

A field visit by the national evaluator for primary data collection followed in late October 2025.

The evaluators reached 279 ARISE stakeholders, 74.7% female (59) and 25.3% male (20). 37 stakeholders participated anonymously using a bilingual online survey in Tagalog and English (12,4% response rate)¹.

27 stakeholders were interviewed through focus group discussions with mothers (FGD).

The evaluation scored the program performance for each evaluation question. Aggregated data resulted in performance scores by evaluation criteria using a four-point scale, as recently applied in the ILO's Evaluation Office (EVAL) for a thematic evaluation. Dividing the scores by the maximum score possible and multiplying the result by 100 provides the result in percentage.

The scoring responds to decision makers' needs to use evaluation reports for evidence-based decision-making, as revealed during the previous evaluation of the ILO My-PEC programme in Myanmar. A purely narrative assessment would not have responded to this need.

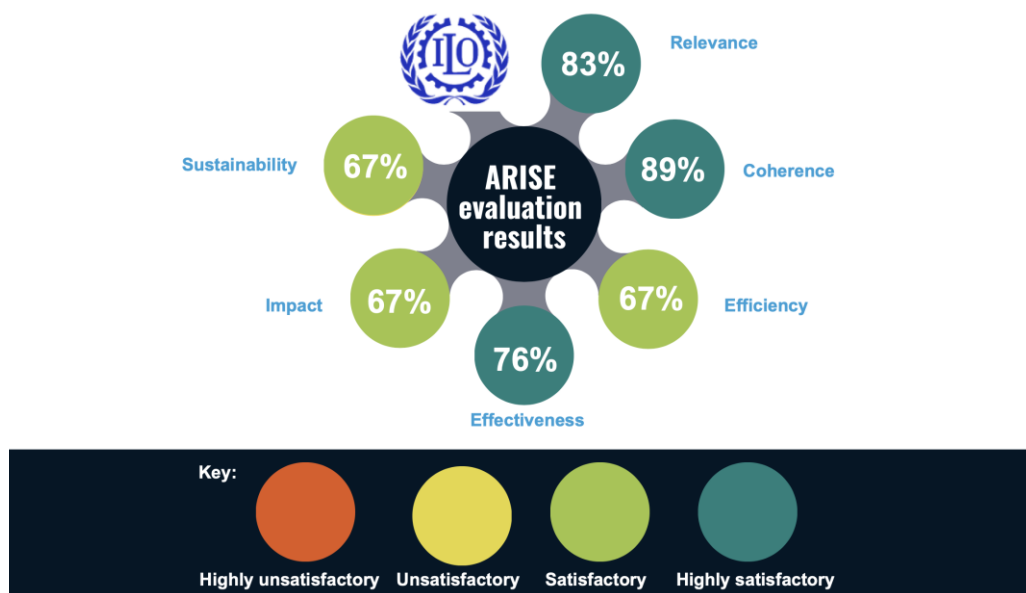
Limitations:

The election issues in BARMM temporarily affected evaluation planning, and the situation was discussed with the ILO Manila office's senior management and the project manager during the evaluation team's visit to Manila. However, due to the election postponement, data collection was ultimately carried out as envisaged. As a result, the evaluation did not face any significant limitations.

Main evaluation findings

In a challenging post-conflict environment characterized by building BARMM's local government structures, ARISE performed well across all six evaluation criteria, scoring highest in coherence (89%), relevance (83%), and effectiveness (76%). The evaluation found scores of 67% for efficiency, impact, and sustainability.

Figure 2: Overview of evaluation findings



¹ Response rate of persons with available e-mail addresses

Relevance: Did ARISE do the right thing?



ARISE was highly relevant (83% score) in addressing child labour in the Philippines' BARMM region, demonstrating strong adaptability to political and COVID-19 disruptions while effectively mainstreaming gender equality, non-discrimination, and environmental sustainability through implementation despite limited integration in the initial design.

ARISE was highly relevant to BARMM's context, where poverty, school dropout, hazardous agricultural work, and governance gaps created conditions enabling child labour. The program operated in the right place with the right mix of interventions, addressing fundamental needs through Alternative Learning System (ALS) support, community learning centres, livelihood assistance, and governance capacity building. The high relevance validates ARISE's design choices and confirms that BARMM requires long-term, multi-dimensional interventions to sustainably address child labour. The project was strongly aligned with government frameworks, including the Bangsamoro Regional Action Plan on Child Labour (BRAP-CL), the Bangsamoro Legislation on the Elimination of Child Labour (BLEC) drafting process, and ALS reforms. The satisfaction with the relevance of project-funded training reached 91,2% (n=34).

Coherence: Was the programme well aligned?



ARISE achieved excellent coherence (89% score) by filling a unique child labour prevention niche in BARMM without duplicating other actors, while complementing government programmes, partnering effectively with development agencies (UNICEF, FAO, IOM, TESDA), and maintaining full consistency with ILO child labour conventions (C138, C182) through culturally adapted implementation.

The program was largely compatible with government frameworks and complemented existing local services. ARISE collaborated effectively with BARMM ministries, local government units (LGUs), Integrated Resource Development for Tri- people (IRDT), Ministry of Basic, Higher and Technical Education (MBHTE), Ministry of Social Services and Development (MSSD), and barangay structures, as well as the National Council Against Child Labour, supporting local alignment. Duplication risks were low, as ARISE operated in underserved areas with limited existing child labour interventions. The program maintained consistency with international norms and standards concerning child labour in agriculture, adhering to International Labour Standards, particularly Conventions 138 and 182.

Effectiveness: Has ARISE achieved its objectives?



The project achieved highly satisfactory effectiveness (76% effectiveness score) despite challenging circumstances, delivering strong results in education, livelihoods, and governance, reaching 7345 stakeholders.

ARISE made substantial progress across all outcomes. The program improved access to non-formal education (NFE), such as ALS, trained teachers and community duty bearers, built child

labour governance systems including the Child Labour Prevention Unit (CLPU) and Child Labour Monitoring System (CLMS), to be sustained by livelihoods support that reduced household reliance on children’s income. Communities reported significant behaviour change: parents became more aware of child labour risks, children’s school attendance improved, and hazardous work exposure decreased. The combination of awareness-raising, ALS access, and livelihood support allowed families to make different decisions without compromising household stability. The evaluation concludes that the ARISE model works, though governance and management improvements—particularly strengthening BARMM ministries’ capacity and improving ILO’s internal efficiency—are vital for scaling and sustaining results.

Efficiency: Was the program doing things right?



Satisfactory

ARISE achieved satisfactory efficiency (67% score) despite governance and administrative constraints, with strong operational-level coordination but procedural bottlenecks at the national level that affected responsiveness, and staffing gaps (unfilled CTA position) that concentrated workload unsustainably, though 79% of mid-term evaluation recommendations were successfully implemented.

The technical quality of outputs was high. Resources were used strategically in a fragile context, and IRDT’s role as a stable implementing partner ensured continuity. Coordination among stakeholders was generally effective, though efficiency could have been enhanced through an empowered field structure, clearer delegation lines, and timely onboarding of technical staff. Improved internal ILO coordination and operational efficiency would strengthen both program delivery and donor confidence.

Impact: Was change transformational?



Satisfactory

While it is too early to assess the full impact of ARISE, the project achieved satisfactory early indications of impact, advancing child labour policies, beneficiary outcomes, and evidence systems in BARMM’s challenging post-conflict context, with an impact score of 67%.

ARISE demonstrates a pathway to systemic impact, contributing to reducing hazardous work exposure, improving children’s attendance in ALS, reinforcing community protection norms, and building BARMM’s institutional architecture for child labour prevention. Focus group discussions confirmed changes in parental attitudes and reductions in children’s involvement in hazardous agricultural work. Institutionally, ARISE helped move child labour from being a private family concern to a recognized regional policy and governance responsibility—a shift that is durable and significant, especially in a region still building administrative systems. However, consolidation at the policy level is needed to translate community-level gains into long-term structural change.

Sustainability: Is change lasting?



Satisfactory

ARISE demonstrated satisfactory sustainability with strong community and government ownership and highly replicable approaches, though long-term continuity may be influenced by institutional capacity and political transitions. The sustainability score reached 67%.

The sustainability potential is high but fragile. Community and government ownership were strong: Barangay Committees for the Protection of Children (BCPCs), ministries, ALS teachers, and LGUs expressed commitment to continue activities. One of the strategies is the Community Social Infrastructure Programmes (CSIPs) through the establishment of Community-based Service Outlets (where the communities are empowered, provided skills training and income generating activities) to strengthen prospects of sustainability, particularly the CLMS. The model is technically replicable due to its low-cost design. However, child labour reduction remains economically sensitive, and sustainability is threatened by varying institutional capacity across ministries, political transitions, and limited budget allocations. For long-term continuation, BARMM ministries need clearer mandates, dedicated budget allocations, and enhanced technical capacities. The program must transition from being primarily project-driven to being fully government-led, with strengthened institutional systems and improved domestic resource allocation.

Conclusions

The ARISE project's Philippines component has established a strong foundation for long-term child labor prevention in BARMM. It represents a strategically important and high-performing intervention that effectively addresses critical gaps in the autonomous region. The project not only deepened families' understanding of child labour risks but also expanded their practical options. By combining awareness-raising with ALS access and livelihood support, ARISE enabled households to make different decisions without jeopardizing their economic stability.

At the institutional level, the project helped shift child labour from being viewed primarily as a private household issue to being recognized as a legitimate policy and governance responsibility at the regional level. This is a significant and durable achievement, particularly in a region still in the process of developing and consolidating its administrative systems.

Nevertheless, reducing child labour remains closely tied to household economic conditions. While the project has successfully influenced behavior and strengthened systems, sustained reductions will require a transition from project-driven approaches to fully government-led implementation. This includes reinforcing institutional systems, enhancing ILO management efficiency, should future technical support be needed, and re-engaging donors. The immediate priority is to ensure that households have a stable and sufficient income so that children can remain in school over the long term.

Recommendations

Given the completion of the project, the recommendations are chiefly oriented toward BARMM stakeholders so that they can be implemented effectively and remain context-appropriate and achievable.

Relevance

R1: Prioritize sustained household economic resilience to prevent relapse into child labour.

Strengthen and scale household livelihoods—especially climate-resilient, market-linked, and women-inclusive options and Introduce value-chain development, cooperative marketing, and guaranteed buyer linkages to stabilize income and reduce dependency on children's labor— and integrate them into BARMM ministry and LGU planning.

Stakeholders to take action:

MAFAR (lead on agricultural livelihoods)

MSSD (lead on social protection, household support)

LGUs (Municipal/City Agriculture Offices, CSWDOs)

Prioritization: high. Next 3 - 6 months

R2: Enhance inclusion for vulnerable groups

Develop tailored approaches for children with disabilities, girls and boys facing different labour risks, and remote communities. Include inclusion markers in CLMS and ministry planning.

Stakeholders to take action:

MBHTE (ALS, Inclusive Education)

MOLE (CLMS, labour protection)

LGUs (BCPCs, barangay councils)

Prioritization: high. Next 3 - 6 months

Coherence

R3. Strengthen coordination with UN agencies and development actors

Deepen collaboration with UNICEF, FAO, UNDP, and others to ensure aligned interventions, reduce duplication, and expand complementary support—especially in areas where donors prefer multi-agency engagement.

Stakeholders to take action:

MOLE (as lead agency on child labour)

MSSD, MBHTE, MILG (**depending on issue**)

UNICEF, FAO, UNDP (**as partners**)

Prioritization: medium. Next 9 - 12 months

R4. Improve ILO internal coordination and operational efficiency

Enhance management processes in the ILO Manila office, including faster administrative procedures, clearer delegation lines, and timely recruitment of technical staff to maintain donor confidence.

Stakeholders to take action:

ILO Country Office Manila (CO-Manila)

With support from ILO Regional Office for Asia and the Pacific (ROAP)

Prioritization: high. Next 3 - 6 months

Effectiveness

R5. Institutionalize and scale the Child Labour Monitoring System (CLMS) and child labour prevention across ministries

Support BARMM ministries and LGUs to fully adopt CLMS by embedding it into structures, budgeting for focal staff, and linking it to service referrals (ALS, social services, livelihoods).

Stakeholders to take action:

MOLE (primary duty-bearer and system owner)

LGUs (barangays, CSWDOs, CP focal persons)

MILG (to mainstream CLMS in barangay governance)

Prioritization: medium. Next 9 - 12 months

R6. Consolidate ALS and non-formal education gains

Institutionalize child-labour-sensitive ALS tools, SCREAM, and all modules of the Child Labour Training Manual within MBHTE-BALS systems, expand access in hard-to-reach areas, and integrate child labour messages into teacher development programmes.

Stakeholders to take action:

MBHTE-BALS (ALS system owner)
ALS teachers and district supervisors

Prioritization: medium. Next 9 - 12 months

Efficiency

R7. Strengthen the capacity of ministries to coordinate and deliver child labour interventions

Target MOLE, MBHTE, MSSD, MILG, and MAFAR with capacity-building in planning, monitoring, coordination, policy implementation, and financial management for independent, timely delivery. Reinforce the City/Barangay Child Labor Councils² and PARC roles, particularly through joint reviews and public reporting of progress. Maintain periodic inter-ministry planning sessions to avoid role dilution.

Stakeholders to take action:

MOLE, MBHTE, MSSD, MILG, MAFAR, and other relevant Bangsamoro Ministries, Offices and Agencies (BMOAs)
BARMM HRD and training units

Prioritization: medium. Next 9 - 12 months

R8. Empower local field structures and streamline implementation arrangements

Clarify roles, improve coordination mechanisms, and ensure timely onboarding of technical staff or consultants to accelerate delivery and reduce bottlenecks.

Stakeholders to take action: ,

LGUs (Municipal/City governments, barangays), including local councils for the protection of children (LCPC) and/or the newly established local (municipality/city) councils against child labour in the pilot sites
BCPCs and barangay councils
MILG (oversight of barangay functions)

Prioritization: medium. Next 9 - 12 months

Impact

9. Institutionalize policy frameworks (BRAP-CL, BLEC implementation)

Stakeholders to take action:

MOLE (lead on labour policy)
Bangsamoro Parliament (BLEC oversight)
MOLE, as part of the plan of transitioning the PARC into a Bangsamoro Council Against Child Labor (BCACL)

Prioritization: medium. Next 9 - 12 months

² Municipal/City Local Government Unit (LGU)

Under the M/C LGU are the LCPCs or Local Council for the Protection of Children, as mandated by law.

Both pilot sites (South Upi and Cotabato City) have councils against child labour established with support from the project, MOLE) and Barangay Local Government Unit (BLGU)

Under the BLGU are the BCPCs or Barangay Council for the Protection of Children. In Looy, they established a subcommittee on child labour under the BCPC to focus on CL issues. In Poblacion 9, a subcommittee was not established due to changes in the barangay leadership (barangay captain). The former barangay captain was elected as city councilor and his father took over. The process of formalizing the take over of the father took a while and was only finalized in the second half of 2025._

Sustainability

10. Transition to fully government-led child labour action

Stakeholders to take action:

MOLE (overall lead)

LGUs and BCPCs (local implementation), including Local Councils for the Protection of Children (LCPC) and/or the newly established local (municipality/city) councils against child labour in the pilot sites

PARC (regional oversight)

Optional technical backstopping:

- ILO, only when invited, through non-project resources or remote technical support.

Prioritization: medium. Next 9 - 12 months

Lessons learned and good practices

Lessons

Lasting child labour reduction requires addressing economic, educational, and governance drivers simultaneously.

Sustained impact depends on integrated interventions that combine ALS access, culturally adapted learning materials, livelihood support, and strengthened child protection systems such as LCPCs, at the city / municipal level or / including Local Councils for the Protection of Children (LCPC) and/or the newly established local (municipality/city) councils against child labour in the pilot sites, BCPCs, CLMS, and CLPU. This multi-pillar approach reduced economic pressure on families, expanded learning opportunities, and activated community governance mechanisms. The evidence confirms that single-focus interventions—whether only education or only awareness—would not have achieved comparable results in BARMM.

2. Strong community and ministry ownership is essential but must be reinforced through institutionalization and predictable resources.

Local actors—including ministries, LGUs, BCPCs, teachers, parents, and youth—embraced their roles and integrated new practices, particularly around CLMS use, community monitoring, and child-labour-sensitive ALS delivery. However, long-term sustainability remains vulnerable to political transitions, uneven institutional capacity, administrative delays, and dependence on external funding. Sustaining progress requires stable mandates, dedicated budgets, and stronger systems within BARMM ministries.

3. Culturally grounded child labour materials enhance acceptance and behaviour change.

Adapting the project-developed Child Labour Training Manual to Islamic values made the messages more meaningful and acceptable in the BARMM context. These culturally tailored tools deepened engagement, improved community receptiveness, and supported teachers in confidently integrating child labour topics into lessons. This demonstrates that culturally resonant materials are particularly effective in conservative or post-conflict settings.

Good practice

Child Labour Monitoring System (CLMS) as an effective, community-embedded and government-owned model.

The CLMS pilot stands out as one of ARISE's most impactful innovations. It established a practical system for identifying, profiling, and referring at-risk children and was progressively integrated into ministry and LGU routines. Barangay structures and community groups played active roles in case identification and follow-up, reinforcing shared ownership. The model is strengthened by its low-cost, replicable design, its linkage to key services (ALS, social services, livelihoods), the use of community focal points, and alignment with policy developments such as BRAP-CL and BLEC. This institutional-community partnership makes CLMS a sustainable and scalable mechanism for continued child labour prevention across BARMM.

I. Introduction

This document serves as the report for the final independent evaluation of the project titled “Achieving reduction of child labor in support of education: Program to reduce the worst forms of child labor in agriculture” (ARISE, or the “program/project”).

The evaluation covers the Philippines’ parts of ARISE³, following the final external evaluation of the Myanmar component in 2024 and the planned regional ASEAN evaluation for 2026

The Japanese government, through the Ministry of Labor, Health, and Welfare, funds ARISE. The program was initially scheduled to run for 20 months, from March 15, 2020, to December 31, 2022, with an original total budget of US\$ 2,919,325.35 for the two program countries, Myanmar and the Philippines, as well as the regional component. The budget increased to US\$3,415,448.94 due to additional funds and interest received in 2023. ARISE received a non-cost extension until December 2024 for Myanmar. For the Philippines, a non-cost extension was granted until December 2025, due to the Covid-19 pandemic and a delayed project start.

In both countries, the project targets children in post-conflict agricultural and rural communities where child labour is prevalent. It aims to improve education services and opportunities, economically empower communities, and strengthen legal and institutional frameworks.

0. Project background

In Myanmar and the Philippines, the project targets children in post-conflict agricultural and rural communities where child labour is prevalent. It aims to improve education services and opportunities, economically empower communities, and strengthen legal and institutional frameworks.

The project emphasizes the importance of addressing child labour within the broader context of social justice, supporting the empowerment of communities and families affected by child labour. Regionally, the project facilitates knowledge sharing and collaboration among countries, aligning with the global ALLIANCE 8.7 initiative to eradicate child labour by 2025. It also collaborates with ASEAN to update the ASEAN Roadmap on the Elimination of Child Labour. The project leverages the extensive experience and capacity of the ILO in both countries to address child labour issues through a combination of institutional capacity building, policy development, and direct community interventions. The project operates under the IPEC+ Global Flagship Programme and works in synergy with ongoing child labour projects in Myanmar and the Philippines, contributing to the implementation of the Decent Work Country Programmes (DWCPs) in these countries.

According to the 2011 Survey on Children of the Philippines Statistics Authority, there are 2.1 million child labourers in the Philippines. Northern Mindanao had the highest proportion while the National Capital Region the lowest. Working boys (62.9%) outnumber working girls (37.1%). As to the age group, 53.2% of the working children were between 15-17 years, 38% were between 10-14 years and 8.8% were between 5-9 years. Children work in farms and plantations, in dangerous mines, on streets, in factories and in private homes as child domestic workers. Agriculture remains to be the sector where most child labourers can be found.

³ The BARMM region of the Philippines, where ARISE is based, and it serves as the scope of their project.

The Philippines ratified the C138 and C182, and adopted the Philippine Program Against Child Labor (PPACL) as the official national programme on the elimination of child labour. This is a convergence of the efforts of the National Council Against Child Labor (NCACL)¹, chaired by the Department of Labor (DOLE) working together with other government agencies, private sector, workers' and employers' organizations, NGO and international development institutions towards the prevention, protection and removal from hazardous and exploitative work of child labour victims, and as may be appropriate, healing and reintegrating them.

This project will target its intervention in the newly created Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), which is one of the least developed regions with high poverty, and Mindanao in general. Despite its natural endowment, BARMM's poverty reduction record is unfortunate, and many studies have attributed this to the following: poor governance, feudalism, clan feuds, weak infrastructure, land disputes, and lack of stable peace and order. The problem is deeply rooted and more pronounced among smallholder farmers¹, often with the lowest income level and low level of education, mostly living in rural areas where the norm and tradition promote children to work in order to supplement the family income in the sex-trade, an estimated 60,000 to 100,000 children in the Philippines are involved in prostitution. An undetermined number of children are forced into exploitative labour.

The project aims to continue to build the capacity of government, social partners, CSO, community members, extension workers. It will be implemented in the following provinces of BARMM: Lanao del Sur and Maguindanao – predominantly agriculture base with the higher number of smallholder farmers. The target provinces face challenges of under-investment, poor infrastructure, limited business opportunities, and high unemployment. The lack of economic opportunities coupled with threats from natural hazards, have led to internal displacement, causing severe impact on human security, pushing the most vulnerable group further into poverty, inequality and marginalization. People in these provinces have limited access to food and the inability to generate income have resulted in higher crime rates, domestic violence, extremism, child labour, and prostitution. Education is inaccessible, and where accessible, the quality of education provided is poor, contributing to higher school drop-out rates, in turn fostering an increased level of child labour. Importantly, the norms and cultural practices promote children to work, in meeting both "on" and "off" farm labour demands.

Source: ILO, 2020: Achieving reduction of child labour in support of education: Programme to reduce the worst forms of child labour in agriculture, pages 7-8.

After the 2011 PSA Survey which was funded by ILO, PSA has incorporated child labour indicators in the Labour Force Survey (LFS), producing annual figures on both child labour and working children. While 2024 data is not comparable to the child labour survey, the annual figures from the LFS reflect the trends in the spread of child labour. However, this does not include regional disaggregation, which is one of the data gaps identified by the project, as commented by the project team.

Project Goals:

The overarching goal of the project is to achieve a significant reduction in the worst forms of child labour in agriculture in Myanmar and the Philippines. This goal aligns with international

labour standards and the Sustainable Development Goals (SDGs), specifically targeting the elimination of child labour and the promotion of safe, secure working environments for all workers, including children. The project aims to create sustainable changes by building the capacities of local stakeholders and promoting policies and practices that prevent child labour.

In order to reach this ultimate goal, the project interventions in Myanmar and the Philippines are designed to broadly cover: (i) child labour reduction through improvements in the education services and opportunities; (ii) economic empowerment and social mobilization of farming communities; and (iii) improvement of the regulatory framework and institutional development for the elimination of child labour.

The paragraphs below present the project objectives, outcomes and outputs, with the ones relevant for the Philippines and this evaluation highlighted in **bold (immediate objective 2, outcome 2 and outputs 2.1 to 2.3)**.

Project Objectives:

- Immediate Objective 1: A reduction of the worst forms of child labour in the agricultural communities in the Mon and Shan states in Myanmar
- **Immediate Objective 2: A reduction of the worst forms of child labour in the agricultural communities in BARM in the Philippines**
- Immediate Objective 3: Regional constituents and partners contribute to the reduction and elimination of the worst forms of child labour

Project Outcomes:

Outcome 1: Enhanced knowledge and awareness among key stakeholders in Myanmar and the Philippines about the educational and employment needs of youth in agricultural communities.

Output 1.1: Enhanced knowledge of key stakeholders (government, employers and workers' organizations) on education and youth employment needs in the target areas

Output 1.2: Quality of education and training is enhanced

Output 1.3: Improved capacity and awareness of key stakeholders (government, employers and workers' organizations) enabling better access to quality education and understanding of youth employment needs in the target areas

Outcome 2: Strengthened institutional capacity of national bodies and local institutions to enforce child labor laws and regulations.

Output 2.1: Improved non-formal education services and opportunities, and increased access to skills training

Output 2.2: Economic empowerment opportunities are provided and rural and farming communities mobilized to combat child labour.

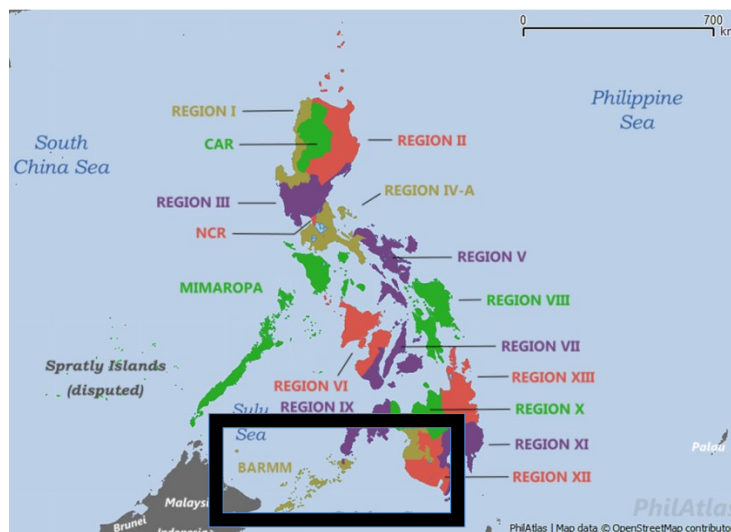
Output 2.3: Improved policy responses to child labour through regulatory framework and institutional development for the reduction and elimination of the worst forms of child labour

Outcome 3: Improved regional collaboration and sharing of best practices in the fight against child labor.

Output 3.1: Tripartite constituents from Asia and ASEAN region are convened to interactively discuss the current status on the fight against child labour, and exchange knowledge on addressing common challenges and gaps

Beneficiaries and tripartite engagement: The project's main target group in the BARMM region (see *Figure 3*) are children, both male and female, and pre-dominantly in the following sectors: agriculture, domestic work, street children and those exposed to commercial sexual exploitation. The target beneficiary of the project are children aged between 5-17 years with risk of dropping out of school, and those who have already dropped out of school and are working in hazardous environments and any other activity incidental to the farming communities. For the Philippines, the project aims to benefit caregivers for children who would be supported with educational requisites. These care givers receive business and start-up capital as part of household economic support.

Figure 3: Map of the Philippines with the BARMM project region



Key role players at the community and provincial level are also targeted in the capacity building and strengthening activities to enhance their roles in education support and elimination of child labour. Younger siblings of working children are immensely vulnerable to enter into child labour and also benefit from the project, along with other family members.

Child labour is a complex issue and while the children are the direct beneficiaries, other members in the households (i.e. parents and siblings) and the communities from where the children also benefit from the income generating activities, education and vocational skills training, awareness raising programmes, improved implementation of laws and responsible duty bearers. These are regarded as indirect beneficiaries or recipients.

Programme Management Structure

Each country has a Project Advisory and Review Committee (PARC) comprising representatives from national tripartite partners and relevant institutions, BARMM/ sub-national for the Philippines, providing strategic and policy guidance and fostering collaboration with national policies and priorities. However, following the military situation on 1 February 2021 in Myanmar, all activities that would strengthen the de facto authorities have been halted in accordance with the guidance of the UN Country Team. Thus, a separate project steering committee was formed without the representative from the government. The ILO Regional Office for Asia and the Pacific (ROAP) in Bangkok oversees project execution under the Deputy Regional Director's guidance, collaborating with the ILO/Japan Multi-bilateral Programme and its Chief Technical Advisor. Technical support is provided by the Decent Work Technical Support Team for East and South-East Asia and the Pacific (DWT-Bangkok) with expertise in employers' and workers' activities, gender mainstreaming, and social inclusion. In Myanmar and the Philippines, dedicated National Officers and administrative staff support project activities through their respective ILO offices, leveraging synergies with other ILO units such as FUNDAMENTALS, the Bureau for Workers' Activities (ACTRAV), and the Bureau for Employers' Activities (ACTEMP), to ensure coherence and maximize the use of resources.

1. Evaluation background

The evaluation benefits from rich monitoring data such as annual progress reports (2020 to 2024), a M&E plan with revised performance indicators, and evaluative evidence collected during the mid-term self-evaluation in 2022, which greatly facilitates the evaluability of ARISE.

Evaluation management and implementation

This evaluation's manager is Mr Bui Van Dung, Monitoring and Evaluation Officer from ROAP, based in the ILO Office in Hanoi, Viet Nam.

Ms Pamornrat Pringsulaka, Regional evaluation officer at the ILO Regional Office for Asia and the Pacific, Bangkok, oversees the evaluation.

The evaluation team consists of two consultants: i) Dr. Achim Engelhardt, team leader and international evaluator who is an independent evaluation consultant and Founding Director of the Geneva-based Lotus M&E Group, and ii) Mr Jones Dizon, The Philippines national evaluator, independent evaluation consultant.

Neither consultant had previous involvement in implementing ARISE. The team leader has recently supported the Myanmar component of the ARISE programme. .

2. Evaluation purpose and objectives

The evaluation Terms of Reference (ToR)⁴ specify the **dual evaluation purposes** as follows:

“The purpose of this evaluation is to conduct the final evaluation of the "Achieving Reduction of Child Labour in Support of Education" programme, focusing on its coherence, relevance, efficiency, effectiveness, impact, and sustainability. The evaluation serves dual purposes: ensuring project accountability and facilitating organizational learning within the International Labour Organization (ILO). Guided by OECD/DAC Quality Standards for Development Evaluation and the UNEG Code of Conduct for Evaluation in the UN System, this evaluation aims to provide evidence-based insights into what has worked well, what has not, and why, across output, outcome, and impact levels. It will also examine the project’s sustainability, legacy, and provide recommendations for future interventions. This evaluation builds upon a mid-term evaluation conducted in December 2022, with a focus on addressing its recommendations and assessing progress against set objectives.

The project midterm self-evaluation was carried out in December 2022. The evaluation report is available at <https://webapps.ilo.org/ievaldiscovery/#auahyjm>.”

3. Scope of the evaluation

Evaluation scope and geographic focus: The evaluation encompasses the **entire project period (March 2020–December 2025)**, analyzing key documents (project plan, reports, mid-term outputs, and follow-up on recommendations) and interviewing stakeholders. It will focus

⁴ ILO, 2025: Terms of Reference: Final Independent Evaluation of “Achieving reduction of child labor in support of education: Programme to reduce the worst forms of child labor in agriculture in the Philippines” (ARISE), page 5.

geographically on **project interventions in the Philippines, more specifically, the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)**, in the southwest of the country. The assessment will also address **crosscutting themes**—gender equality, non-discrimination, international labour standards, social dialogue, and environmental sustainability—in line with EVAL guidance, ensuring a comprehensive and inclusive analysis. The ToR clearly outline the following evaluation objectives⁵:

- **Assess Achievement of Objectives:** Evaluate the extent to which the programme has achieved its stated objectives and expected results concerning the reduction of the worst forms of child labor in agriculture, considering changes in the workplan during project extensions, reflecting realities in the ground. This includes identifying facilitators and barriers to achievement, such as implementation modalities and partnership arrangements.
- **Identify Unexpected Results:** Identify and analyze unexpected positive and negative outcomes of the programme, exploring their implications for future interventions and policy frameworks⁶
- **Evaluate Sustainability:** Assess the likelihood that the project outcomes will be sustained over time, considering institutional capacities, policy frameworks, and community resilience.
- **Relevance to International, National and Sub-National Frameworks:** Establish the relevance of the project design and implementation strategy in relation to ILO, UN, and SDG frameworks, as well as national and sub-national development priorities and policies.
- **Provide Recommendations:** Offer actionable recommendations to project stakeholders, including national and sub-national counterparts, donors, and the ILO, aimed at enhancing sustainability and supporting further development of project outcomes. Emphasize lessons learned and good practices to inform future similar interventions.
- **Address Mid-Term Evaluation Recommendations:** Evaluate the extent to which the project has addressed recommendations from the mid-term evaluation, highlighting areas of improvement and progress made.

Besides, during the inception phase, the additional UN-SWAP-related evaluation objective was added:

- Assess the extent to which gender equality considerations have been mainstreamed into the project design and implementation.

4. Evaluation clients/users

The primary users of the evaluation findings are the donor Japan, the ILO-CO Manila, ILO Liaison Office in Yangon, ILO HQ, DWT-Bangkok, ILO Regional Office for Asia and the Pacific (ROAP), and the ILO Evaluation Office. Secondary users include other interested partners, academics, other ILO units and regions, and the public.

⁵ ILO, 2025: Terms of Reference: Final Independent Evaluation of “Achieving reduction of child labor in support of education: Programme to reduce the worst forms of child labor in agriculture in the Philippines” (ARISE), pages 5-6.

⁶ The evaluators took note of the suggestion to use outcome harvesting for this purpose, but don’t want to overload the evaluation design, given its already comprehensive nature.

5. Evaluation criteria and questions

The evaluation addresses key ILO evaluation criteria outlined in the 4th edition of the ILO's "Policy Guidelines for Evaluation (2020)"⁷. These criteria include relevance, coherence, effectiveness—along with management arrangements—efficiency in resource use, impact, and sustainability.

Additionally, the evaluation incorporates core ILO cross-cutting priorities such as gender equality and non-discrimination, the promotion of international labor standards, tripartite processes, capacity development of ILO constituents, and the transition toward environmental sustainability. These priorities will be integrated as cross-cutting themes throughout the evaluation methodology, deliverables, and final report.

Where feasible, data collection and analysis will be disaggregated by sex, in line with the ILO Evaluation Policy Guidelines and relevant Guidance Notes. The evaluation questions (EQs) are grouped by evaluation criteria and listed below. The evaluators have kept all EQ's originally proposed in the ToR, added one question (EQ12 concerning unexpected results) and complemented another one (EQ6 related to synergies or duplication of efforts).

Relevance (The extent to which the intervention objectives, design, and approach continue to respond to beneficiaries, country, and partners/institution/donors' needs, policies, and priorities, and is expected to continue to do so if circumstances change (or have changed)).

EQ1. To what extent and how well has the program addressed the needs and priorities of the emerging national/sub-national sustainable development, social partners, and beneficiaries, especially the needs of children, men, women, and vulnerable groups?

EQ2 To what extent were the intended beneficiaries, including children and their families, involved in the program design and implementation phases to ensure their needs and realities are addressed?

EQ3 To what extent has the program adapted to the changes in social, economic, and political conditions in each country and region, especially in the context of COVID-19?

EQ4 To what extent have gender equality, non-discrimination, and environmental sustainability been addressed and mainstreamed in the program's design and implementation?

Coherence (The compatibility of the intervention with other interventions in a country, sector or institution)

EQ5. To what extent does the program complement and fit with the policies, programs and priorities of the constituents and region?

EQ6. How effectively has the program leveraged synergies and partnerships with other ILO programs/programs, government bodies, social partners, and UN/development agencies to enhance its effectiveness and impact, or *have there been duplications of efforts*⁸?

⁷ https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_mas/@eval/documents/publication/wcms_571339.pdf

⁸ This part of EQ6 replaces the the following EQ listed in the ToR under efficiency: Are there any duplications of efforts with other programs run by ILO and other partners?

EQ7. How consistent is the program intervention with international norms and standards related to child labor in agriculture?

Effectiveness (The extent to which the interventions achieved, or are expected to achieve, their objectives and their results, including any differential results across groups)

EQ8. To what extent has the program made sufficient progress towards its planned results? What internal and external factors have contributed to or hindered this progress? How well have these factors been addressed?

EQ9. Which strategic interventions are more effective and directly contributing to reduce the worst forms of child labor in agriculture in the medium and long-term?

EQ10. Has the governance mechanism of the program been effective? If it has, how? If it has not, what should be further improved, and what internal and external management issues are affecting the program's performance?

EQ11. How can gender, non-discrimination and environmental sustainability strategies and outcomes be improved?

EQ12. (new). *What were the programs' unintended effects, either positive or negative, including for gender equality and disability*⁹

Efficiency (The extent to which the intervention delivers, or is likely to deliver, results in an economic and timely way)

EQ13. Have resources (funds, human resources, time, expertise, etc.) been allocated strategically to achieve expected results? Have the resources been used efficiently? Are there any ways to make the programs more efficient and effective? If so, how?

- EQ14. To what extent is the program well-coordinated in terms of communication, planning, budgeting, implementing, monitoring and reporting? Is there value added by engaging the complementary expertise of the different partners and ILO programs? To what extent has the program addressed recommendations from the mid-term evaluation, highlighting areas of improvement and progress made?

Impact (The extent to which the intervention has generated or is expected to generate significant positive or negative, intended or unintended, higher-level effects.)

EQ15. To what extent has the program contributed to broader changes in policies, legislation, or service provisions in the target countries?

EQ16. What is the impact of the program on the target beneficiaries, particularly in terms of reducing child labor and improving education?

EQ17. Is the program contributing to expansion of the knowledge base and building evidence regarding the program outcomes and impacts at county and regional levels?

Sustainability (The extent to which the net benefits of the intervention continue or are likely to continue)

⁹ This evaluation question is a good practice for the evaluation criterion of effectiveness and addresses a criterion for U.N. agencies' annual UNSWAP reporting.

EQ18. How effective has the program been in establishing and fostering national/local ownership? What has been the level of contribution and ownership of the government and constituents to the program interventions?

EQ19. Can the program's approach or parts of it, and results be replicated or amplified by national partners or other actors considering institutional and financial dimensions? How likely are the results to be sustained beyond the program's lifespan?

6. Methodology

6.1 Description of evaluation approach

The evaluation applied a mixed-methods approach, as outlined in the overall methodology, to triangulate findings and draw on diverse data sources. Combining qualitative and quantitative methods allowed for a balanced and comprehensive understanding of different perspectives. Quantitative analysis drew on the programme’s monitoring and evaluation (M&E) data, while an online survey gathered additional information on training activities. The survey, administered to all training participants, was structured around the Kirkpatrick model to assess training effectiveness. In line with UNEG’s ethical guidelines, the survey was conducted anonymously, with careful attention to the safety and well-being of all programme stakeholders throughout the evaluation. For assessing capacity-building interventions, the evaluation team used the Kirkpatrick approach.

Figure 4 summarizes the evaluation process.

Figure 4: Evaluation process



The evaluators meet the national project coordinator and ILO senior management of the country office at the ILO’s Manila Office. The Team Leader’s presence in Manila did not generate any cost for the ILO, as his travel was already covered by other business

commitments. Consequently, no additional travel expenses were incurred, demonstrating value for money for the ILO.

A field visit by the national evaluator for primary data collection followed in late October 2025. The evaluators reached 79 ARISE stakeholders, 74.7% female (59) and 25.3% male (20). 37 stakeholders participated anonymously using a bilingual online survey in Tagalog and English (12,4% response rate)¹⁰.

27 stakeholders were interviewed through focus group discussions with mothers (FGD).

6.2 Data collection and analysis methods

Kirkpatrick approach: for the evaluation of capacity building, the team leader proposes to use the Kirkpatrick approach¹¹. Kirkpatrick's model was developed in 1975 and remains the most widely used model for evaluating training (Kotvojs, 2009)¹², with relevance for ARISE. The model assesses four levels:

1. Reaction - what the participants thought and felt about the training
2. Learning - the resulting increase in knowledge or skills or changes in attitudes
3. Behaviour - the extent of on-the-job behaviour change by the participant as a consequence of the training and capacity improvement and application
4. Results - the effects of the training on the participants' organisation and clients/users/partners

The evaluators used levels 2 to 4 to focus on knowledge, attitude, and practice changes.

The qualitative component of the evaluation consisted of an in-depth review of the programme's documentation—such as annual progress reports, technical publications, and planning materials—alongside Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs).

The analysis drew on both qualitative and quantitative evidence and formed the basis for answering the evaluation questions. Through systematic examination of documents, interview transcripts and field insights, the evaluators identified recurring themes, areas of divergence, and issues where evidence remained inconclusive. Triangulating findings across multiple data sources enabled the team to determine the programme's main success factors and constraints, while also generating lessons learned and highlighting good practices.

6.3 Evaluability and sampling strategy

The evaluation benefited from extensive monitoring information, including annual progress reports from 2020 to 2024, an M&E plan with updated performance indicators, and evidence generated during the 2022 mid-term self-evaluation. Together, these resources significantly enhanced the evaluability of ARISE.

¹⁰ Response rate of persons with available e-mail addresses

¹¹ Kirkpatrick, Donald L. (1975). Techniques for Evaluating Programs. Parts 1,2,3 and 4. Evaluating Training Programs. ASTD.

¹² Kotvojs, F., 2009. Development of a Framework for Evaluating Capacity Development Initiatives in International Development.

All training participants were be invited to take part in the online survey using available stakeholder lists. Both communities where the project was implemented in BARMM were visited during the evaluation for data collection.

6.4 Stakeholder mapping

The project document contains a detailed stakeholder analysis, which is presented hereafter, distinguishing three levels: i) National level; ii) Local government units; iii) Civil society organizations, non-government organizations, community-based organizations, employers' and workers' organizations. Besides, children, their families and communities in the two project sites form part of the stakeholders.

6.5 Description of norms, standards, and ethical safeguards

The evaluation was carried out in strict adherence to legal and ethical standards. Both international and national evaluators upheld the highest levels of professionalism, impartiality, and credibility, acting in full compliance with the ILO's Code of Conduct for Evaluators, which is aligned with the UNEG Ethical Guidelines for Evaluation (UNEG 2020). They demonstrated integrity by following moral values and professional standards essential for responsible evaluation practice, ensuring transparency, honesty, and ethical conduct throughout the process. Evaluators treated all stakeholders with respect, engaging in ways that honored their dignity, well-being, and personal agency, while remaining responsive to their sex, gender, race, language, country of origin, LGBTQ status, age, background, religion, ethnicity, and ability. They also recognized and adapted to diverse cultural, economic, and physical environments, ensuring the evaluation remained inclusive and free from discrimination. Evaluators accepted responsibility for all decisions and actions, honored their commitments without exception, and reported any potential or actual harms through the appropriate channels. This involved maintaining open and transparent communication with all stakeholders and ensuring that all actions were ethically sound and justifiable.

It is important to emphasize that the evaluators had no links to project management or any other conflict of interest that could have compromised the independence of the evaluation.

6.6 Limitations to the evaluation and mitigation

The election issues in BARMM temporarily affected evaluation planning, and the situation was discussed with the ILO Manila office's senior management and the project manager during the evaluation team's visit to Manila. However, due to the election postponement, data collection was ultimately carried out as envisaged. As a result, the evaluation did not face any significant limitations. Access to project beneficiaries could have been affected by security considerations and climatic events. Close coordination with the evaluation managers and the project team addressed these potential challenges when selecting the communities to visit, ensuring the safety and security of both the interviewees and the national evaluator.

The evaluation report was drafted by the end of November and shared with stakeholders for comments in early December 2025. The deadline for comments was extended twice, into January 2026. Final comments were received at the beginning of February 2026. However, the evaluators adjusted their schedules to finalize the report two months after the initial deadline, allowing all relevant stakeholders to comment on the draft report.

6.7 Evaluation’s scoring approach

The evaluation assessed the program's performance for each evaluation question. The combined data produced performance scores based on evaluation criteria using a four-point scale, similar to the method recently used by the ILO’s Evaluation Office for a thematic review. Dividing the scores by the maximum possible score and multiplying by 100 yields a percentage score.

The scoring addresses decision makers' need to use evaluation reports as evidence for decision-making, as identified during the initial calls for this evaluation. A purely narrative assessment would not have met this need. Reactions from the donor and others to the emerging evaluation results were highly appreciated and reinforced the chosen scoring method.

Figure 5: Key for colour-coding used for results assessment





 Highly satisfactory	Dark green: Strong achievement across the board. Stands out as an area of good practice where ILO is making a significant positive contribution. Score 76% to 100%.
 Satisfactory	Light green: Satisfactory achievement in most areas but partial achievement in others. An area where ILO is making a positive contribution but could do more. Score 51% to 75%.
 Unsatisfactory	Yellow: Unsatisfactory achievement in most areas, with some positive elements. An area where improvements are required for ILO to make a positive contribution. Score 26% to 50%.
 Highly unsatisfactory	Red: Poor achievement across most areas, with urgent remedial action required in some. An area where ILO is failing to make a positive contribution. Score: 0% to 25%

Figure 5 specifies the scoring approach based on the United Kingdom’s Independent Commission for Aid Impact.¹³ The scoring does not use weightings. Where no rating is applied, a light grey colour is used.¹⁴ The team leader systematically applies this scoring methodology to evaluate U.S.-funded interventions like the U.S. Department of State or the U.S. Department of Labour.

¹³ See for example <http://icai.independent.gov.uk/wp-content/uploads/ICAI-Review-UK-aids-contribution-to-tackling-tax-avoidance-and-evasion.pdf>

¹⁴ The evaluators acknowledge that the project operated in emergency context which affected the project performance.

II. Findings

7. Relevance of ARISE: was the Program doing the right thing to achieve the objectives of eliminating the worst forms of child labour in the agricultural and rural communities in BARMM/Philippines?

Key findings: ARISE was highly relevant (83% score) in addressing child labour in the Philippines' BARMM region, demonstrating strong adaptability to political and COVID-19 disruptions while effectively mainstreaming gender equality, non-discrimination, and environmental sustainability through implementation despite limited integration in the initial design.

- The project directly addressed urgent child labour risks through livelihood alternatives, non-formal education (ALS/community learning centers), and governance systems (CLPU, CLMS, BCPCs). Achieved 88-93% stakeholder satisfaction with training relevance and meeting needs.
- Beneficiary involvement was limited during initial design due to conflict context and tight timelines. However, substantial engagement during implementation transformed beneficiaries into active agents of change driving community ownership.
- ARISE adapted effectively to BARMM institutional restructuring through flexible timelines and reliance on stable local actors. COVID-19 response included modified schedules, local learning spaces, and lockdown-appropriate livelihoods that maintained service continuity.
- Gender equality was integrated (women as decision-makers, women-centered livelihoods) but lacked formal analysis. Non-discrimination was strong (targeting vulnerable groups, inclusive governance, culturally adapted tools) and environmental sustainability was practically embedded (climate-smart livelihoods, OSH training) though documentation was limited.



The evaluation finds that ARISE was highly relevant to addressing child labour in BARMM in the agriculture sector. Based on the evaluator's scoring methodology, the relevance score reaches 83%¹⁵

7.1 Relevance for addressing local needs and priorities



The evaluation found that ARISE responded to **urgent community risks, structural governance gaps, educational inequities, and institutional capacity needs**. Across all stakeholder groups, ARISE's interventions matched immediate vulnerabilities and long-term system requirements, reinforcing its strong relevance within the BARMM context, as summarized in Figure 6.

¹⁵ Scores by sub-criteria: dark green: 3, light green: 2, yellow: 1; red: 0 ; 8.1. = 3; 8.2 = 2; 8.3 = 3; 8.4 = 2; Total = 10 out of a maximum of 12. Overall performance = SUM (10/12*100) (83,3%).

Figure 6: Summary of CL issues and relevance of ARISE in BARMM

ISSUE	CORE NEED	WHY ARISE WAS RELEVANT
1. Lack of data & governance capacity	No CL data, weak systems, new ministries	Established CLMS, CLPU, data-driven planning, duty-bearer training
2. Widespread hazardous cl	Children exposed to unsafe farm work & waste picking	Awareness raising, SCREAM, community protection mechanisms
3. Poverty & livelihood insecurity	Families depended on child income	Livelihoods for parents & OSY, reducing need for child labor
4. Education access gaps	No ALS centers, Out-of-school youth (OSY) left behind	New learning centers, ALS SCREAM integration, teacher training
5. Weak institutional systems	Ministries lacked tools, frameworks, mandates	Policy support, technical assistance, institutional strengthening
6. Need for community protection culture	Parents wanted guidance & collective child safeguarding	Empowered communities, BCPC strengthening, role clarity
7. Alignment with donor/ILO priorities	Need for rights-based, scalable interventions	Normative alignment, OSH relevance, conflict-sensitive approaches

The ARISE project was consistently assessed across all stakeholder groups as **highly relevant** to their needs, priorities, and operational realities. At the community level, ARISE directly responded to the pervasive issue of child labor—particularly in agriculture, daily wage labor, and waste picking—where children were routinely exposed to hazardous and inappropriate work. Focus group discussions with mothers highlighted that ARISE aligned strongly with community concerns: parents joined because they were witnessing children engage in dangerous farm tasks or waste picking to supplement household income. For them, ARISE’s value lay in its ability to help families recognize harmful work, promote safe alternatives, and reinforce shared responsibility for child protection (“keeping watch over each other’s children”).

For households, relevance was also rooted in **poverty reduction**. Families lacked stable income sources and often depended on children’s work. ARISE livelihood interventions—such as mushroom farming, duck raising, floating gardens, and other skills training—provided practical and locally appropriate economic alternatives. These initiatives were especially relevant for parents who needed additional income sources without removing labor from essential household tasks. Implementing partners and trainers described the livelihood pathways as accessible, inclusive, and transformative, with some former child laborers even advancing into higher levels of training.

Education stakeholders emphasized that ARISE filled long-standing gaps in access to **non-formal education**. In many barangays, out-of-school children and youth had no learning facilities nearby, and school dropouts were common. ARISE’s establishment of community learning centers and integration of SCREAM and child labor modules into the ALS curriculum directly responded to these deficits. ALS coordinators, teachers, and education officials confirmed that the project addressed their most pressing need: to provide accessible, flexible education opportunities that prevent children from entering or returning to hazardous labor.

Local governments and ministries also found ARISE highly relevant for strengthening **child labor governance systems**. Prior to the project, there was no reliable data on child labor, and ministries were still developing their mandates under the new

BARMM structure. ARISE supported institutionalization through the Child Labor Protection Unit (CLPU), Child Labor Monitoring System (CLMS), reactivation of local child protection councils, and awareness-building among duty bearers. Stakeholders highlighted that ARISE filled critical gaps in policy development, data management, and coordination—areas they lacked capacity to address independently.

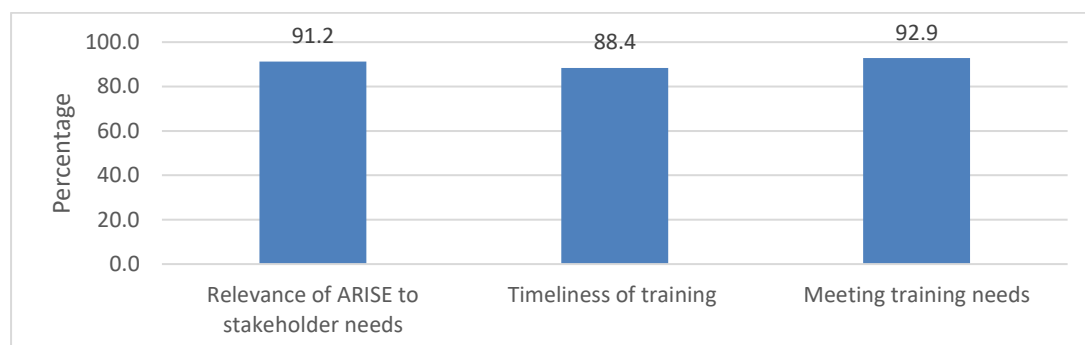
Implementing partners regarded ARISE as relevant for deepening community engagement and providing structure, tools, and partnerships for long-term prevention work. The donor also viewed the project as well aligned with priorities to support marginalized, conflict-affected populations and address child labor and forced labor in a non-controversial, rights-based manner.

Finally, the Occupational Safety and Health (OSH) component was seen as particularly relevant by technical specialists, offering a practical and easily understood entry point for parents and communities. Hazard reduction in agriculture and dumpsite settings linked directly to preventing the worst forms of child labor.

Relevance of ARISE training

Error! Not a valid bookmark self-reference. The graph below provides an overview of the relevance of ARISE-funded training from participants' perspectives, demonstrating highly satisfactory results overall, ranging from 88,4% (timelines of training) to 92,9% (meeting training needs).

Figure 7: Relevance of ARISE training



Training relevance: n=34, meeting training needs: n=28, timeliness of training: n=31

7.2 Involvement of intended beneficiaries in program design and implementation



Beneficiary involvement in ARISE was **substantial during implementation**. Although direct engagement in the *initial project design* was limited—primarily due to the conflict context, tight timelines, and the absence of functioning BARMM structures at the time—beneficiaries became deeply involved during *implementation*, influencing targeting, planning, delivery, and monitoring. The involvement took multiple forms—**consultation, co-implementation, feedback, governance participation, data gathering, community decision making, and localization of tools**. Mothers, youth, barangay councils, CBOs, ALS teachers, and ministries contributed meaningfully to shaping,

executing, and refining interventions. The text box below provides insights into the inclusive project implementation approach.

Most importantly, beneficiaries became active agents of change, not passive recipients, driving a strong sense of community ownership and sustainability.

Targeting and identification

Beneficiaries played a central role in identifying vulnerable households and working children, primarily through the Child Labor Monitoring System (CLMS). Barangay councils, CBOs, parents, and youth volunteers contributed local knowledge on at-risk families and sitios with limited access to services. Mothers in the focus groups confirmed that they helped determine who required ALS support or livelihood assistance, reflecting a strong community-driven targeting process.

Planning and adaptation of activities

Stakeholders significantly shaped how interventions were delivered. ALS teachers and learners collaborated to set class schedules that accommodated working children, while parents and local leaders guided decisions on where to establish community learning centers. Beneficiary inputs were integrated into the timing, location, and modality of livelihood trainings. Regular consultations with barangay officials, CBOs, and GPTAs informed refinements to SCREAM roll-outs, CLMS data gathering, and community-based livelihood initiatives.

Co-implementation and local governance roles

Beneficiaries contributed actively to implementing project activities. Community volunteers collected CLMS data; BCPCs supported awareness raising and case identification; and youth leaders facilitated peer learning and SCREAM campaigns. Governance structures—such as BCPCs, barangay councils, and ministry field staff—integrated community insights into local planning instruments, contributing to institutionalization of child labor prevention efforts.

Feedback, learning, and localization

Communities engaged in continuous feedback processes that shaped project adjustments, including expanding service coverage to additional sitios and modifying training approaches. Beneficiaries also supported localization efforts, providing culturally grounded distinctions between acceptable work and hazardous child labor and advising on the integration of Islamic values into training modules and messaging.

7.3 Adaptability to changes in social, economic, and political conditions



ARISE demonstrated a strong ability to adapt programming, delivery methods, and governance engagement to changing conditions in BARMM. This flexibility helped ensure service continuity, protect at-risk children during crises, and advance progress toward child labor prevention in a complex and rapidly changing environment.

The evaluation found that ARISE showed a strong adaptability to the rapidly shifting political, social, and economic environment in BARMM, particularly during the region's post-transition institutional restructuring and the disruptions caused by COVID-19. As ministries such as MOLE, MBHTE, and MSSD underwent reorganization, staff turnover, and mandate clarification, ARISE adjusted timelines, re-established relationships with new officials, and relied more heavily on stable actors like IRDT, barangay councils, and BCPCs to maintain continuity. This flexibility ensured that activities such as establishing the CLPU, rolling out the CLMS, and conducting child labor awareness and governance strengthening could continue

despite administrative uncertainty. Adaptation also extended to coordination methods, with virtual and hybrid meetings used when mobility or political constraints limited regional engagement.

At the community and household levels, ARISE responded effectively to the increased economic pressures and educational disruptions caused by COVID-19¹⁶. The project adjusted ALS schedules, reduced class sizes, created local learning spaces, and continued SCREAM and awareness activities in small groups. Livelihood initiatives—such as mushroom farming, gardening, and small-scale skills trainings—were intentionally chosen for their feasibility during lockdowns and their ability to stabilize household income when the risk of child labor increased. Strengthened community-based monitoring through CLMS helped identify emerging vulnerabilities, while close collaboration with parents and barangay leaders allowed interventions to be quickly adapted. These changes enabled ARISE to maintain service delivery, address the rising risks of hazardous child labor, and stay relevant during a period of significant social and economic volatility.

7.4 Mainstreaming of gender equality, non-discrimination, and environmental sustainability in program design and implementation



Satisfactory

The project **effectively mainstreamed gender equality, non-discrimination, and environmental sustainability during implementation**, even if these dimensions were not fully articulated at design stage. Women, youth, vulnerable households, and minority groups were central to the project's delivery, benefiting from inclusive services, culturally adapted training, and environmentally appropriate livelihood models. The project's greatest strengths were in **non-discrimination and inclusion; gender equality** integration was strong and included in the implementation agreements; and **environmental sustainability** was well reflected in livelihood practices, though less explicit in documentation.

1. Gender Equality – Moderate but Meaningful Mainstreaming

Strong participation of women as decision-makers and protectors: Mothers were heavily involved in child identification, community monitoring, ALS planning, and livelihood engagement. FGDs showed that women saw themselves as responsible not only for their own children but for “keeping watch” over neighbors’ children. This strengthened collective protection norms and positioned women as central actors in child labor prevention.

Women-centered livelihood opportunities

Livelihood activities¹⁷—mushroom production, gardening—were intentionally selected because they aligned with women’s schedules and household responsibilities. This created income alternatives that reduced reliance on children’s work and enhanced women’s economic autonomy.

¹⁶ Skills trainings, ALS classes, etc were not implemented during the COVID period, but there was a deliberate effort to prioritize highly community-based initiatives that required little to no movement from beneficiaries. Instead, activities / services were brought directly to the communities. This approach supports sustainability by reducing additional costs such as transportation, minimizing the time burden on community members (e.g., travel time), and ensuring continuity of services during emergencies such as COVID, lockdowns, and similar disruptions.

¹⁷ In addition, the government partner introduced tailoring training as their contribution to the pilot site.

Gaps in structured gender analysis: The project did not begin with a formal gender analysis or targeted strategies for adolescent girls, and sex-disaggregated data was not fully developed. Despite these gaps, gender equality emerged strongly through participation and practical adaptation.

2. Non-Discrimination and Social Inclusion – Strong Mainstreaming

Prioritization of highly vulnerable groups: ARISE targeted out-of-school youth (OSY), children in hazardous labor, remote sitios, waste-picking families, indigenous and Muslim communities, and conflict-affected households. ALS learning centers were placed specifically in underserved areas, reducing major access barriers.

Inclusive governance and community decision-making: BCPCs, barangay councils, CBOs, youth leaders, and parent associations participated actively in planning, implementing, and monitoring activities. This inclusion ensured representation of marginalized voices and increased legitimacy and ownership of interventions.

Culturally and religiously sensitive implementation: Tools such as the Child Labour Training Manual developed by the project were adapted to reflect Islamic values and local cultural norms, improving acceptability and local resonance. This adaptation helped overcome resistance and align child labour messages with community beliefs.

3. Environmental Sustainability – Targeted and Practical Integration

Climate-smart, low-resource livelihood models: Livelihoods such as mushroom growing, home gardening, duck raising, and floating gardens were designed around environmentally sustainable practices—organic fertilizers, minimal chemical use, local resource efficiency, and resilience during shocks (including COVID-19). These environmentally sensitive methods were well received, especially in economically fragile communities.

Occupational Safety and Health (OSH) as environmental risk reduction: OSH training integrated environmental protection by reducing exposure to hazardous waste, chemicals, and unsafe agricultural conditions. This served as a practical bridge between environmental sustainability and child labor prevention, especially in dumpsite and agricultural communities.

Limited environmental monitoring systems: Environmental sustainability was strong in practice but less documented. The project did not include environmental indicators or a sustainability framework, though livelihood models themselves were low-impact and climate-smart.

8. Coherence: Did ARISE fit? Was the Program compatible with other interventions in BARMM/Philippines?

Key findings: ARISE achieved excellent coherence (89% score) by filling a unique child labour prevention niche in BARMM without duplicating other actors, while complementing government programmes, partnering effectively with development agencies (UNICEF, FAO, IOM, TESDA), and maintaining full consistency with ILO child labour conventions (C138, C182) through culturally adapted implementation.

- ARISE filled a critical gap as the only child labour-focused programme in BARMM, complementing rather than duplicating other initiatives through strong collaboration with FAO (livelihoods), UNICEF (child labour manual), IOM TIP IMPACT (trafficking intersections), and connecting communities to TESDA and City Agriculture Office services. The project was built on previous ILO work (water project), which established trust and structures, though linkages with the Myanmar sister intervention were weak.
- ARISE worked effectively through partnerships with government agencies (establishing Cotabato City Council Against Child Labor, CLPU with MOLE) and development actors (FAO women's livelihoods, IOM trafficking prevention). The project served as a connector, linking vulnerable communities to previously inaccessible services from TESDA and agriculture offices while complementing ALS education strengthening.
- ARISE was fully grounded in ILO Conventions C138 (Minimum Age) and C182 (Worst Forms of Child Labour), with training modules (SCREAM, child labour orientation) explicitly designed around these standards and OSH approaches aligned with C155.



The evaluation finds that ARISE achieved a high level of coherence and compatibility with other interventions in BARMM, as evidenced by a score of 89%.¹⁸

8.1 Complementarity and fit with the policies, programs and priorities of the constituents

The ILO's ARISE project is consistently described across the interviews as having **complemented** other initiatives rather than duplicated them, while also **filling critical gaps** where no other child-labour-focused programme operated. Stakeholders at barangay, city, ministry, implementing partner, and donor levels all underline that ARISE's niche on child labour prevention and protection was largely unique in BARMM, even when it built on or connected to previous or parallel projects. The linkages with the program's sister intervention in Myanmar were less strong.



Working with other development actors

¹⁸ Scores by sub-criteria: dark green: 3, light green: 2, yellow: 1; red: 0 ; 9.1 = 2; 9.2 = 3; 9.3 = 3. Total = 8 out of a maximum of 9. Overall performance = SUM (8/9*100) (88.89%).

Across the interviews, ARISE is consistently described as a project that joined forces effectively with other actors, particularly non-ILO programmes, rather than duplicating existing work. IRDT and local partners emphasized that ARISE “complemented other efforts rather than duplicated them,” citing strong collaboration with FAO, which provided skills training and livelihood inputs to women in ways that aligned with ARISE’s household resilience focus. The Ministry of Social Services and Development highlighted complementarities with the IOM TIP IMPACT Project, noting that trafficking and the worst forms of child labor intersect and that the two initiatives reinforced each other. Local stakeholders also described ARISE as a connector, linking community groups to support from TESDA and the City Agriculture Office—services previously inaccessible to many vulnerable communities.

Building on past ILO work and aligning with government programmes

At the community level, ARISE integrated smoothly with earlier ILO projects. Barangay Looy leaders and Castromayor Farms noted that ARISE followed a previous ILO water project, which built community trust and organizational structures that facilitated ARISE implementation. Stakeholders reported that while ARISE did not overlap with other ILO projects at that time, it strengthened and complemented existing institutional relationships. In education, counterparts confirmed that they saw no duplication but recognized that ARISE complemented ALS strengthening efforts by introducing technical innovations and child labor-focused materials. Similarly, the local government stated that ARISE extended its services into underserved communities, filling gaps rather than replicating ongoing activities. A CBO emphasized that ILO was the only agency working with them specifically on child labor, reinforcing ARISE’s unique niche.

Regional and ILO-internal coherence

From the donor’s perspective, ARISE contributed to broader regional coherence, notably through participation in an ASEAN/ILO child labor workshop in Bangkok that helped inform the ASEAN roadmap on child labor. This provided additional alignment beyond the country level. However, the evaluation found that internal ILO linkages between the Philippines and Myanmar components were not consistently strong. One ILO source reported limited engagement on the Myanmar side and noted low visibility on cross-country learning, suggesting that internal integration across the two components could have been stronger¹⁹.

8.2 Leveraging synergies and partnerships vs. duplication of efforts



The project worked effectively through a wide range of partnerships and demonstrated strong synergy with government agencies and development actors, while stakeholders consistently reported no duplication of efforts. At local level, barangay officials noted that ARISE built directly on a previous ILO water project, which had already organized community structures and made coordination easier. The Project supported the establishment and capacity building of a sub-committee on CL under the Barangay Council for the Protection of Children (BCPC), which was also formed in Looy. It was also formalized through a Barangay Resolution. The establishment of a council on child labour in Maguindanao del Sur is currently underway. At the city level, ARISE helped establish the Cotabato City Council Against Child Labor, formalized through an Executive Order and

¹⁹ However, during the MLMS tools development the project team from BARMM reached out to the Myanmar team.

supported through the annual investment plan, showing effective collaboration between ILO, MOLE, and the LGU.

The project also complemented the work of other agencies. Collaboration with FAO aligned women’s livelihood support with ARISE’s household resilience and child labor prevention efforts. The local government highlighted synergy with the IOM TIP IMPACT Project, noting the overlap between trafficking and the worst forms of child labor, which made the two initiatives mutually reinforcing. Community groups and LGUs further noted that ARISE helped connect them to TESDA and the City Agriculture Office—institutions whose services had not previously reached many of the target communities.

At BARMM level, ARISE worked closely with MOLE to establish the Child Labor Protection Unit and strengthen the Child Labor Monitoring System, addressing institutional gaps rather than replicating existing work. Education officials confirmed that ARISE complemented, rather than duplicated, their ALS strengthening efforts by introducing tools and training that had not been available before.

The project worked in close collaboration with UNICEF, including joint efforts in the development of the Child Labour Manual and participation in the World Day Against Child Labour (WDAKL) commemoration activities. The International Labour Organization (ILO) also contributed technical inputs as part of the core team involved in developing the Standard Operating Procedures (SOP) on Child Protection–Gender-Based Violence (CP–GBV) case management, led by the Ministry of Social Services and Development (MSSD) with support from UNICEF.

To ensure alignment with national frameworks, the project facilitated coordination between the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) and the Department of Labor and Employment (DOLE), as well as the National Council Against Child Labour. The project supported the development of the Philippine Programme Against Child Labor (PPACL) 2023–2028 and ensured active participation of key BARMM agencies, including MOLE, MSSD and MILG.

DOLE, particularly the Bureau of Workers with Special Concerns (BWSC) and DOLE Regional Office 12, was consulted during the development of the Child Labour Monitoring System (CB-CLMS) and contributed to the preparation of the Child Labour Training Manual.

8.3 Consistency with international norms and standards concerning child labour in agriculture



The data analysis indicates that ARISE was highly consistent with international norms and standards on child labor in agriculture, and that this consistency was both intentional and explicit in the way the program was designed and implemented. Implementing partners and the project team explained that the core training content and approaches were directly grounded in ILO standards on child labor and hazardous work. They noted that the key training modules—especially SCREAM kits / education package and the child labor training manual—were developed using ILO conventions such as Convention No. 138 on Minimum Age (1973) and Convention No. 182 on the Worst Forms of Child Labour

(1999) as reference points, with a deliberate focus on aligning messaging with internationally accepted definitions of hazardous work and on clearly distinguishing permissible child work from child labor.

ARISE's approach to occupational safety and health further reflected its alignment with international standards. Activities in high-risk agricultural and waste-picking environments followed the principles established under ILO Convention No. 155 on Occupational Safety and Health (1981), which calls for national and workplace-level measures that keep work environments free from risks to health and safety. These norms were applied to ensure that any involvement of children or young workers remained non-hazardous, compatible with their education, and safely managed, in line with global expectations for child labor prevention in agriculture.

A notable added value in BARMM was localizing these standards without diluting them. Implementing partners explained that Module 9 of the Child Labour Training Manual incorporated Islamic perspectives into the child labour content, helping communities see that preventing child labour is both a legal requirement under international norms and an expectation closely tied to their religious and cultural values. This adaptation helped shift attitudes respectfully and practically while fully aligning with ILO definitions and standards, including the prohibition of hazardous work for children under Convention No. 138 and the immediate elimination of the worst forms of child labor under Convention No. 182. Overall, the evidence shows that ARISE not only adhered to international norms on child labor in agriculture but also translated them into messages and practices that are relevant and culturally appropriate, strengthening both normative consistency and local ownership.

9. Effectiveness: has the ARISE achieved its objectives in BARMM?

Key findings: The project achieved highly satisfactory effectiveness despite challenging circumstances, delivering strong results in education, livelihoods, and governance, reaching 7345 stakeholders.

- ARISE achieved meaningful progress across all three outputs, strengthening ALS delivery with child-labor-sensitive materials, providing livelihood support that reduced household dependence on child labor, and advancing policy frameworks including BRAP-CL and BLEC while piloting the Child Labour Monitoring System
- Strong drivers included active ministry engagement, committed LGUs, culturally adapted materials, and strong implementing partners, while administrative ILO country office bottlenecks, political transitions, varying ministry capacities, security constraints, and limited private sector and worker organization participation created implementation challenges.
- Community awareness activities (SCREAM and Child Labour Manual) improved ALS access, livelihood support, CLMS piloting, and strengthened barangay protection structures proved most effective in creating behavioral change, providing alternatives to work, and building local systems for long-term child labor prevention.
- Governance mechanisms were generally effective through regular technical working groups, ministry consultations, and joint planning that coordinated multiple ministries and LGUs, though administrative delays, procedural bottlenecks, recruitment delays, and varying institutional capacities created efficiency limitations.
- While gender and inclusion were integrated through women's participation in activities, opportunities exist to strengthen men's engagement, expand reach to vulnerable groups (children with disabilities, geographically isolated learners), institutionalize gender indicators in CLMS and planning, integrate climate-resilient practices in livelihoods, and enhance capacity building on gender-sensitive facilitation.
- Positive unintended effects included strengthened community solidarity for child protection, increased empowerment and leadership among mothers, enhanced cross-ministry collaboration, and household spillover benefits from livelihoods; negative effects included increased burden on women, expectations of continued support, limited reach to persons with disabilities, and occasional coordination tensions from administrative delays.



Highly satisfactory

The evaluation finds that the programme's effectiveness was highly satisfactory, reaching a score of 76%,²⁰ with satisfactory to highly satisfactory scores for six out of the seven sub-criteria.

9.1 Results by outcomes and objectives

Programme outcome and outputs

The evaluation systematically assesses the three programme outputs related to the Philippines (outputs 1 were targeted at the Myanmar component and output 3 at the regional

²⁰ Scores by sub-criteria: dark green: 3, light green: 2, yellow: 1; red: 0 ; 10.1 = 3,3,3; 10.2 = no rating,; 10.3 = 2,; 10.4 = 2; 10.5 = 1; 10.6 = 2: Total = 16 out of a maximum of 21. Overall performance = SUM (16/21*100) (76,19%).

activities). The outcome of the Philippines component was the “reduction of the worst forms of child labour in the agriculture communities in BARMM. However, it is too early to see statistically robust results at the outcome level, as the project was still ongoing at the time of the evaluation, and the child labour monitoring system was still being piloted.

Across all available sources, ARISE achieved meaningful and visible progress toward reducing child labour, improving education access, strengthening family livelihoods, and expanding institutional capacities at multiple levels. Children in two FGD sites significantly reduced involvement in hazardous work; parents became active protectors; teachers embedded child labour themes into everyday instruction; local governments used their own resources to sustain activities; and ministries demonstrated ownership of policy processes. While challenges such as political transitions, capacity gaps, and limited worker-organization participation remain, the programme achieved a substantial share of its intended outcomes and objectives, particularly in education, livelihoods, governance, and community protection.

Figure 8 summarizes the project’s reach, based on data project monitoring data available one month before the official closure of the project.

Figure 8: Project capacity building reach

Project Reach (as of Nov 2025)	Adults			Children			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Various Activities / Initiatives (funded by the Project; face to face)	1428	1864	3292	161	148	309	1589	2012	3601
Various Activities/ Trainings (funded by the Government; using ILO Tools - SCREAM and CL Trainings)	295	1280	1575	0	0	2169	295	1280	3744
SCREAM roll-out in schools (MBHTE Teachers-LAC sessions, In Service Trainings, stand-alone trainings using their own funds)	238	1184	1422			0	238	1184	1422
in schools (MBHTE students- formal and			0			2169			2169
Rollout of CL Training by MOLE (2023/Q124)	57	96	153				57	96	153
Rollout of CL Training by MSSD (2025)			0						
TOTAL	1723	3144	4867	161	148	2478	1884	3292	7345

Source: Project monitoring data, November 2025

Output 2.1 Improved non-formal education services and opportunities, and increased access to skills training

ARISE achieved strong progress in improving non-formal education services, strengthening ALS delivery, and increasing children’s access to learning and skills training. KIIs with MBHTE-BALS, ALS teachers, LGUs, and partners consistently describe improvements in ALS quality, including the integration of child-labour-sensitive materials, SCREAM modules, and localized learning tools—many of which were co-developed with ministry staff. This resulted in more relevant and engaging lessons for older out-of-school youth. ALS facilitators reported increased confidence in addressing child labour themes, and LGUs highlighted the establishment or revitalization of community learning centers that made ALS more accessible.



The FGDs reinforce these findings. Mothers from Cotabato and Looy explained that many children who previously worked in farms, waste picking, and daily wage labour either reduced or stopped hazardous work after enrolling in ALS. Parents credited the programme for “bringing ALS closer,” reducing transportation costs, and making learning safe and feasible. Some children were successfully linked to education assistance schemes through CLMS

referrals. Communities widely perceived improved school engagement and renewed motivation among adolescents who had been out of school for years.

Output 2.2 Economic empowerment opportunities provided and rural and farming communities mobilized to combat child labour.

Evidence from KIIs with implementing partners, LGUs, and CBOs shows that livelihood support was a major factor in reducing households' dependence on child labour²¹.

Families received support for duck raising, vegetable gardening, mushroom production, and other small-scale ventures. FGDs confirm that these livelihood interventions relieved financial pressure, helping parents replace children's income or reduce the need for their labour. In Looy, families reported that fish pond projects from MAFAR became accessible because ARISE strengthened coordination and referrals.



Community mobilization was another major achievement. KIIs with barangay councils, BCPCs, CBOs, and mothers' groups—all echoed by FGD participants—show that communities now actively monitor children's safety, report hazardous work, and intervene when children appear at risk. Parents described a new social norm: "watching out for each other's children." Youth groups, local leaders, and women's associations participated in awareness sessions and SCREAM activities. Implementing partners noted that community engagement became more systematic as child labour concepts became better understood.

Output 2.3 Improved policy responses to child labour through regulatory framework and institutional development for the reduction and elimination of the worst forms of child labour

Across the progress reports, KIIs with ministries, and interviews with project staff, it is clear that ARISE played a significant role in advancing policy and governance structures for child labour in BARMM. The project supported the development of the Bangsamoro Regional Action Plan on Child Labour (BRAP-CL), conducting consultations, validation sessions, and technical working groups across ministries. ARISE also contributed to discussions on the Bangsamoro Labor and Employment Code (BLEC), helping ensure the alignment of child labour provisions with RA 9231 and ILO Conventions 138 and 182.



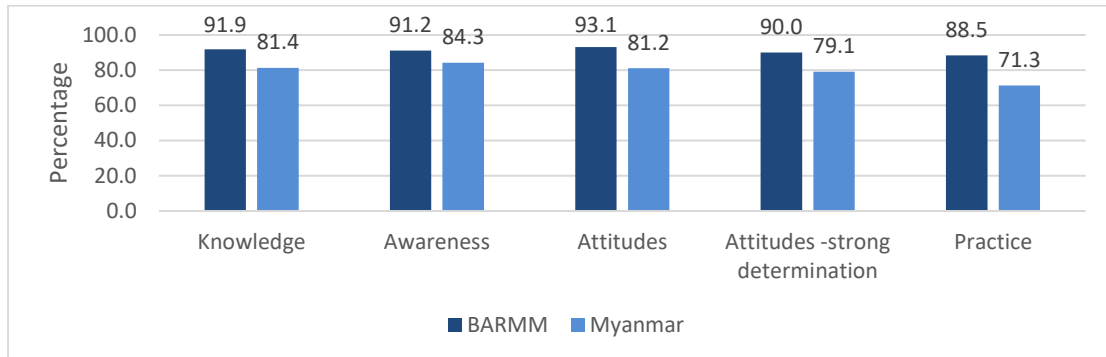
Institutional strengthening extended to service provision. The Child Labour Monitoring System (CLMS) made substantial progress, with barangay and ministry focal points trained, household profiling conducted, and several at-risk families referred to services. KIIs confirm that ministries and LGUs began integrating CLMS tasks into routine work despite limited capacity. Community structures—including BCPCs, CBOs, and barangay councils—also took on more active roles in data collection, case identification, and awareness raising.

Figure 9 provides a fascinating insight into the changes in knowledge, awareness, and practice among stakeholders of the ARISE project in BARMM and Myanmar. In the case of

²¹ Community-based Service Outlets (CBSOs) - a part of the Community Social Infrastructure Programme) is a space intentionally established by the Project to empower the communities, and sustain CL activities particularly the CLMS and others (education, counselling, awareness raising, etc aside from the economic activity)

BARMM, 73% of survey respondents were government representatives; hence, this data is presented under changes in policy responses.

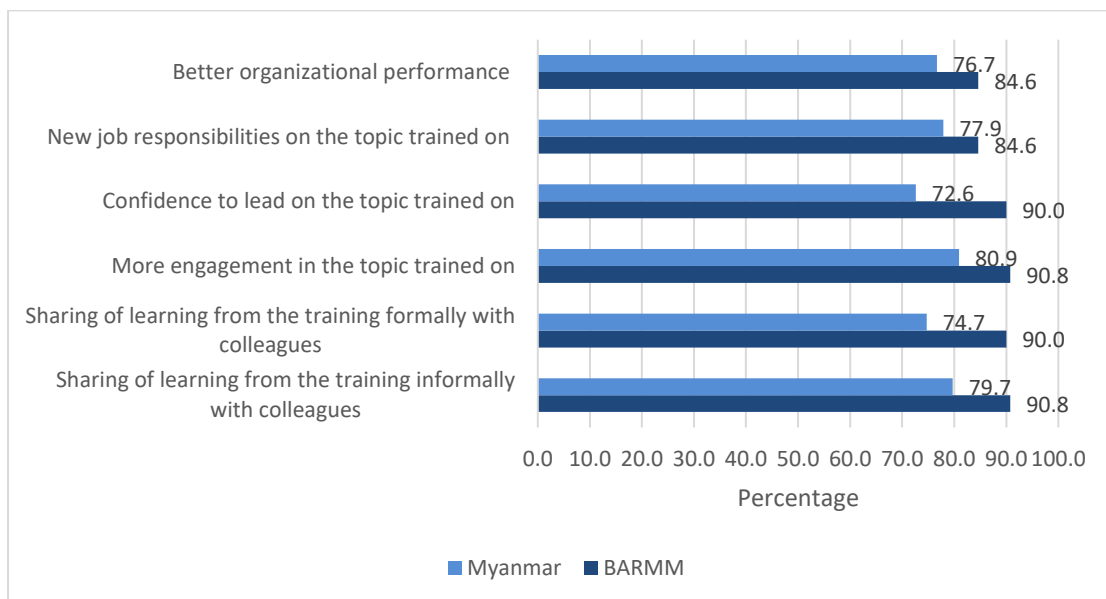
Figure 9: Changes in knowledge, awareness, and practices of ARISE training participants



BARMM: n = 27, Myanmar: n=71

The results for BARMM show exceptionally strong outcomes across all five dimensions measured. Knowledge, awareness, and attitudes all exceed 91%, indicating that participants not only understood child labour concepts but internalised them deeply. Attitudes and determination to act also remain high at 90%, demonstrating that participants were motivated to translate learning into protective behaviours. Even the practice score—often the most difficult behavioural indicator to shift—reached 88.5%, suggesting that participants began applying learning in concrete ways within their families, workplaces, or communities. Myanmar participants also showed strong but comparatively lower gains, scoring between 71% and 84%. Overall, the BARMM results reflect a highly successful training approach that produced substantial cognitive, attitudinal, and behavioural change among participants.

Figure 10: Results of ARISE training



BARMM: n = 26, Myanmar: n=68

The BARMM results in Figure 10 show consistently high training outcomes across all dimensions, with scores ranging from 84.6% to 90.8%. Participants reported strong

improvements in organizational performance, increased responsibilities, high confidence to lead on the topic, and greater engagement with child labour issues. Notably, both formal and informal sharing of learning with colleagues reached around 90%, indicating strong internal diffusion of knowledge. Compared with Myanmar, BARMM participants reported stronger gains across every category, suggesting that ARISE training translated more effectively into leadership, engagement, and workplace application in BARMM.

9.2 Risk factors, challenges, and opportunities affecting program results

Figure 11 summarises internal drivers and external barriers affecting the programme implementation.

Figure 11: Summary of factors affecting programme performance

<i>Factors: internal positive</i>	<i>Effect on Progress</i>
Strong multi-ministry engagement (MOLE, MBHTE, MSSD, MILG, MAFAR, MTIT, BYC)	Strengthened policy development, governance, and institutional ownership
Localised, culturally adapted training and learning materials (SCREAM, Child Labour Training Manual)	Increased relevance, accelerated behaviour change, high acceptance by communities
Strong LGU and barangay involvement	Improved community outreach, household follow-up, and case identification
Effective implementing partners (IRDT, CBOs)	Enhanced community access, mobilisation, and continuity during transitions
Flexible and adaptive implementation approach	Maintained programme momentum despite disruptions

<i>Factors: internal negative</i>	<i>Effect on Progress</i>
Administrative inefficiencies in ILO Manila office	Slowed approvals and coordination, reduced timeliness all influenced donor confidence
Uneven institutional capacity across ministries	Slowed roll-out of CLMS and led to inconsistent implementation quality
Limited private sector engagement	Reduced scale and depth of employer-driven child labour prevention efforts
Minimal involvement of workers' organizations	Weakened tripartite balance and limited labour-side advocacy

<i>Factors: External positive</i>	<i>Effect on Progress</i>
Community readiness and concern about child labour	High participation and rapid uptake of protective behaviours
Supportive BARMM political and policy environment	Enabled ARISE contributions to BRAP-CL, BLEC, and stronger governance structures
Availability of national/regional social protection and education programs	Strengthened referrals and reintegration pathways through CLMS
Active CBOs and community structures	Improved mobilisation of families, youth, and volunteers in prevention activities
Cultural alignment of messages	Increased acceptance and trust through context-sensitive tools such as special section on Islamic values of the Child Labour Training Manual

<i>Factor: External negative</i>	<i>Effect on Progress</i>
Political transitions, leadership changes, and restructuring	Delayed institutionalization and slowed policy processes
Security risks and geographic inaccessibility	Limited access to some communities and delayed profiling, monitoring, and activities

ARISE's progress was strongly supported by active engagement from BARMM ministries, committed LGUs, culturally adapted training materials, and strong implementing partners,

which together fostered high community uptake and institutional ownership. A favourable policy environment and community openness further accelerated results. At the same time, administrative bottlenecks within the ILO country office, political transitions, varying ministry capacities, security constraints, and limited participation from the private sector and workers' organizations created challenges that slowed implementation in some areas. Despite these constraints, the programme maintained momentum through strong local partnerships and flexible adaptation.

9.3 Effectiveness of strategic interventions directly contributing to reducing the worst forms of child labour in agriculture in the medium and long-term


 **Satisfactory** The most effective interventions in reducing hazardous child labour were community awareness activities (including SCREAM and Child Labour Training Manual), improved access to ALS and reintegration pathways, and livelihood support that reduced families' reliance on children's work. CLMS piloting also proved valuable by identifying at-risk children and linking them to education and social protection. Strengthened barangay protection structures and coordinated action across ministries further reinforced long-term prevention. Together, these interventions created behavioural change, alternatives to work, and stronger local systems that directly contributed to reducing the worst forms of child labour.

Figure 12: Comparative assessment of project components' effectiveness

<i>Strategic Intervention</i>	<i>Effectiveness</i>	<i>How It Contributes to Reducing Hazardous Child Labour</i>
Community awareness and behaviour change (SCREAM, orientations, Child Labour Training Manual special session on Islamic Perspective on Child Labour.	Very High	Increased parental knowledge, changed attitudes, community vigilance, reduced acceptance of hazardous child labour.
Improved ALS access and reintegration pathways	Very High	Provided realistic alternatives to farm/waste work; re-engaged out-of-school youth in learning; improved motivation and attendance.
Livelihood support for families	High	Reduced financial pressure that drives child labour; enabled parents to replace children's income; strengthened household resilience.
Child Labour Monitoring System (CLMS)	High	Identified at-risk children early; enabled follow-up, referrals, and connection to social protection and education programmes.
Strengthened barangay protection structures and LGU coordination	High	Established community-based case detection and monitoring; ensured continuity of child protection activities.
Multi-ministry policy development and governance (BRAP-CL, BLEC inputs)	Medium–High	Strengthened long-term institutional frameworks for prevention; improved coordination and accountability mechanisms.

9.4 Effectiveness of program’s governance mechanisms



Satisfactory

The programme’s governance mechanism was generally effective, particularly in coordinating multiple ministries and LGUs around shared child labour objectives. Regular technical working groups, ministry consultations, and joint planning sessions facilitated alignment across sectors and ensured that regional bodies remained actively involved in shaping policy tools and implementing activities.

Coordination with LGUs and barangay structures also functioned well, enabling smooth roll-out of community-level profiling, awareness activities, and referrals.

At the same time, several governance-related challenges limited efficiency. Administrative delays and procedural bottlenecks—especially within the central office structures—slowed implementation and affected responsiveness. Recruitment delays for key positions also placed additional strain on programme management. Externally, periodic leadership changes within ministries and varying institutional capacities created inconsistencies in follow-through. Despite these issues, stakeholders generally viewed the governance arrangements as functional, and the programme was able to maintain momentum through continuous engagement and adaptation.

9.5 Results for gender, non-discrimination and environmental sustainability strategies and areas for improvement



Unsatisfactory

ARISE made meaningful efforts to integrate gender, inclusion, and environmental considerations, but **several opportunities for strengthening these dimensions emerged** consistently from interviews, ministry feedback, LGUs, and community perspectives, as presented below.

- Need to strengthen gender-responsive design and address women’s specific vulnerabilities

While many ARISE activities engaged mothers and relied heavily on women’s participation—particularly in ALS, livelihood support, and community mobilisation—the KIIs and FGDs suggest that women often carried the main burden of monitoring child labour and attending community sessions. Increasing men’s engagement, especially fathers and male youth, could distribute responsibilities more equitably and strengthen household-level behaviour change. Some respondents also indicated that livelihoods tended to be small-scale and not always aligned with women’s income needs, suggesting opportunities for more diversified, market-linked, and resilience-building economic activities tailored to women.

- Opportunity to expand the inclusion of vulnerable groups beyond gender

Non-discrimination principles were applied through inclusive participation across religions, ethnic groups, and socio-economic backgrounds. However, some KIIs note that the programme could further strengthen its reach to the most vulnerable groups—such as children with disabilities, geographically isolated learners, and children in conflict-affected zones—by developing more targeted support, adaptive learning materials, and safer access to ALS in high-risk areas.

- Room to improve institutionalisation of gender and inclusion within ministries and LGUs

Although ministries participated actively in child labour governance, gender and inclusion were not always systematically embedded in planning, monitoring, and data collection. Opportunities exist to integrate gender- and vulnerability-sensitive indicators into CLMS (and how to regularly and effectively use the data), BRAP-CL implementation, and local child protection plans. Regular coordination with gender focal units in ministries would help ensure consistent application.

- Options to strengthen environmental sustainability in livelihood and training components

Environmental aspects were reflected in a few livelihood interventions (e.g., gardening, floating gardens), but they were not a central theme. Several stakeholders highlighted the need for more explicit integration of environmental risks, such as climate-related hazards affecting farming families and learning centres. Aligning future livelihood packages with climate-resilient practices, waste reduction, organic farming, or sustainable agriculture models would reinforce long-term resilience and reduce vulnerabilities that contribute to child labour.

- Need to improve capacity building on gender and inclusion for trainers and community workers

ALS facilitators, barangay councils, and community volunteers would benefit from more structured capacity building on gender-sensitive facilitation, addressing stigma, supporting diverse learners, and recognising gendered drivers of child labour. This would improve the consistency and quality of community sessions and strengthen protection practices.

9.6 Unintended effects and surprises, including concerning gender equality and disability



Satisfactory

ARISE generated several positive unintended effects, including stronger community protection systems, empowered mothers, cross-ministry collaboration, and broader household benefits from livelihoods. Negative unintended effects were fewer but included increased workload for women, unmet expectations for further material support, limited tailored inclusion for persons with disabilities, and occasional frustration over administrative delays. Overall, the unintended effects were mostly positive and contributed additional value beyond the programme's design.

Positive Unintended Effects

1. Strengthened community solidarity and shared responsibility for child protection

Across both FGDs and multiple KIIs, communities reported a shift toward collective monitoring of children's safety—an effect not explicitly planned. Parents described “watching over each other's children,” and barangay leaders noted increased reporting of risky situations. This informal community protection system strengthened local child safeguarding beyond formal structures.

2. Increased empowerment and leadership among mothers

Although ARISE did not aim specifically to change gender dynamics, the majority of active participants in ALS, livelihood support, and community mobilisation were women. KIIs and FGDs show that mothers gained confidence, new skills, and greater influence in local decision-making around child protection. Some women became informal advocates or facilitators, an unexpected gender-positive outcome.

3. Strengthened coordination across ministries and LGUs beyond child labour

ARISE created new channels of communication between ministries (MOLE, MSSD, MBHTE, MILG, MAFAR) that extended to other social protection and education issues. Several KIIs noted improved collaboration and information sharing across government units that were not directly related to child labour.

5. Spillover benefits from livelihood initiatives

Livelihood support inadvertently encouraged broader household improvements, such as better budgeting, shared responsibilities within families, and more stable food security. Some communities leveraged ARISE coordination to access additional support from ministries, amplifying benefits beyond project intentions.

Negative Unintended Effects

1. Increased burden on women due to their dominant role in programme activities

Although women's empowerment increased, KIIs and FGDs indicate that women also took on disproportionate responsibilities—attending meetings, monitoring children, and managing livelihood activities. Without parallel engagement of men, this risked reinforcing gendered workloads rather than redistributing them.

2. Expectations of continued direct support

Some LGUs and community members developed expectations of ongoing financial or material support (e.g., livelihood inputs). KIIs noted that this could create dependency risks, particularly where local resources were limited to sustain activities at the same scale.

3. Limited reach to children and families with disabilities

While the programme was inclusive in practice and open to all, there was no specific strategy or tailored interventions addressing the needs of children with disabilities. As a result, the programme may have unintentionally underserved this group, especially where mobility barriers and learning needs required more specialized support.

4. Occasional tension in coordination due to administrative bottlenecks

Some stakeholders reported delays linked to administrative processes, which created frustration or slowed planned activities. While not a direct programme effect, this influenced perceptions of efficiency among partners.

10. Efficiency: Was the Program doing things right?

Key findings: ARISE achieved satisfactory efficiency (67% score) despite governance and administrative constraints, with strong operational-level coordination but procedural bottlenecks at national level that affected responsiveness, and staffing gaps (unfilled CTA position) that concentrated workload unsustainably, though 79% of mid-term evaluation recommendations were successfully implemented.

- ARISE achieved solid results with strong technical staff commitment but faced reduced efficiency from discontinuation of OSH/WIND/WISE training (creating sunk costs in developed materials), lengthy centralized approval processes, and unfilled Chief Technical Advisor position that concentrated workload unsustainably on Bangkok-based donor representative and the national coordinator in BARMM. These governance and administrative bottlenecks affected responsiveness and limited OSH sustainability opportunities, though they did not undermine core achievements.
- Field-level coordination was strong with regular communication between project staff, implementing partners, ministries, and LGUs enabling fast local adjustments, while multi-actor collaboration created valuable synergy. However, national-level internal coordination was slow and centralized with heavy administrative procedures affecting planning, budgeting, and approvals, though monitoring tools (CLMS, partner templates) provided consistent progress tracking.
- ARISE achieved strong progress (79% implementation score) across the mid-term recommendations.



Satisfactory

The evaluation finds that the efficiency of the program implementation was satisfactory, reaching a score of 67%²².

10.1 Strategic and efficient allocation of resources to achieve results



Unsatisfactory

The evaluation finds that ARISE achieved solid results despite operating within a governance environment that presented several internal and external constraints. Across interviews, partners consistently acknowledged the strong commitment of technical staff and the positive working relationships built with ministries, LGUs, and communities. At the same time, several stakeholders pointed to a number of structural and managerial challenges that, while not undermining the project's achievements, reduced its operational efficiency and limited the sustainability of some interventions. These areas represent opportunities for further strengthening future programming.

One recurring theme concerned the continuity of the OSH-related components. OSH was widely viewed as a highly relevant and effective entry point for addressing hazardous child labour, particularly in agriculture and waste-picking. However, several respondents noted that follow-up OSH activities could not advance as originally planned after a shift in internal direction resulted in the discontinuation of the development of the OSH Profile at the regional level. As a result, training materials already developed and contextualized for BARMM were

²² Scores by sub-criteria: green: 3, green/amber: 2, amber/red: 1; red: 0 ; 11.1 = 1;11.2 = 2. ; 11.3 = 3. Total = 6 out of a maximum of 9. Overall performance = SUM (6/9*100) (66,67%).

not put to full use, and opportunities to embed OSH practices more deeply at the community level remained underexploited. While internal strategic decisions of this kind fall within the country office's discretion, the experience illustrates how ensuring continuity between technical rationale and managerial approval can help avoid sunk costs and improve long-term sustainability of capacity-building efforts.

Partnerships with the donor were overall constructive, but several administrative and communication issues emerged. Approval processes, clearance chains, and coordination through the country office were described as lengthy and highly centralized, creating bottlenecks that affected responsiveness. Some partners noted that navigating these processes required using alternative channels for timely communication, which occasionally complicated engagement with government stakeholders. These challenges did not prevent the project from advancing, but they signal room for improvement in streamlining interactions, clarifying responsibilities, and ensuring that field operations are not slowed by procedural congestion.

Staffing arrangements were also identified as an area with improvement potential. The foreseen recruitment of a Chief Technical Advisor (CTA) for ARISE in the ILO Manila Office encountered internal process-related obstacles and was ultimately not completed. In the absence of this position, strategic oversight, donor liaison, and coordination for the Philippines and Myanmar components were absorbed by the donor representative acting as the project manager in Bangkok, resulting in a very high workload concentration and, in hindsight, a regrettable choice not to be repeated. Although the team made notable efforts to maintain programme quality through the relentless work of the national coordinator in the project office, the situation underscores the value of timely recruitment processes and stable leadership arrangements to support efficient decision-making and relieve pressure on field teams.

A few respondents also shared that the perceived procedural bottlenecks and governance constraints had external visibility, influencing how certain government counterparts assessed the collaboration. One government representative informally advised the donor to consider alternative UN agencies or other countries for future initiatives due to these administrative challenges. While such views reflect individual experiences rather than a consensus, they point to the importance of strengthening organizational agility and improving communication flows to maintain confidence among national partners at the Manila office level.

Overall, these issues did not overshadow ARISE's achievements, but they do indicate meaningful opportunities for enhancing internal coordination, improving responsiveness, and ensuring that technically sound interventions—such as community-based OSH—can be sustained and scaled more effectively. Addressing these governance and management aspects would help future projects operate more efficiently, maximize valuable staff and partner contributions, and reinforce the organization's credibility and collaboration with government and development partners.

10.2 Coordination: communication, planning, budgeting, implementing, monitoring, and reporting



Satisfactory

Overall, ARISE achieved solid coordination at the operational and field levels. Communication in BARMM between project staff, implementing partners, ministries, and LGUs was generally described as regular and constructive, enabling fast adjustment at the community level. Planning processes benefited from joint consultations, alignment meetings, and participatory approaches that ensured activities were grounded in local realities. Budgeting and implementation were supported by strong collaboration with partners familiar with the local context, and reporting systems, including CLMS and structured partner templates, provided a basis for consistent monitoring of progress.

Nevertheless, the evaluation highlights that internal coordination within the broader institutional environment was less smooth. Communication and decision-making channels at the national level were perceived as slow, centralized, and administratively heavy, affecting planning, budgeting, approvals, and the timeliness of certain implementation steps. These challenges did not stop the work but added procedural layers that required additional effort from staff and partners. Monitoring benefited from clear tools.

Despite these limitations, ARISE gained substantial value from engaging complementary expertise across institutions. Ministries brought policy leadership, LGUs contributed frontline engagement, and implementing partners ensured strong community presence and culturally grounded delivery. Collaboration with other development actors expanded access to livelihood support, social services, and technical resources, avoiding duplication and enhancing service coverage. This multi-actor approach created synergy that significantly strengthened the program’s overall impact.

10.3 Implementation of mid-term evaluation recommendations



Highly satisfactory





The review of mid-term evaluation recommendations shows that ARISE made strong and consistent progress across nearly all areas, with actions rated as **satisfactory to highly satisfactory (79% achievement ratings)**²³. Collaboration with PARC members, UN agencies, business groups, academe, and CSOs was extensive, leading to well-coordinated upstream and downstream interventions that benefited children, families, and communities. Engagement with the Ministry of Interior and Local Government progressed, though institutionalization efforts were somewhat slowed by political transitions, administrative changes, differing capacities, and security conditions; nonetheless, substantial groundwork was laid. Awareness-raising activities successfully reached a wide spectrum of tripartite-plus actors and expanded beyond core pilot sites, even if formal participation from workers’ representatives remained limited.




Legislative advocacy for the Bangsamoro Labor and Employment Code advanced significantly, with ARISE contributing to consultations, technical reviews, and multi-stakeholder coordination. Work with the education ministry was particularly strong, resulting in child-labour-sensitive learning materials and improved reintegration pathways for child labourers and their families. The development and use of culturally adapted IEC materials and multi-platform messaging were robust and effective. Finally, implementation of remaining

²³ Scores by sub-criteria: green: 3, green/amber: 2, amber/red: 1; red: 0 ; Recommendation 1= 3; Recommendation 2 = 2; Recommendation 3 = 2; Recommendation 4 = 3. ; Recommendation 5 = 3 ; Recommendation 6 = 3 ; Recommendation 7 = 3 ; ; Recommendation 8 = 3. Total = 19 out of a maximum of 24. Overall performance = SUM (19/24*100) (79,16%).

deliverables occurred in parallel across project sites, supported by active engagement from ministries, NGOs, and community-based organizations. Overall, the project demonstrated substantial achievement, strong partnerships, and meaningful progress toward sustainability, despite a few contextual constraints, as presented in Figure 13.

Figure 13: Implementation status of mid-term evaluation recommendations

Mid-term evaluation recommendations	Observation	Performance
1. For the remaining months of the project, it will seek to work closely with relevant PARC members, UN agencies e.g. FAO, UNICEF and UNDP, business council, academe and civil society organizations for their support in the conduct of both upstream and downstream interventions to benefit the child laborers, their families and their communities	PARC met three times in 2023 , with MOLE taking an increasingly active leadership role. UN agencies joined the validation of the Bangsamoro Regional Action Plan on Child Labour (BRAP-CL) in March 2023. Collaboration with the Bangsamoro Business Council (BBC) is explicitly documented. Academic institutions and education ministries (e.g., MBHTE) engaged in Action Plan development, training manual adoption, and ALS integration. Numerous local NGOs and CSOs participated in SCREAM, TOR field testing, child labour governance consultations, and pilot interventions.	 Highly satisfactory
2. It will also lobby with the ministry of interior and local government (MILG) to help in the institutionalization of child labor committees and child labor profiling to ensure the sustainability of the project's gains.	The 2023 progress report shows that ARISE coordinated with MILG as part of the multi-ministry Technical Working Group involved in the Bangsamoro Regional Action Plan on Child Labour (BRAP-CL) and in related governance discussions. The Child Labor Monitoring System (CLMS) and child labor profiling processes advanced significantly, but primarily through MOLE , not MILG. The 2023 report notes that work with multiple ministries on institutional mechanisms is ongoing and that some efforts have been delayed by: <ul style="list-style-type: none"> • political transitions • administrative changes • security conditions • differing ministry capacities 	 Satisfactory
3. Awareness raising activities to tripartite plus partners in the region. If allowed, it will also try to reach out to neighbouring cities and provinces of BARMM where usually child labourers are also present.	The project achieved substantial outreach to a wide network of stakeholders, strengthened community awareness, and extended influence to areas beyond its core sites. The engagement of employers, government bodies, and civil society contributed significantly to these results, even though the involvement of workers' representatives appears limited in the documentation. Despite this gap, the evidence suggests that the objective of conducting awareness-raising with tripartite-plus partners and expanding outreach to neighbouring areas outside the pilot communities but inside BARMM was largely met.	 Satisfactory
4. It will also help push and lobby for the passage of the Bangsamoro Labor and Employment Code (BLEC) which is now pending in the parliament. Once passed and approved, the code will provide the legal basis for the implementation relevant child labor laws and international conventions e.g. RA 9231, ILO 138, ILO 182 thus ensuring compliance and provision	The legislative process was advanced through technical inputs, consultations, and multi-ministry coordination facilitated by the project (e.g., engagement in public consultations , technical discussions, and multi-stakeholder validation sessions coordinated by MOLE, BLEC drafts were enriched through inputs from ILO-supported consultations, and ARISE's participation in regional labour governance platforms that supported the policy environment for BLEC passage) The BLEC was approved on its third and final reading by	 Highly satisfactory

<p>of appropriate support to child laborers and their families.</p>	<p>the Bangsamoro Parliament on 12 November 2025 and signed into law on 16 Dec 2025.</p>	
<p>5. Continue to work with the region’s education ministry for the development of learning materials with lens on CL and transition, reintegration and education plan for child laborers and their families.</p>	<p>ARISE maintained strong cooperation with MBHTE, significantly contributed to developing and adapting learning materials with a child labour lens, and supported reintegration and transition-related education pathways. Some formal institutionalization steps remain ongoing, but the project’s contribution was substantial and well documented.</p>	 <p>Highly satisfactory</p>
<p>6. Development of appropriated IEC materials that will be used in the pilot sites and tapping quad media as platform for the delivery of the key messages.</p>	<p>The evidence demonstrates that IEC materials were developed, culturally adapted, and widely used in pilot communities (e.g., child labour information materials integrated into SCREAM, Special Session on Islamic Perspective on CL in the Child Labour Training Manual, awareness brochures, posters, and audio-visual materials), and that multiple media platforms were tapped to disseminate key child labour messages. Some gaps remain in terms of full systematization, but overall achievement is substantial and well supported by the progress reports.</p>	 <p>Highly satisfactory</p>
<p>7. Implement remaining committed deliverables simultaneously in the two pilot provinces by engaging relevant ministries, NGOs and community-based organization present in the pilot sites.</p>	<p>The evidence demonstrates that ARISE implemented its remaining deliverables in parallel across its pilot sites, with strong involvement of ministries, NGOs, and CBOs. Although timelines were adjusted due to contextual factors, the main intent—simultaneous, multi-site engagement—was substantially achieved.</p>	 <p>Highly satisfactory</p>

11. Impact: has the Program contributed to higher-level effects?

Key findings: While it is too early to assess the full impact of ARISE, the project achieved satisfactory early indications of impact, advancing child labour policies, beneficiary outcomes, and evidence systems in BARMM's challenging post-conflict context.

- ARISE advanced the Bangsamoro Regional Action Plan on Child Labour and contributed technical inputs to align the Bangsamoro Labor and Employment Code with international conventions
- The program strengthened service delivery by developing the Child Labour Monitoring System, enhancing the Alternative Learning System, and activating city/municipal-level child labour councils and barangay protection structures.
- Household awareness of hazardous child labour increased significantly, with children reducing involvement in waste picking and farm work while spending more time in school and learning centres.
- ARISE established community learning centres, strengthened teacher capacity, and created service pathways linking families to social welfare and livelihood opportunities that helped keep children in education.
- The program piloted the Child Labour Monitoring System and created culturally adapted knowledge products, including SCREAM modules and ALS materials with Islamic values integration.
- Multi-sectoral dialogue processes and training improved institutional capacity to collect child labour data, identify at-risk children, and use evidence for policy design and service provision.



The ARISE program demonstrated satisfactory impact (67% rating)²⁴ in advancing child labour policy frameworks, improving beneficiary outcomes, and expanding the knowledge base in BARMM, despite operating in extremely challenging post-conflict and post-pandemic circumstances.

11.1 Contribution to broader changes in policies, legislation, or service provisions



Across the documentation and interviews, ARISE demonstrates a strong contribution to broader policy, legislative, and service-delivery changes in BARMM. Evidence from the progress reports shows that the programme actively **supported several regional-level policy processes** and **contributed to shaping institutional frameworks relevant to child labour**. The most significant contribution is ARISE's role in advancing the **Bangsamoro Regional Action Plan on Child Labour (BRAP-CL)**. The project supported technical working groups, consultations, validation activities, and drafting processes, enabling the Action Plan to move through multiple stages of development. Ministries—including MOLE, MSSD, MBHTE, MILG, and MAFAR—were engaged in a structured set of policy consultations facilitated by ARISE. This reflects a clear upstream impact on policy coherence and child labour governance.

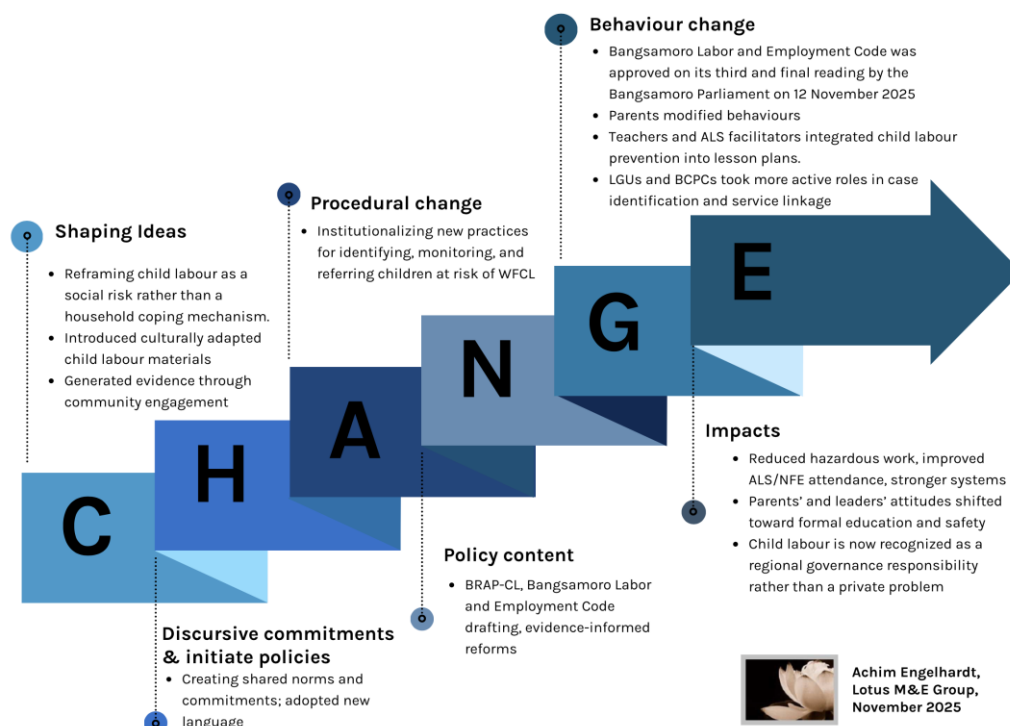
²⁴ Scores by sub-criteria: dark green: 3, light green: 2, yellow: 1; red: 0 ; 12.1 = 2;12.2 = 2; 12.3 = 3. Total = 6 out of a maximum of 9. Overall performance = SUM (6/9*100) (66,66%).

The programme also contributed meaningfully to discussions and technical refinements of the Bangsamoro Labor and Employment Code (BLEC). Although legislative passage lay outside the direct control of ARISE (it was passed on 15 November 2025 and signed into law on 16 Dec 2025), the project’s support for public hearings, consultations, child labour technical inputs, and multi-stakeholder dialogues is clearly documented. Interviews confirm that ARISE helped ensure alignment of BLEC provisions with RA 9231, ILO Convention 138, and ILO Convention 182, strengthening the legislative environment for child labour prevention.

Beyond legislation, ARISE contributed to service provision improvements, especially through the strengthening of the **Child Labour Monitoring System (CLMS)**, which advanced significantly during 2022–2023. While the system is not yet fully institutionalised across all ministries, the reports show that ARISE facilitated training, data-collection processes, municipal rollouts, and the establishment of community-based reporting mechanisms. Similarly, coordination with MBHTE enhanced the **Alternative Learning System** through child-labour-sensitive learning materials and reintegration pathways. These reflect tangible contributions to improving education and social services for child labourers.

Interviews reinforce that ARISE strengthened local governance mechanisms such as **barangay child protection structures** and supported the activation of city- and municipal-level councils on child labour. Ministries and LGUs consistently highlighted ARISE’s role in improving their understanding of child labour, enhancing operational collaboration, and shaping action plans. While some institutionalisation processes slowed due to political transitions, administrative changes, and security issues, the project’s influence on policy and service provision is well documented. Figure 14 summarizes the policy change pathway of the project in BARMM, from shaping ideas up to the level of policy and behavior change and impacts.

Figure 14: Successful CHANGE pathway for ARISE in BARMM



11.2 Impact on targeted beneficiaries

The evaluation found that the project had meaningful and visible impacts on target beneficiaries, with **the most noticeable changes in children’s safety, school participation, community awareness, and family attitudes toward child labor**. Although monitoring data does not provide detailed quantitative numbers of beneficiaries, the qualitative evidence is consistent and strong across ministries, LGUs, implementing partners, parents, and community groups. Interviews with mothers, local leaders, and CBOs show that household awareness of what constitutes harmful and hazardous child labor has increased significantly. Parents said they are more aware of their children’s activities and more confident in recognizing when work becomes risky. Several respondents mentioned that children who were previously involved in waste picking, farm work, or daily wage labor have reduced or stopped these activities after participating in ALS, SCREAM sessions, or community awareness events. Mothers in focus groups reported that their children now spend more time at school or learning centers, and community members expressed a shared responsibility for preventing unsafe child labor.



Education-related impacts are also well documented in the reports and interviews. The program strengthened the Alternative Learning System through teacher training, development of learning materials, and integrating child labor themes into learning sessions. ALS implementers reported increased motivation among learners, and parents noticed improvements in their children’s engagement and self-confidence. The establishment and support of community learning centers provided safer environments for children in remote areas, reducing access barriers. Ministries and teachers also emphasized that learning materials with a child-labor perspective helped children better understand their rights and encouraged families to prioritize schooling over work.

At the community level, ARISE contributed to improved service pathways by linking families to social welfare services, education support, and livelihood opportunities. These services helped mitigate economic pressures that often drove child labour. Community organisations and LGUs noted that families receiving support were better able to keep children in school and away from hazardous work. Child labour profiling and CLMS-related activities also enhanced the identification and follow-up of at-risk children, strengthening prevention and response mechanisms.

11.3 Contribution to the expansion of the knowledge base and building evidence regarding the program outcomes and impacts

Primary and secondary data coincide that ARISE made a substantial contribution to expanding the knowledge base on child labour in BARM and strengthening the evidence foundations for policy and programmatic decision-making.



One of the most significant contributions is the progress made in the development and piloting of the **Child Labour Monitoring System (CLMS)**. The reports indicate that ARISE supported training, data collection, and community-level profiling efforts that helped establish new information streams on at-risk children, hazardous work practices, and service-referral patterns. Although the CLMS is not yet fully institutionalised, the pilot implementations have already generated **baseline insights and strengthened ministries’ understanding of the prevalence and characteristics of child labour in target areas**.

Another key contribution lies in the knowledge products and learning materials created or enhanced through the programme. **SCREAM modules, localized training tools, child-labour-sensitive ALS materials, and Child Labour Training Manual, specifically** Module 9 (Special Session on Islamic Perspective on CL) have helped transmit structured, culturally adapted knowledge to teachers, ministries, and communities. These tools ensure that information on child labour, education pathways, and child protection is more systematically disseminated across the region. **The integration of Islamic values into child labour content also presents an innovative knowledge adaptation that reflects local realities** and builds evidence on context-relevant communication strategies. The only shortcoming the evaluation identified was the discontinuation of the planned rollout of OSH training for trainers, which affected the expansion of stakeholders' knowledge base in this area.

The programme likewise contributed to evidence generation through **multisectoral dialogue processes**. The development of the Bangsamoro Regional Action Plan on Child Labour (BRAP-CL), ministry-level consultations, TWG discussions, and PARC coordination meetings all helped document institutional perspectives on child labour and informed policy design. These engagements produced shared analyses, strengthening the evidence base for regional planning. In addition, ARISE's support to government and LGU structures for profiling, reporting, and monitoring helped improve institutional capacity to collect, interpret, and use child labour data for decision-making.

Interviews confirm that stakeholders recognise the programme's role in increasing their understanding of child labour trends, risk factors, and appropriate interventions. Government officials, teachers, and community leaders reported that ARISE **improved their capacity to identify children in hazardous work, conduct referrals, and apply child-labour-sensitive practices**. Collectively, these developments illustrate that the programme has meaningfully contributed to expanding the knowledge base on child labour in BARMM and enhancing institutional ability to generate and use evidence for planning, service provision, and policy formulation.

12. Sustainability: are results lasting?

Key findings: ARISE demonstrated satisfactory sustainability with strong community and government ownership and highly replicable approaches, though long-term continuity may be influenced by institutional capacity and political transitions

- Community ownership was highly effective with parents, teachers, and CBOs demonstrating increased commitment to monitoring children's safety, continuing child-labor-sensitive instruction, and integrating child labor considerations into existing community work through culturally aligned approaches.
- Government ownership was high at regional and local levels with ministries actively leading child labor governance and LGUs mobilizing resources, while private sector involvement was modest and worker organizations remained largely absent due to limited union presence in BARMM.
- Core ARISE strategies including SCREAM modules, ALS integration, CLMS, and barangay protection structures are highly replicable within existing institutional mandates with low-cost culturally adapted materials, though policy coordination and livelihood components may require continued technical and financial support.
- Strong sustainability potential exists at government and community levels with embedded practices in routine service delivery, but progress faces threats from ministry capacity variations, political transitions, administrative delays, and donor concerns about ILO country office efficiency and coordination.



Satisfactory

The project's contribution to lasting results in BARMM was satisfactory, reaching a sustainability rating of 67%.²⁵

12.1 Local ownership

The project was **highly effective in fostering community ownership**. Interviews with parents, mothers' groups, community-based organisations, and local leaders highlight **increased commitment to monitoring children's safety, encouraging schooling, and preventing hazardous work**. Parents described feeling responsible not only for their own children but also for those in neighbouring households, indicating a **shift toward collective protection norms**. Teachers and ALS implementers expressed willingness to continue child-labour-sensitive instruction using the materials provided by ARISE. Implementing partners also demonstrated ownership by integrating child labour considerations into their existing community work and leveraging their networks for outreach.



Satisfactory

Across all stakeholder groups, the programme was perceived as responding to real needs and aligning with cultural and institutional priorities, which further strengthened sustainability.

²⁵ Scores by sub-criteria: dark green: 3, light green: 2, yellow: 1; red: 0. 13.1 = 2; 13.2 = 2. 13.3 = 2; 13.4 = 2. Total = 8 out of a maximum of 12. Overall performance = SUM (8/12*100) (66.67%).

12.2 Tripartite constituents' ownership

Overall, **government ownership was high and steadily strengthened throughout implementation**; private-sector ownership was present, but formal **worker-organization ownership was minimal** due to the very limited presence of unions in BARMM.



Satisfactory

The documentation shows that the programme benefited from a high level of government ownership at both regional and local levels. At the regional government level, ministries such as MOLE, MSSD, MBHTE, MAFAR, MILG, MTIT, and BYC were consistently engaged in planning, consultations, technical working groups, and child labour governance processes. Their active participation in developing the Bangsamoro Regional Action Plan on Child Labour (BRAP-CL), contributing to legislative discussions around the Bangsamoro Labor and Employment Code, and co-leading awareness activities demonstrates strong ownership of child labour responsibilities. Ministries increasingly took the lead in meetings and validation events, indicating a gradual transition from project-driven to government-driven processes. Local government units also exhibited clear signs of ownership. Barangay councils, BLGU, BCPCs, CSWD offices, and municipal authorities worked alongside ARISE to identify child labourers, conduct awareness sessions, profile households, and mobilise parents and youth. Reports and interviews show that LGUs used their own resources to support activities such as community learning centres, local celebrations, and child protection meetings. LGUs also expressed a strong intention to continue child labour initiatives beyond the project's lifespan, particularly where CLMS piloting, ALS support, and livelihood activities created visible improvements in children's well-being. While ownership is generally strong, some challenges remained, mainly related to administrative delays, political transitions, and varying capacity across ministries. These factors slowed institutionalisation processes but did not diminish the overall commitment of government and community actors.

In contrast, involvement and ownership from the business and private sector were present but more limited in scope. The documentation shows engagement with private farms, cooperatives, and the Bangsamoro Business Council, particularly in relation to livelihoods, apprenticeships, and participation in multi-stakeholder discussions. These actors contributed to awareness raising and local dialogues and supported some youth skills activities, reflecting a modest but positive level of ownership. However, their involvement did not reach the same depth or breadth as that of government institutions.

Workers' organizations, however, were largely absent from the programme's activities based on the available documentation. While the programme engaged a wide range of "tripartite-plus" actors, there is no indication that labour unions or workers' federations participated substantially in consultations, awareness activities, or policy discussions due to weak tripartism in BARMM. This appears to reflect the broader labour environment in BARMM, where union presence is limited, rather than a lack of intent by the programme. Nonetheless, the result is that worker-side ownership remained minimal compared with the strong engagement of government and the moderate participation of the private sector.

12.3 Replicability



Satisfactory

The overall evidence shows that ARISE's approaches are generally replicable by national actors, and many are already being incorporated into existing structures. The strong ownership exhibited by ministries and LGUs, along with culturally adapted materials and community-driven practices, provides a sturdy foundation for growth. With targeted support to fill capacity gaps and secure stable funding for essential components, the program's outcomes can be enhanced at both regional and local levels.

The evaluation indicates that **several components of the ARISE approach are highly replicable and scalable by national partners**, especially government ministries, LGUs, and community organizations. Many of the program's core strategies—such as raising awareness about hazardous child labor, using SCREAM modules, integrating child-labor-sensitive materials into ALS, and strengthening barangay-level child protection structures—were designed to align with existing institutional mandates. Regional ministries like MOLE, MBHTE, MSSD, and MILG demonstrated strong engagement and growing ownership of these interventions, **suggesting that copying them within their current structures is feasible**. Local governments also showed willingness and capacity to sustain key activities—including profiling, community-based referrals, and learning support—particularly where visible improvements appeared. These factors significantly support scalability.

The Child Labour Monitoring System (CLMS) also has high potential for replication. Although it is not yet fully institutionalized, progress reports show that ministries and LGUs adopted the system during pilots, trained focal points, and started using it to identify and follow up on at-risk children. With ongoing support and additional resources, CLMS can be expanded to more municipalities. Similarly, learning materials adapted for the Alternative Learning System, including modules with Islamic perspectives (Module 9 of the Child Labour Training Manual/Special Session on Islamic Perspective on CL), can be easily reproduced at low cost and integrated into routine teaching. These resources require minimal financial investment after initial training and printing needs are met, which enhances their sustainability.

However, some components may need ongoing technical or financial support to be fully replicated. Regional policy coordination—such as those related to the Bangsamoro Regional Action Plan on Child Labour or the application of the recently passed Bangsamoro Labor and Employment Code—**depends on political stability and government capacity**. Likewise, some livelihood initiatives and large-scale awareness campaigns may **exceed local partners' budgets unless they are included in broader government funding streams**. The reports also highlight ongoing challenges related to institutional capacity, political transitions, and administrative delays, which could hinder scaling if not addressed.

12.4 Likelihood of sustaining results



Satisfactory

The primary and secondary data indicate a generally strong likelihood of sustainability for many of the programme's outcomes, **particularly those embedded in government systems, community structures, and routine service delivery**. Regional ministries demonstrated clear ownership of child labour responsibilities, evident in their active leadership in the development of the Bangsamoro Regional Action Plan on Child Labour, participation in policy

consultations, and increasing initiative in coordinating awareness activities and governance processes. Local government units likewise showed commitment by allocating staff, mobilising barangay mechanisms, hosting learning centres, and expressing willingness to continue profiling and awareness efforts. These institutional behaviours suggest that several programme components—such as SCREAM rollouts, ALS integration, community referrals, and local prevention initiatives—are likely to continue after the project ends.

Community-level sustainability also appears strong. Parents, teachers, community-based organisations, and youth groups reported behavioural and attitudinal changes that are not dependent on external funding, such as monitoring children’s activities, encouraging school attendance, and adopting safer practices. The programme’s emphasis on culturally adapted and easily replicable materials, including child-labour-sensitive learning tools and Islamic-contextualised modules, further supports continuity. Similarly, the Child Labour Monitoring System (CLMS) shows promising potential for long-term use; although not yet fully institutionalised, ministries and LGUs have already begun integrating CLMS practices into their routines, making incremental scaling feasible.

At the same time, **a few external and institutional factors may influence how fully the gains can be carried forward.** Variations in ministry capacity, political transitions, and administrative delays could slow the consolidation of governance mechanisms or the expansion of CLMS in the short term. In addition, the donor expressed concerns regarding efficiency and administrative bottlenecks in future engagements through the ILO country office in Manila. These reflections suggest that future resource mobilisation or continued support in the Philippines may depend on improvements in internal coordination and responsiveness. These considerations do not diminish the strength of local ownership but highlight institutional factors that may influence future external support.

III. Conclusions, recommendations, lessons learned, and good practices

13. Conclusions

The ARISE project Philippines component has laid a strong foundation for long-term child labor prevention in BARMM. ARISE is a strategically important and well-performing intervention that fills critical gaps in the autonomous region.

It not only changed what families understand, but also shifted what is possible for them to do in practice. The combination of awareness + ALS access + livelihood support allowed families to make different decisions without compromising household stability.

Institutionally, ARISE PROJECT helped move child labor from being a *private family concern* to a recognized regional policy and governance responsibility. This shift is durable and significant, especially in a region still building administrative systems.

However, child labor reduction remains economically sensitive. The project has changed behavior and built systems. To achieve lasting reduction in child labour, it must now transition from being primarily project-driven to being fully government-led, with strengthened institutional systems, improved ILO management efficiency in case of future support, and renewed donor engagement with the immediate priority to ensuring households have stable income to keep children in school long term.

Relevance

ARISE was operating in the right place with the right mix of interventions. The high relevance validates ARISE's design choices and confirms that BARMM requires long-term, multi-dimensional interventions. The project pillars—education, livelihoods, governance—were pertinent, as they responded to fundamental systemic drivers of child labour and should be considered for replication or upscaling ARISE.

ARISE was strongly aligned with the needs of children and vulnerable households in BARMM, where poverty, school dropout, hazardous agricultural work, and governance gaps created an enabling environment for child labour. The project addressed these needs through ALS support, community learning centres, awareness-raising, livelihoods for caregivers, and strengthening local child protection systems. Ministries and LGUs confirmed that ARISE filled long-standing gaps in data, institutional capacity, and child labour governance.

Coherence

The program was largely compatible with government frameworks (BRAP-CL, BLEC drafting, ALS reforms) and complemented existing local services. Collaboration with ministries, LGUs, IRDT, MBHTE, MSSD, and barangay structures supported local alignment. Duplication risks were low, as ARISE operated in underserved communities. However, internal coordination challenges in the ILO Manila country office slowed some processes.

Effectiveness

ARISE made substantial progress across outcomes: improved access to ALS and NFE, trained teachers and community duty bearers, built child labour governance systems (CLPU, CLMS), and supported livelihoods that reduced reliance on children's income. Communities reported behaviour change: parents became more vigilant, children returned to school, and some livelihoods reduced hazardous tasks previously done by children. The most significant

strategic interventions included ALS/SCREAM, CLMS, livelihood support, and strengthening BCPCs.

The evaluation concludes that the ARISE model works. But governance and management improvements—particularly strengthening BARMM ministries' capacity and improving ILO's internal efficiency—are vital for scaling and sustaining results.

Efficiency

The technical quality of outputs was high. Resources were used strategically in a fragile context, and IRDT's role as a stable implementing partner ensured continuity. Yet efficiency could have been enhanced by an empowered field structure, clearer delegation lines, and timely onboarding of technical staff (CTA).

Impact

ARISE demonstrates a pathway to systemic impact, but consolidation at the policy level is needed to translate community-level gains into long-term structural change.

The program contributed to reducing hazardous work exposure, improving children's attendance in ALS, reinforcing community protection norms, and building BARMM's institutional architecture for child labour prevention. FGDs confirmed changes in parental attitudes and reductions in children's involvement in hazardous work and waste picking. Policy-level influence was emerging but remains incomplete, as frameworks like CLMS and BRAP-CL are not yet institutionalised across the region.

Sustainability

The sustainability potential is high but fragile. For long-term continuation, BARMM ministries need clearer mandates, budget allocations, and technical capacities. Strengthening ILO's management credibility with donors is strategically essential for future funding.

Community and government ownership were strong: BCPCs, ministries, ALS teachers, and LGUs expressed commitment to continue activities. The model is technically replicable due to its low-cost design. However, sustainability is threatened by varying institutional capacity across ministries, political transitions in BARMM, reliance on external funding for livelihoods, and concerns about ILO Manila's operational efficiency.

14. Recommendations

Given the completion of the project, the recommendations are chiefly oriented toward BARMM stakeholders so that they can be implemented effectively and remain context-appropriate and achievable.

Relevance

R1: Prioritize sustained household economic resilience to prevent relapse into child labour.

Strengthen and scale household livelihoods—especially climate-resilient, market-linked, and women-inclusive options and Introduce value-chain development, cooperative marketing, and guaranteed buyer linkages to stabilize income and reduce dependency on children’s labor— and integrate them into BARMM ministry and LGU planning.

Stakeholders to take action:

MAFAR (lead on agricultural livelihoods)
MSSD (lead on social protection, household support)
LGUs (Municipal/City Agriculture Offices, CSWDOs)

Prioritization: high. Next 3 - 6 months

R2: Enhance inclusion for vulnerable groups

Develop tailored approaches for children with disabilities, girls and boys facing different labour risks, and remote communities. Include inclusion markers in CLMS and ministry planning.

Stakeholders to take action:

MBHTE (ALS, Inclusive Education)
MOLE (CLMS, labour protection)
LGUs (BCPCs, barangay councils)

Prioritization: high. Next 3 - 6 months

Coherence

R3. Strengthen coordination with UN agencies and development actors

Deepen collaboration with UNICEF, FAO, UNDP, and others to ensure aligned interventions, reduce duplication, and expand complementary support—especially in areas where donors prefer multi-agency engagement.

Stakeholders to take action:

MOLE (as lead agency on child labour)
MSSD, MBHTE, MILG (**depending on issue**)
UNICEF, FAO, UNDP (**as partners**)

Prioritization: medium. Next 9 - 12 months

R4. Improve ILO internal coordination and operational efficiency

Enhance management processes in the ILO Manila office, including faster administrative procedures, clearer delegation lines, and timely recruitment of technical staff to maintain donor confidence.

Stakeholders to take action:

ILO Country Office Manila (CO-Manila)
With support from ILO Regional Office for Asia and the Pacific (ROAP)

Prioritization: high. Next 3 - 6 months

Effectiveness

R5. Institutionalize and scale the Child Labour Monitoring System (CLMS) and child labour prevention across ministries

Support BARMM ministries and LGUs to fully adopt CLMS by embedding it into structures, budgeting for focal staff, and linking it to service referrals (ALS, social services, livelihoods).

Stakeholders to take action:

MOLE (primary duty-bearer and system owner)
LGUs (barangays, CSWDOs, CP focal persons)
MILG (to mainstream CLMS in barangay governance)

Prioritization: medium. Next 9 - 12 months

R6. Consolidate ALS and non-formal education gains

Institutionalize child-labour-sensitive ALS tools, SCREAM, and all modules of the Child Labour Training Manual within MBHTE-BALS systems, expand access in hard-to-reach areas, and integrate child labour messages into teacher development programmes.

Stakeholders to take action:

MBHTE-BALS (ALS system owner)
ALS teachers and district supervisors

Prioritization: medium. Next 9 - 12 months

Efficiency

R7. Strengthen the capacity of ministries to coordinate and deliver child labour interventions

Target MOLE, MBHTE, MSSD, MILG, and MAFAR with capacity-building in planning, monitoring, coordination, policy implementation, and financial management for independent, timely delivery. Reinforce the City/Barangay Child Labor Councils²⁶ and PARC roles, particularly through joint reviews and public reporting of progress. Maintain periodic inter-ministry planning sessions to avoid role dilution.

Stakeholders to take action:

MOLE, MBHTE, MSSD, MILG, MAFAR, and other relevant Bangsamoro Ministries, Offices and Agencies (BMOAs)
BARMM HRD and training units

Prioritization: medium. Next 9 - 12 months

R8. Empower local field structures and streamline implementation arrangements

Clarify roles, improve coordination mechanisms, and ensure timely onboarding of technical staff or consultants to accelerate delivery and reduce bottlenecks.

²⁶ Municipal/City Local Government Unit (LGU)

Under the M/C LGU are the LCPCs or Local Council for the Protection of Children, as mandated by law. Both pilot sites (South Upi and Cotabato City) have councils against child labour established with support from the project, MOLE) and Barangay Local Government Unit (BLGU)
Under the BLGU are the BCPCs or Barangay Council for the Protection of Children. In Looy, they established a subcommittee on child labour under the BCPC to focus on CL issues. In Poblacion 9, a subcommittee was not established due to changes in the barangay leadership (barangay captain). The former barangay captain was elected as city councilor and his father took over. The process of formalizing the take over of the father took a while and was only finalized in the second half of 2025._

Stakeholders to take action: ,
LGUs (Municipal/City governments, barangays), including local councils for the protection of children (LCPC) and/or the newly established local (municipality/city) councils against child labour in the pilot sites
BCPCs and barangay councils
MILG (oversight of barangay functions)

Prioritization: medium. Next 9 - 12 months

Impact

9. Institutionalize policy frameworks (BRAP-CL, BLEC implementation)

Stakeholders to take action:

MOLE (lead on labour policy)
Bangsamoro Parliament (BLEC oversight)
MOLE, as part of the plan of transitioning the PARC into a Bangsamoro Council Against Child Labor (BCACL)

Prioritization: medium. Next 9 - 12 months

Sustainability

10. Transition to fully government-led child labour action

Stakeholders to take action:

MOLE (overall lead)
LGUs and BCPCs (local implementation), including Local Councils for the Protection of Children (LCPC) and/or the newly established local (municipality/city) councils against child labour in the pilot sites
PARC (regional oversight)

Optional technical backstopping:

- **ILO**, only when invited, through non-project resources or remote technical support.

Prioritization: medium. Next 9 - 12 months

15. Lessons learned and good practices

Lessons

1. Lasting child labour reduction requires simultaneous attention to economic, educational, and governance drivers: **Integrated, multi-pillar interventions (education + livelihoods + governance) are essential for meaningful and sustained reductions in child labour.**

The report shows repeatedly that combining **ALS access, culturally adapted SCREAM/Child Labour Training Manual, livelihood support for parents, and strengthened child protection systems (BCPCs, CLMS, CLPU)** produced the strongest behavioural and systemic changes. Families were able to make safer choices **because** economic pressure was reduced, learning opportunities became accessible, and governance structures were activated (e.g., community monitoring and child referrals) . This confirms that single-component interventions—e.g., education-only or awareness-only—would not have been enough in the BARMM context.

2. Strong community and ministry ownership can drive sustainability, but long-term continuation requires institutionalization, budget lines, and stable governance conditions: **Local ownership is strong and critical—but also fragile without institutional consolidation and predictable resources.**

The evaluation highlights that **ministries (MOLE, MBHTE, MSSD), LGUs, BCPCs, teachers, and communities** internalized their new roles and adopted them into routine practice, especially regarding CLMS tasks, community monitoring, and child-labour-sensitive ALS delivery. Parents and youth groups adopted new norms, such as “watching out for each other’s children”.

However, the same section stresses that sustainability depends on factors still beyond the project’s control, including **political transitions, uneven ministry capacity, administrative delays, and reliance on external funding.**

3. Embedding child labour prevention materials in culturally resonant formats increases both reach and impact, especially in socially conservative or post-conflict contexts: **Culturally adapted and locally co-developed learning and awareness materials significantly increase acceptance and behavioral change.**

The report provides clear evidence that the customization of **SCREAM modules and ALS materials with Islamic values** (Special Section on Islamic Perspective on CL) made child labour messaging more relatable and meaningful for communities in BARMM. These culturally grounded tools accelerated acceptance, strengthened behaviour change, and enabled teachers to integrate child labour issues into lessons with confidence.

Good practice

The Child Labour Monitoring System (CLMS) pilot as a model of effective, government-owned, community-embedded monitoring.

The CLMS pilot is widely recognized in the report as one of ARISE's most effective and scalable innovations. It created a functioning system for **profiling, identifying, and referring at-risk children**, and was gradually adopted by ministries and LGUs into routine tasks. Importantly, barangay structures, community organizations, and CBOs actively contributed to data collection, case identification, and follow-up .

The system's strength lies in its:

- low-cost, replicable design
- linkage to services (ALS, MSSD, livelihoods)
- use of community focal points for sustainability
- integration with policy advances (BRAP-CL, BLEC)

This dual institutional–community ownership makes CLMS a standout good practice with long-term potential across BARMM.

A low-cost, community-driven CLMS embedded within regional ministries and barangay structures provides a replicable and sustainable mechanism for ongoing child labour prevention.

Annex 1: Overview of key findings, conclusions, and recommendations

The figure below presents the key evaluation findings grouped by criteria, followed by conclusions and recommendations using a matrix to underscore the logical flow.

Figure 15: Summary of key findings, conclusions, and recommendations

	Key evaluation findings	Conclusions	Recommendations
Relevance: Did the program do the right thing?	<p>The project directly addressed urgent child labour risks through livelihood alternatives, non-formal education (ALS/community learning centers), and governance systems (CLPU, CLMS, BCPCs). Achieved 88-93% stakeholder satisfaction with training relevance and meeting needs.</p> <p>Beneficiary involvement was limited during initial design due to conflict context and tight timelines. However, substantial engagement during implementation transformed beneficiaries into active agents of change driving community ownership.</p> <p>ARISE adapted effectively to BARMM institutional restructuring through flexible timelines and reliance on stable local actors. COVID-19 response included modified schedules, local learning spaces, and lockdown-appropriate livelihoods that maintained service continuity.</p> <p>Gender equality was integrated (women as decision-makers, women-centered livelihoods) but lacked formal analysis. Non-discrimination was strong (targeting vulnerable groups, inclusive governance, culturally adapted tools) and environmental sustainability was practically embedded (climate-smart livelihoods, OSH training) though documentation was limited.</p>	<p>ARISE was operating in the right place with the right mix of interventions. The high relevance validates ARISE's design choices and confirms that BARMM requires long-term, multi-dimensional interventions. The project pillars—education, livelihoods, governance—were pertinent, as they responded to fundamental systemic drivers of child labour and should be considered for replication or upscaling ARISE.</p> <p>ARISE was strongly aligned with the needs of children and vulnerable households in BARMM, where poverty, school dropout, hazardous agricultural work, and governance gaps created an enabling environment for child labour. The project addressed these needs through ALS support, community learning centres, awareness-raising, livelihoods for caregivers, and strengthening local child protection systems. Ministries and LGUs confirmed that ARISE filled long-standing gaps in data, institutional capacity, and child labour governance.</p>	<p>R1: Prioritize sustained household economic resilience to prevent relapse into child labour. Strengthen and scale household livelihoods—especially climate-resilient, market-linked, and women-inclusive options and introduce value-chain development, cooperative marketing, and guaranteed buyer linkages to stabilize income and reduce dependency on children's labor— and integrate them into BARMM ministry and LGU planning.</p> <p>Stakeholders to take action: MAFAR (lead on agricultural livelihoods) MSSD (lead on social protection, household support) LGUs (Municipal/City Agriculture Offices, CSWDOs)</p> <p>Prioritization: high. Next 3 - 6 months</p> <p>R2: Enhance inclusion for vulnerable groups Develop tailored approaches for children with disabilities, girls and boys facing different labour risks, and remote communities. Include inclusion markers in CLMS and ministry planning.</p> <p>Stakeholders to take action: MBHTE (ALS, Inclusive Education) MOLE (CLMS, labour protection) LGUs (BCPCs, barangay councils)</p>

			Prioritization: high. Next 3 - 6 months
Coherence: Was the program well aligned?	ARISE filled a critical gap as the only child labour-focused programme in BARMM, complementing rather than duplicating other initiatives through strong collaboration with FAO (livelihoods), IOM TIP IMPACT (trafficking intersections), and connecting communities to TESDA and City Agriculture Office services. The project was built on previous ILO work (water project), which established trust and structures, though linkages with the Myanmar sister intervention were weak.	The program was largely compatible with government frameworks (BRAP-CL, BLEC drafting, ALS reforms) and complemented existing local services. Collaboration with ministries, LGUs, IRDT, MBHTE, MSSD, and barangay structures supported local alignment. Duplication risks were low, as ARISE operated in underserved communities. However, internal coordination challenges in the ILO Manila country office slowed some processes.	<p>R3. Strengthen coordination with UN agencies and development actors Deepen collaboration with UNICEF, FAO, UNDP, and others to ensure aligned interventions, reduce duplication, and expand complementary support—especially in areas where donors prefer multi-agency engagement.</p> <p>Stakeholders to take action: MOLE (as lead agency on child labour) MSSD, MBHTE, MILG (depending on issue) UNICEF, FAO, UNDP (as partners)</p> <p>Prioritization: medium. Next 9 - 12 months</p> <p>R4. Improve ILO internal coordination and operational efficiency Enhance management processes in the ILO Manila office, including faster administrative procedures, clearer delegation lines, and timely recruitment of technical staff to maintain donor confidence.</p> <p>Stakeholders to take action: ILO Country Office Manila (CO-Manila) With support from ILO Regional Office for Asia and the Pacific (ROAP)</p> <p>Prioritization: high. Next 3 - 6 months</p>
	ARISE worked effectively through partnerships with government agencies (establishing Cotabato City Council Against Child Labor, CLPU with MOLE) and development actors (FAO women's livelihoods, IOM trafficking prevention). The project served as a connector, linking vulnerable communities to previously inaccessible services from TESDA and agriculture offices while complementing ALS education strengthening.		
	ARISE was fully grounded in ILO Conventions C138 (Minimum Age) and C182 (Worst Forms of Child Labour), with training modules (SCREAM, child labour orientation) explicitly designed around these standards and OSH approaches aligned with C155.		
Effectiveness: Has the program achieved its objectives?	ARISE achieved meaningful progress across all three outputs, strengthening ALS delivery with child-labor-sensitive materials, providing livelihood support that reduced household dependence on child labor, and advancing policy frameworks including BRAP-CL and BLEC while piloting the Child Labour Monitoring System	ARISE made substantial progress across outcomes: improved access to ALS and NFE, trained teachers and community duty bearers, built child labour governance systems (CLPU, CLMS), and supported livelihoods that reduced reliance on children's income. Communities reported behaviour change: parents became more vigilant, children returned to school, and some livelihoods reduced hazardous tasks previously done by children. The most significant strategic interventions included ALS/SCREAM, CLMS, livelihood support, and strengthening BCPCs. The evaluation concludes that the ARISE model works. But governance and management improvements—particularly	<p>R5. Institutionalize and scale the Child Labour Monitoring System (CLMS) and child labour prevention across ministries Support BARMM ministries and LGUs to fully adopt CLMS by embedding it into structures, budgeting for focal staff, and linking it to service referrals (ALS, MSSD, livelihoods).</p> <p>Stakeholders to take action: MOLE (primary duty-bearer and system owner) LGUs (barangays, CSWDOs, CP focal persons) MILG (to mainstream CLMS in barangay governance)</p> <p>Prioritization: medium. Next 9 - 12 months</p>
	Strong drivers included active ministry engagement, committed LGUs, culturally adapted materials, and strong implementing partners, while administrative ILO country office bottlenecks, political transitions, varying ministry capacities, security constraints, and limited private sector and worker organization participation created implementation challenges.		

	<p>Community awareness activities (SCREAM and Module 9), improved ALS access, livelihood support, CLMS piloting, and strengthened barangay protection structures proved most effective in creating behavioral change, providing alternatives to work, and building local systems for long-term child labor prevention.</p> <p>Governance mechanisms were generally effective through regular technical working groups, ministry consultations, and joint planning that coordinated multiple ministries and LGUs, though administrative delays, procedural bottlenecks, recruitment delays, and varying institutional capacities created efficiency limitations.</p> <p>While gender and inclusion were integrated through women's participation in activities, opportunities exist to strengthen men's engagement, expand reach to vulnerable groups (children with disabilities, geographically isolated learners), institutionalize gender indicators in CLMS and planning, integrate climate-resilient practices in livelihoods, and enhance capacity building on gender-sensitive facilitation.</p> <p>Positive unintended effects included strengthened community solidarity for child protection, increased empowerment and leadership among mothers, enhanced cross-ministry collaboration, and household spillover benefits from livelihoods; negative effects included increased burden on women, expectations of continued support, limited reach to persons with disabilities, and occasional coordination tensions from administrative delays.</p>	<p>strengthening BARMM ministries' capacity and improving ILO's internal efficiency—are vital for scaling and sustaining results.</p>	<p>R6. Consolidate ALS and non-formal education gains Institutionalize child-labour-sensitive ALS tools (SCREAM, Module 9) within MBHTE-BALS systems, expand access in hard-to-reach areas, and integrate child labour messages into teacher development programmes.</p> <p>Stakeholders to take action: MBHTE-BALS (ALS system owner) ALS teachers and district supervisors</p> <p>Prioritization: medium. Next 9 - 12 months</p>
<p>Efficiency: Was the program doing things right?</p>	<p>ARISE achieved solid results with strong technical staff commitment but faced reduced efficiency from discontinuation of the development of the OSH Profile at the regional level lengthy centralized approval processes, and unfilled Chief Technical Advisor position that concentrated workload unsustainably on Bangkok-based donor representative and the national coordinator in BARMM. These governance and administrative bottlenecks affected responsiveness and limited OSH sustainability opportunities, though they did not undermine core achievements.</p> <p>Field-level coordination was strong with regular communication between project staff, implementing partners, ministries, and LGUs enabling fast local adjustments, while multi-actor collaboration created valuable synergy. However, national-level internal coordination was slow and centralized with heavy administrative procedures affecting planning, budgeting, and approvals, though monitoring tools (CLMS, partner templates) provided consistent progress tracking.</p>	<p>The technical quality of outputs was high. Resources were used strategically in a fragile context, and IRDT's role as a stable implementing partner ensured continuity. Yet efficiency could have been enhanced by an empowered field structure, clearer delegation lines, and timely onboarding of technical staff.</p>	<p>R7. Strengthen the capacity of ministries to coordinate and deliver child labour interventions Target MOLE, MBHTE, MSSD, MILG, and MAFAR with capacity-building in planning, monitoring, coordination, policy implementation, and financial management for independent, timely delivery. Reinforce particularly the City/Barangay Child Labor Councils and PARC roles through joint reviews and public reporting of progress. Maintain periodic inter-ministry planning sessions to avoid role dilution.</p> <p>Stakeholders to take action: MOLE, MBHTE, MSSD, MILG, MAFAR BARMM HRD and training units</p>

	<p>ARISE achieved strong progress (79% implementation score) across the mid-term recommendations.</p>		<p>Prioritization: medium. Next 9 - 12 months</p> <p>R8. Empower local field structures and streamline implementation arrangements Clarify roles, improve coordination mechanisms, and ensure timely onboarding of technical staff or consultants to accelerate delivery and reduce bottlenecks.</p> <p>Stakeholders to take action:</p> <p>LGUs (Municipal/City governments, barangays) BCPCs and barangay councils MILG (oversight of barangay functions)</p> <p>Prioritization: medium. Next 9 - 12 months</p>
<p>Impact: Was change transformational?</p>	<p>ARISE advanced the Bangsamoro Regional Action Plan on Child Labour and contributed technical inputs to align the Bangsamoro Labor and Employment Code with international conventions</p> <p>The program strengthened service delivery by developing the Child Labour Monitoring System, enhancing the Alternative Learning System, and activating municipal-level child labour committees and barangay protection structures.</p> <p>Household awareness of hazardous child labour increased significantly, with children reducing involvement in waste picking and farm work while spending more time in school and learning centres.</p> <p>ARISE established community learning centres, strengthened teacher capacity, and created service pathways linking families to social welfare and livelihood opportunities that helped keep children in education.</p> <p>The program piloted the Child Labour Monitoring System and created culturally adapted knowledge products, including SCREAM modules and ALS materials with Islamic values integration.</p> <p>Multi-sectoral dialogue processes and training improved institutional capacity to collect child labour data, identify at-risk children, and use evidence for policy design and service provision.</p>	<p>ARISE demonstrates a pathway to systemic impact, but consolidation at the policy level is needed to translate community-level gains into long-term structural change.</p> <p>The program contributed to reducing hazardous work exposure, improving children’s attendance in ALS, reinforcing community protection norms, and building BARM’s institutional architecture for child labour prevention. FGDs confirmed changes in parental attitudes and reductions in children’s involvement in hazardous work and waste picking. Policy-level influence was emerging but</p>	<p>9. Institutionalize policy frameworks (BRAP-CL, BLEC implementation)</p> <p>Stakeholders to take action: MOLE (lead on labour policy) Bangsamoro Parliament (BLEC oversight) Inter-ministry committees (BRAP-CL implementation steering group)</p> <p>Prioritization: medium. Next 9 - 12 months</p>

Sustainability: Is change lasting?	<p>Community ownership was highly effective with parents, teachers, and CBOs demonstrating increased commitment to monitoring children's safety, continuing child-labor-sensitive instruction, and integrating child labor considerations into existing community work through culturally aligned approaches.</p>	<p>The sustainability potential is high but fragile. For long-term continuation, BARMM ministries need clearer mandates, budget allocations, and technical capacities. Strengthening ILO's management credibility with donors is strategically essential for future funding.</p> <p>Community and government ownership were strong: BCPCs, ministries, ALS teachers, and LGUs expressed commitment to continue activities. The model is technically replicable due to its low-cost design. However, sustainability is threatened by varying institutional capacity across ministries, political transitions in BARMM, reliance on external funding for livelihoods, and concerns about ILO Manila's operational efficiency.</p>	<p>10. Transition to fully government-led child labour action</p> <p>Stakeholders to take action: MOLE (overall lead) LGUs and BCPCs (local implementation) PARC (regional oversight)</p> <p>Optional technical backstopping:</p> <ul style="list-style-type: none"> • ILO, only when invited, through non-project resources or remote technical support. <p>Prioritization: medium. Next 9 - 12 months</p>
	<p>Government ownership was high at regional and local levels with ministries actively leading child labor governance and LGUs mobilizing resources, while private sector involvement was modest and worker organizations remained largely absent due to limited union presence in BARMM.</p>		
	<p>Core ARISE strategies including SCREAM modules, ALS integration, CLMS, and barangay protection structures are highly replicable within existing institutional mandates with low-cost culturally adapted materials, though policy coordination and livelihood components may require continued technical and financial support.</p>		
	<p>Strong sustainability potential exists at government and community levels with embedded practices in routine service delivery, but progress faces threats from ministry capacity variations, political transitions, administrative delays, and donor concerns about ILO country office efficiency and coordination.</p>		

Annex 2: Terms of Reference



Call for Expressions of Interest Independent Final Evaluation

The International Labour Organization invites expressions of interest from qualified consultants (Team leader and national consultant) to conduct the evaluation of the project "Achieving Reduction of Child Labour in Support of Education: Programme to Reduce the Worst Forms of Child Labour in Agriculture" in Myanmar.

The individual interested candidates intending to submit an expression of interest must supply the following information for consideration:

1. **Letter of interest** (max. 2 pages): A detailed description of the candidates' skills, qualifications, and experience relevant to the required qualifications for this assignment. This should include specific examples of previous evaluations conducted in related fields.
2. **Curriculum Vitae**: A comprehensive CV that includes information on the candidate's educational background, professional experience, technical skills, and previous assignments.
3. **Availability and Professional Fee**: A statement confirming the candidates' availability to conduct the evaluation within the specified timeframe, along with their daily professional fee expressed in US dollars which should include the travelling (based on economy class fare), DSA, and accommodation cost.
4. **Evaluation Reports**: Copies of at least two previous evaluation reports or examples of work, particularly those related to child labour, education, and agricultural projects.
5. **Conflict of Interest Statement**: A statement confirming that the candidate has no prior involvement in the delivery of the project or any personal relationships with ILO officials engaged in the project.
6. **References**: The names and contact information of at least two referees who managed the evaluations mentioned in the application

Please note that special consideration will be given to candidates who propose a team of consultants (Team leader and a national consultant) to work as a team.

The expressions of interest should be submitted by 8th September 2024. Please submit by the email with the subject header "Evaluation of Child Labour Project" to the Evaluation Manager, Mr. Kimroon Kouy (kouy@ilo.org) and copied to Ms. Pamornrat Pringsulaka (pamornrat@ilo.org), Regional Evaluation Officer.

For further details about the evaluation, please see the Terms of Reference below.

Terms of Reference
**Final Independent Evaluation of Project on Achieving Reduction of
 Child Labour in Support of Education: Programme to Reduce the
 Worst Forms of Child Labour in Agriculture in Myanmar**

1. Key facts

Title of project being evaluated	Achieving reduction of child labour in support of education: Programme to reduce the worst forms of child labour in agriculture
Project DC Code	RAS/19/07/JPN
Type of evaluation (e.g. independent, internal)	Independent Evaluation
Timing of evaluation (e.g. midterm, final)	Final Evaluation
Donor	Government of Japan Ministry of Labour, Health and Welfare
Administrative Unit in the ILO responsible for administrating the project	ROAP, CO-Manila, ILO Myanmar
Technical Unit(s) in the ILO responsible for backstopping the project	DWT-Bangkok
P&B outcome (s) under evaluation	Outcome 1: Strong tripartite constituents and influential and inclusive social dialogue Outcome 7: Adequate and effective protection at work for all
SDG(s) under evaluation	SDG 1: End poverty in all its forms everywhere. SDG 5: Achieve gender equality and empower all women and girls. SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
Budget	US\$ 2,919,325.35

2. Background information

Project Background Information and Context

The project on “Achieving reduction of child labour in support of education: Programme to reduce the worst forms of child labour in agriculture”, supported by the Government of Japan via the Ministry of Labour, Health and Welfare under the ILO/Japan Multi-bilateral Programme, focuses on reducing child labour in rural agricultural communities in Myanmar and the Philippines, particularly in post-conflict zones. This initiative builds on previous ILO interventions, aiming to consolidate gains and expand the scope and impact of child labour reduction efforts.

In Myanmar and the Philippines, the project targets children in post-conflict agricultural and rural communities where child labour is prevalent. It aims to improve education services and opportunities, economically empower communities, and strengthen legal and institutional frameworks. The project emphasizes the importance of addressing child labour within the broader context of social justice, supporting the empowerment of communities and families affected by child labour.

Regionally, the project facilitates knowledge sharing and collaboration among countries, aligning with the global ALLIANCE 8.7 initiative to eradicate child labour by 2025. It also collaborates with ASEAN to update the ASEAN Roadmap on the Elimination of Child Labour. The project leverages the extensive experience and capacity of the ILO in both countries to address child labour issues through a combination of institutional capacity building, policy development, and direct community interventions. The project operates under the IPEC+ Global Flagship Programme and works in synergy with ongoing child labour projects in Myanmar and the Philippines, contributing to the implementation of the Decent Work Country Programmes (DWCPs) in these countries.

The ILO's Liaison Office in Myanmar and Country Office in the Philippines (CO-Manila) have embarked on this project implementation starting from March 2020 to December 2022, with a total budget of USD 2.91 million. However, due to the Covid-19 pandemic and a delayed start, the project received a no-cost extension and will be ended by December 2024 for Myanmar and by 30 June 2025 for Philippines.

Project Goals, Objectives, and Outcomes

Project Goals:

The overarching goal of the project is to achieve a significant reduction in the worst forms of child labour in agriculture in Myanmar and the Philippines. This goal aligns with international labour standards and the Sustainable Development Goals (SDGs), specifically targeting the elimination of child labour and the promotion of safe, secure working environments for all workers, including children. The project aims to create sustainable changes by building the capacities of local stakeholders and promoting policies and practices that prevent child labour.

In order to reach this ultimate goal, the project interventions in Myanmar and the Philippines are designed to broadly cover: (i) child labour reduction through improvements in the education services and opportunities; (ii) economic empowerment and social mobilization of farming communities; and (iii) improvement of the regulatory framework and institutional development for the elimination of child labour.

Project Objectives:

- Immediate Objective 1: A reduction of the worst forms of child labour in the agricultural communities in the Mon and Shan states in Myanmar
- Immediate Objective 2: A reduction of the worst forms of child labour in the agricultural communities in BARMM in the Philippines
- Immediate Objective 3: Regional constituents and partners contribute to the reduction and elimination of the worst forms of child labour

Project Outcomes:

Outcome 1: Enhanced knowledge and awareness among key stakeholders in Myanmar and the Philippines about the educational and employment needs of youth in agricultural communities.

Output 1.1: Enhanced knowledge of key stakeholders (government, employers and workers' organizations) on education and youth employment needs in the target areas
Output 1.2: Quality of education and training is enhanced
Output 1.3: Improved capacity and awareness of key stakeholders (government, employers and workers' organizations) enabling better access to quality education and understanding of youth employment needs in the target areas

Outcome 2: Strengthened institutional capacity of national bodies and local institutions to enforce child labor laws and regulations.

Output 2.1: Improved non-formal education services and opportunities, and increased access to skills training
Output 2.2: Economic empowerment opportunities are provided and rural and farming communities mobilized to combat child labour.
Output 2.3: Improved policy responses to child labour through regulatory framework and institutional development for the reduction and elimination of the worst forms of child labour

Outcome 3: Improved regional collaboration and sharing of best practices in the fight against child labor.

Output 3.1: Tripartite constituents from Asia and ASEAN region are convened to interactively discuss the current status on the fight against child labour, and exchange knowledge on addressing common challenges and gaps

Please have a look the Annex II for the revised project indicators for Monitoring and Evaluation plan in Myanmar.

Project Beneficiaries

The project's main target group would be children, both male and female, and pre-dominantly in the following sectors: agriculture, domestic work, street children and those exposed to commercial sexual exploitation. The target beneficiary of the project are children aged between 5-17 years with risk of dropping out of school, and those who have already dropped out of school and are working in hazardous environments and any other activity incidental to the farming communities. For the Philippines, the project would benefit caregivers for children who would be supported with educational requisites. These care givers would receive business and start-up capital as part of household economic support.

Key role players at the community and provincial level would also be targeted in the capacity building and strengthening activities to enhance their roles in education support and elimination of child labour. Younger siblings of working children are immensely vulnerable to enter into child labour and would also benefit from the project, along with other family members.

Child labour is a complex issue and while the children are the direct beneficiaries, other members in the households (i.e. parents and siblings) and the communities from where the children would also benefit from the income generating activities, education and vocational skills training, awareness raising programmes, improved implementation of laws and responsible duty bearers. These will be regarded as indirect beneficiaries or recipients.

Project Approaches and Strategies

The project employs an integrated strategy targeting the root causes of child and forced labour in rural and informal economies, using the IPEC+ approach to create a sustainable impact by promoting

fundamental rights, better laws, policies, enforcement mechanisms, and business practices. It emphasizes empowering workers through collective organization and aligns with the national action plans of Myanmar and the Philippines to eradicate child labour by 2025, in line with SDG Target 8.7. The strategy involves targeted actions on public policies, governance, empowerment, partnerships, advocacy, and data to strengthen national and regional capacities. This includes supporting government commitments, enhancing national action plan implementation, and building a regional forum to share evidence-based experiences and refine methods through Alliance 8.7. A key component is empowering communities and local organizations through capacity building, awareness raising, and decentralizing powers, fostering ownership and accountability. The project also offers vocational skills training to working children and their families, providing technical, life, business, and OSH skills, promoting economic empowerment, and sustaining impact beyond direct support.

Project Alignment with DWCP, P&B, CPO, SDGs and National Frameworks

The project aligns closely with the Decent Work Country Programmes (DWCP) of Myanmar and the Philippines. In Myanmar, it supports DWCP priority 2, which aims to strengthen the application of Fundamental Principles and Rights at Work through improved labour market governance. Specifically, it aligns with Outcome 2.2, enhancing protection against forced and child labour by 2021, thereby integrating with Myanmar's broader economic policies and national action plans on child labour. In the Philippines, the project contributes to DWCP 2019-2024 Priority 2, which focuses on improved labour market governance, including strengthening the capacities of workers' and employers' organizations to participate in policy and decision-making processes.

The project also aligns with the ILO's Programme and Budget (P&B) and Country Programme Outcomes (CPOs), reporting under CPOs MMR 101 and PHP 103. These contribute to the P&B 2020-21 Outcomes 1 and 7, which emphasize strong tripartite constituents, inclusive social dialogue, and effective labour protection. The project supports these outcomes by fostering tripartite dialogue and enhancing labour protection. Additionally, it aligns with RAS 128 and RAS 802, which focus on combating inequality, informality, and low-paid work, and increasing the institutional capacity of workers' organizations, respectively. In terms of the Sustainable Development Goals (SDGs), the project supports Goals 1 (No Poverty), 5 (Gender Equality), and 8 (Decent Work and Economic Growth) by targeting the reduction of child labour and promoting decent work, integrating gender-sensitive policies to advance SDG 5, and improving labour market governance to eradicate poverty in line with SDG 1. Furthermore, the project aligns with national frameworks in both countries, complementing Myanmar's Economic Policy and National Action Plan on Child Labour, and the Philippine Program Against Child Labour, ensuring that its objectives are supported by national policies, enhancing sustainability and effectiveness.

Project Governance and Management Arrangements

Each country has a Project Advisory Committee (PAC) comprising representatives from national tripartite partners and relevant institutions, providing strategic and policy guidance and fostering collaboration with national policies and priorities. However, following the military situation on 1 February 2021 in Myanmar, all activities that would strengthen the de facto authorities have been halted in accordance with the guidance of the UN Country Team. Thus, a separate project steering committee was formed without the representative from the government. The ILO Regional Office for Asia and the Pacific (ROAP) in Bangkok oversees project execution under the Deputy Regional Director's guidance, collaborating with the ILO/Japan Multi-bilateral Programme and its Chief Technical Advisor. Technical support is provided by the Decent Work Technical Support Team for East and South-East Asia and the Pacific (DWT-Bangkok) with expertise in employers' and workers' activities, gender mainstreaming, and social inclusion. In Myanmar and the Philippines, dedicated

National Officers and administrative staff support project activities through their respective ILO offices, leveraging synergies with other ILO units such as FUNDAMENTALS, the Bureau for Workers' Activities (ACTRAV), and the Bureau for Employers' Activities (ACTEMP), to ensure coherence and maximize the use of resources.

3. Purpose, objectives, and scope of the evaluation

Evaluation background:

ILO considers evaluation an integral part of implementing technical cooperation activities. As per ILO evaluation policy and procedures all programmes and projects with a budget of above USD 1 million are subjected to at least one independent evaluation. The final independent evaluation is being managed by an ILO certified evaluation manager and conducted by a team of independent evaluators.

The evaluation will be used, both for project accountability and project learning. The ILO considers that evaluation is an integral part of the implementation of development cooperation activities. This evaluation will follow guidelines on results-based evaluation of the ILO Evaluation Department (EVAL) contained in the "ILO Policy Guidelines for Evaluation" and, more specifically, the checklist "Preparation of the Evaluation Report".

Among other points the evaluations identify what worked, what did not work at output, outcome and impact levels, what is sustainable, what is the legacy of the project and what are the recommendations for the future

The project midterm evaluation was carried out in December 2022. The evaluation report is available at <https://webapps.ilo.org/ievaldiscovery/#auahyjim>

Purpose:

The purpose of this evaluation is to conduct the final evaluation of the "Achieving Reduction of Child Labour in Support of Education" programme, focusing on its coherence, relevance, efficiency, effectiveness, impact, and sustainability. The evaluation serves dual purposes: ensuring project accountability and facilitating organizational learning within the International Labour Organization (ILO). Guided by OECD/DAC Quality Standards for Development Evaluation and the UNEG Code of Conduct for Evaluation in the UN System, this evaluation aims to provide evidence-based insights into what has worked well, what has not, and why, across output, outcome, and impact levels. It will also examine the project's sustainability, legacy, and provide recommendations for future interventions. This evaluation builds upon a mid-term evaluation conducted in December 2022, with a focus on addressing its recommendations and assessing progress against set objectives.

Objectives:

- **Assess Achievement of Objectives:** Evaluate the extent to which the programme has achieved its stated objectives and expected results concerning the reduction of the worst forms of child labor in agriculture. This includes identifying facilitators and barriers to achievement, such as implementation modalities and partnership arrangements.
- **Identify Unexpected Results:** Identify and analyze unexpected positive and negative outcomes of the programme, exploring their implications for future interventions and policy frameworks.
- **Evaluate Sustainability:** Assess the likelihood that the project outcomes will be sustained over time, considering institutional capacities, policy frameworks, and community resilience.

- **Relevance to International and National Frameworks:** Establish the relevance of the project design and implementation strategy in relation to ILO, UN, and SDG frameworks, as well as national development priorities and policies.
- **Provide Recommendations:** Offer actionable recommendations to project stakeholders, including national counterparts, donors, and the ILO, aimed at enhancing sustainability and supporting further development of project outcomes. Emphasize lessons learned and good practices to inform future similar interventions.
- **Address Mid-Term Evaluation Recommendations:** Evaluate the extent to which the project has addressed recommendations from the mid-term evaluation, highlighting areas of improvement and progress made.

Scope:

- **Project Duration and Documentation:** The evaluation will encompass the entire project intervention period from March 2020 to December 2024, reviewing all relevant project documents and interviewing all key stakeholders. This includes the project document, periodic reports, outputs from the mid-term evaluation, and implementation progress against its recommendations.
- **Geographical Focus:** The evaluation will focus on the selected agricultural communities in the Mon and Shan states in **Myanmar** and at **regional level** in ASEAN only, while the evaluation in Philippines will be conducted later in 2025. This will involve desk reviews and stakeholder interviews to capture diverse perspectives and regional insights.
- **Crosscutting Themes:** The evaluation will integrate gender equality and non-discrimination international labour standards, social dialogue, and environmental sustainability considerations throughout its assessments and deliverables. This approach aligns with EVAL guidance notes on gender issues and stakeholder participation, ensuring comprehensive analysis and recommendations that address these critical dimensions.

4. Evaluation criteria and questions (including Cross-cutting issues/ issues of special interest to the ILO)

The evaluation should address key ILO evaluation criteria laid out in the 4th edition of the ILO’s “Policy Guidelines for Evaluation (2020)”¹. These include relevance, coherence, effectiveness including management arrangements, efficiency of resource use, impact, and sustainability.

The core ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartite processes, constituent capacity development, and a just transition towards environmental sustainability should be considered in this evaluation. As such they must be considered as a cross-cutting concern throughout the methodology, deliverables, and final report of the evaluation. To the extent possible, data collection and analysis should be disaggregated by sex as described in the ILO Evaluation Policy Guidelines and relevant Guidance Notes.

It is expected that the evaluation will address all of the questions detailed below to the extent possible. The evaluator may adapt the evaluation criteria and questions, but any fundamental changes must be agreed upon in advance between the ILO and the evaluator. The evaluation instruments (to be summarised by the evaluator in the inception report) must identify the general areas of focus listed here as well as other priority aspects to be addressed in the evaluation.

Suggested evaluation criteria and questions are summarised below:

Relevance

¹https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_mas/@eval/documents/publication/wcms_571339.pdf

- To what extent and how well has the project addressed the needs and priorities of the emerging national sustainable development, social partners, and beneficiaries, especially the needs of children, men, women and vulnerable groups?
- To what extent were the intended beneficiaries, including children and their families, involved in the project design and implementation phases to ensure their needs and realities are addressed?
- To what extent has the programme adapted to the changes in social, economic, and political conditions in each country and region, especially in the context of COVID-19 and political/military situation in Myanmar?
- To what extent has gender equality, non-discrimination and environmental sustainability been addressed and mainstreamed in the project design and implementation?

Coherence

- To what extent does the project complement and fit with the policies, programmes and priorities of the constituents and region?
- How effectively has the project leveraged synergies and partnerships with other ILO projects/programs, government bodies, social partners, and UN/development agencies to enhance its effectiveness and impact?
- How consistent is the project interventions with international norms and standards related to child labour in agriculture?

Effectiveness

- To what extent has the project made sufficient progress towards its planned results? What internal and external factors have contributed to or hindered this progress? How well have these factors been addressed?
- Which strategic interventions are more effective and directly contributing to reduce the worst forms of child labour in agriculture in the medium and long-term?
- Has the governance mechanism of the project been effective? If it has, how? And if it has not, what should be further improved and what the internal and external management issues are affecting the project's performance?
- How can gender, non-discrimination and environmental sustainability strategies and outcomes be improved?

Efficiency

- Have resources (funds, human resources, time, expertise, etc.) been allocated strategically to achieve expected results? Have the resources been used efficiently? Are there any ways to make the projects more efficient and effective? If so, how?
- To what extent is the project well-coordinated in terms of communication, planning, budgeting, implementing, monitoring and reporting? Is there value added by engaging the complementary expertise of the different partners and ILO projects?
- Are there any duplications of efforts with other projects run by ILO and other partners?

Impact

- To what extent has the project contributed to broader changes in policies, legislation, or service provisions in the target countries?
- What is the impact of the project on the target beneficiaries, particularly in terms of reducing child labour and improving education?
- Is the project contributing to expansion of the knowledge base and building evidence regarding the project outcomes and impacts at county and regional levels?

Sustainability

- How effective has the project been in establishing and fostering national/local ownership? What has been the level of contribution and ownership of the government and constituents to the project interventions?

- Can the project's approach or parts of it, and results be replicated or amplified by national partners or other actors considering institutional and financial dimensions? How likely are the results to be sustained beyond the project's lifespan?

5. Methodology

The evaluation has to comply with ILO's evaluation norms and standards and will follow ethical safeguards as specified in the ILO's evaluation procedures. For reference, the ILO adheres to the United Nations (UN) system of evaluation norms and standards as well as to the OECD/DAC Evaluation Quality Standards.

A mixed-method (both qualitative and quantitative evaluation approaches) should be used for this evaluation. Secondary data such as the ILO DC dashboard and mid-term internal evaluation reports of the project can serve as good data sources. Quantitative surveys may be conducted. Qualitative information will be obtained from key informant interviews and/or focus group discussions as appropriate. Attempts should be made to collect data from different sources by different methods for each evaluation question and findings be triangulated to draw valid and reliable conclusions. Data shall be disaggregated by sex where possible and appropriate. The evaluation fieldwork will be participatory in nature. The participatory nature of the evaluation will contribute to the sense of ownership among stakeholders. All in-country data collection will be conducted with logistical, translation and administrative support from the ILO project team as required.

The gender, non-discrimination and environmental sustainability dimension should be considered as a cross-cutting concern throughout the methodologies, deliverables, and final report of the evaluation. In terms of this evaluation, this implies involving children, men, and women in the consultation, evaluation analysis and evaluation team. Moreover, the evaluators should review data and information that is disaggregated by sex and gender and assess the relevance and effectiveness of gender-related strategies and outcomes to improve the lives of children, men and women. All this information should be accurately included in the inception report and evaluation report.

The evaluation shall be conducted using the following tentative methodological approach. The methodology will need to be revised and adapted by the evaluator with prior consultation with the ILO. The agreed detailed approach and methodology, including the workplan, should be part of the inception report.

- Desk review of project documents, progress reports, internal review, meeting minutes and communication materials as well as relevant national strategies and policies
- A review of the project's Theory of change, if it does not exist, will need to reconstruct one
- Meetings with the project staff: the evaluator will meet the project staff, backstopping units, and the donor to reach a common understanding for the evaluation process and the technical and financial status of the project
- Key information interviews with relevant project stakeholders and beneficiary groups of the project. If necessary, the survey questionnaire may be used, in addition to the interview and/or focus group discussion
- Project site visits where if possible
- Workshop with key stakeholders to collect information and validate the draft findings
- Debriefing meeting: the evaluator will organize a debriefing meeting with the key national partners and relevant stakeholders, ILO and the donor to present and discuss the preliminary findings and the lessons learned
- Submission of the first draft of the report: the evaluator will submit the first draft of the report to the evaluation manager, who will circulate it to the backstopping units, the donor, the key national partners, and relevant stakeholders for comment

- Collection of feedback on the first draft: the evaluation manager will collect the feedback on the first draft, consolidate and submit it to the evaluator. The evaluator has to revise the draft report based on feedback. It is expected that there will be at least two rounds of feedback collection before finalization.
- Submission of the final report: the evaluator will incorporate the feedback as appropriate and submit the final report to the evaluation manager
- The data collection and information should be collected, presented and analysed with appropriate gender disaggregation, and further disaggregation as outlined in the results and monitoring framework, where applicable. To the extent possible, the data collection, analysis and presentation should be responsive to and include issues relating to ILO's normative work, social dialogue, diversity and non-discrimination, including disability and environmental sustainability issues.

A detailed gender-responsive methodology, tools and data analysis will be elaborated by the independent evaluator on the basis of this ToR. The detailed methodology should include key and sub-question(s), detailed methods, data collection instruments and data analysis plans and data presentation techniques to be presented as a key element in the inception report.

6. Main deliverables

The evaluators will be responsible for the following key deliverables and tasks to ensure a comprehensive and impactful evaluation:

Deliverables	# of days for international evaluator	# of days for national consultant
<p>Deliverable 1: Inception Report</p> <p>The inception report will detail the evaluation approach, including the specific questions, data collection methodologies, and analytical techniques. It will incorporate a comparative analysis framework, and all necessary evaluation tools (e.g., interview guides, self-administered questionnaires), upon the review of available documents (primary and secondary data, government strategies...etc.) and an initial discussion with the project management and the donor. The report will follow the ILO's Checklist 4.8: Writing the Inception Report and the draft inception report will be submitted after at least two rounds of revision. The inception report (not exceeding 20 pages, excluding the annexes) will be finalized after the revision based on the feedback from key stakeholders.</p>	3	1
<p>Deliverable 2: Data collection</p> <p>The evaluators will gather comprehensive, accurate, and relevant data to inform the evaluation's findings and recommendations. The evaluators will develop and implement a robust data collection plan that includes both qualitative and quantitative methods to capture a holistic view of the project in the response to the evaluation criteria and questions above. The data collection methods and tools should have been validated during the inception workshop to ensure their appropriateness and effectiveness as well as data triangulation to enhance reliability and validity. The data collection will be conducted</p>	7	8

in accordance with ethical guidelines, ensuring confidentiality, informed consent, and cultural sensitivity.		
Deliverable 3: Validation Workshop A validation workshop with stakeholders will be conducted to validate the preliminary findings and data collected. This workshop will engage all project stakeholders, ensuring that the evaluation findings are based on verified facts and comprehensive evidence. The findings presented will be specific, concise, and supported by triangulated data from various sources to guarantee their reliability, validity, and generalizability.	1	1
Deliverable 4: First Draft Evaluation Report The first draft of the evaluation report will include detailed, actionable, and practical recommendations tailored to the identified audiences and implementers. The draft will follow the ILO Checklist 4.2: Preparing the Evaluation Report, covering all evaluation questions and presenting data through appropriate visualization techniques. Feedback from the evaluation manager and stakeholders will be incorporated to refine the report. The draft evaluation report will be submitted for review and comment for at least two rounds before the finalization.	5	1
Deliverable 5: Final Evaluation Report with Evaluation Summary The final report will integrate all feedback from the ILO and other key stakeholders. It will be concise, not exceeding 40 pages, and adhere to the ILO Checklist 4.2: Preparing the Evaluation Report. The report will include an evaluation summary and meet the quality standards outlined in the ILO Checklists 4.9. A succinct executive summary will be prepared to highlight the key findings, conclusions, and recommendations of the evaluation. This summary will be designed for broader dissemination among stakeholders, ensuring clarity and accessibility of the evaluation outcomes. The final report will be accompanied by technical annexes, which will include detailed descriptions of the methodologies, data collection tools, raw data, and any additional analysis conducted. These annexes will provide transparency and allow for an in-depth understanding of the evaluation process and findings.	2	
Total	18	11

All data collection instruments used in the evaluation (interview guides, survey questionnaires, etc.) will be developed, tested, and finalized. These instruments will be designed to collect data that is disaggregated by gender and other relevant demographic factors, ensuring a comprehensive analysis of the project's impact on different beneficiary groups.

The reports and all other outputs of the evaluation must be produced in English and in standard format. All draft and final reports including other supporting documents, analytical reports, and raw data should be provided in electronic version compatible with WORD for windows. Ownership of the data from the evaluation rests jointly between ILO and ILO consultants. The copy rights of the

evaluation report rest exclusively with the ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

7. Management arrangements and work plan (including timeframe)

Management Arrangements

The evaluation will be managed by Mr. Kimroeun Kouy, an evaluation manager who has no prior involvement in the project. The evaluation manager, with oversight from the ILO Evaluation Office and Regional Evaluation Officer, will be responsible for drafting and finalizing the Terms of Reference (ToR), reviewing the CVs and proposals of evaluators, providing background documents, coordinating field visit agendas, briefing the evaluation consultant on ILO evaluation procedures, circulating and reviewing reports, and consolidating comments.

The project team in Myanmar and the project manager will handle administrative and contractual arrangements with the evaluator, provide logistical support, prepare a list of interviewees, schedule meetings, review draft reports, and organize stakeholder workshops. They will ensure that all logistical and administrative needs of the evaluator are met, including travel arrangements and provision of necessary materials.

The evaluation team will consist of an international consultant, who will be assisted by the national consultant in Myanmar. The evaluation team will report to the evaluation manager. The international consultant will lead the evaluation, ensuring the delivery of all evaluation deliverables using various methods. The national consultant will support the international consultant in data collection and translation.

Work Plan and Timeframe

The evaluation will follow an indicative timeframe as outlined below:

Tasks	Responsible Person	Timeframe
Preparation the evaluation ToR	Evaluation Manager	29 July - 2 August 2024
Sharing the ToR for comment, and finalization	Evaluation Manager, Project team, Key stakeholders	5 - 21 August 2024
Approval of the ToR	Regional Evaluation Officer	26 August 2024
Advertisement of the ToR	Evaluation Manager and Project team	28 August – 8 September 2024
Selection of Consultants	Evaluation Manager	8 - 15 September 2024
Issuance of contracts	Project Team	16 - 22 September 2024
Briefing evaluators on ILO evaluation policy and the project	Evaluation Manager	23 September 2024
Desk review and development of the inception report submitted to evaluation manager	Evaluation Team	23 - 29 September 2024
Review and comments on draft inception report	Regional Evaluation Officer, Evaluation Manager, Project Team, key stakeholders	30 September - 6 October 2024
Approval of inception report	Evaluation Manager	8 October 2024

Drafting mission itinerary and list of key stakeholders to be interviewed	Project Team and Evaluation Team	1 - 7 October 2024
Field visits and data collection	Evaluation Team	9 – 25 October 2024
Validation workshop	Project Team and Evaluation Team	5 November 2024
Submission of first draft evaluation report	Evaluation Team	19 November 2024
Review and comments on draft report	Evaluation Manager, Regional Evaluation Officer, Evaluation Office, Project Team, and key stakeholders	19 November - 3 December 2024
Submission of final evaluation report	Evaluation Team	10 December 2024
Approval of the final evaluation report	Evaluation Manager, Regional Evaluation Officer, and Evaluation Office	11 - 20 December 2024

8. Profile of the evaluation team

The consultants for this evaluation must meet a high standard of qualifications and experience to ensure the credibility and reliability of the evaluation findings. The minimum qualifications and experience required for the consultants include:

► International Consultant:

- **Educational Background:** Holding a master’s degree or higher in social sciences, education, public policy, international development, or a related field
- **Professional Experience:** Having a minimum of 10 years of relevant experience in conducting evaluations, particularly in the context of child labour, education, and agricultural projects
- **Technical Skills:** Demonstrating high proficiency in both qualitative and quantitative research methodologies, including data collection, analysis, and reporting. Familiarity with the use of participatory evaluation methods and tools is essential.
- **Knowledge and Understanding:** A deep understanding of the issues related to child labour, educational interventions, and agricultural practices, well-versed in the socio-economic and cultural contexts of the regions where the project is implemented, is crucial. Previous work experience on child labour in Myanmar and South-East Asia is desirable.
- **Language Proficiency:** Fluency in English, with strong report writing and communication skills
- **ILO and UN Standards:**
 - Experience with the International Labour Organization’s (ILO) mandate and evaluation standards, as well as familiarity with United Nations Evaluation Group (UNEG) norms and standards, will be considered an asset.
 - Having a good leadership and management track record, as well as excellent interpersonal and communication skills to help ensure that the review is understood and used
 - Having in-depth knowledge of the UN’s human rights, gender equality, non-discrimination, and environmental sustainability dimension

► National Consultant:

The national consultant will assist the international consultant (team leader) to provide interpretation and facilitate group meeting/discussions with all stakeholders, i.e. internal ILO staff, other key stakeholders including relevant partners.

Specifically, the national consultant will be responsible:

- To pro-actively provide relevant local knowledge and insights to the international consultant during the field mission
- To take part in the interviews with key stakeholders, to make notes during interviews, and to write brief reports during the interview on main observations and conclusions.
- To provide translations/interpretations both during interview and for data collection
- To participate and jointly facilitate the stakeholder workshops
- Provide interpretation, where needed.

The required qualification of the national consultant:

- **Educational Background:** Holding a bachelor's degree or higher in social sciences, education, public policy, international development, or a related field
- **Professional Experience:** Having at least 3 years of experience in conducting evaluations, particularly in the context of child labour, education, and agricultural projects
- **Technical Skills:** Demonstrating some proficiency in both qualitative and quantitative research methodologies, including data collection, analysis, and reporting
- **Knowledge and Understanding:** A deep understanding of the issues related to child labour, educational interventions, and agricultural practices will be a great asset. Knowledge of other related local programmes/projects, and of associated local institutions and government structures will be crucial.
- **Language Proficiency:** Fluency in Burmese with high level of English proficiency
- **ILO and UN Standards:** Experience in working with the UN agencies will be an advantage

9. Legal and ethical matters

The evaluation will be conducted with strict adherence to the legal and ethical standards. Both international and national evaluators must adhere to the highest levels of professionalism, impartiality, and credibility, complying with the ILO's Code of Conduct for Evaluators, which aligns with the UNEG Ethical Guidelines for Evaluation (UNEG 2020). Evaluators must demonstrate integrity by adhering to moral values and professional standards essential for responsible evaluation practices, ensuring transparency, honesty, and ethical behavior throughout the evaluation process. They must respect all stakeholders, engaging in ways that honor their dignity, well-being, and personal agency, while being responsive to their sex, gender, race, language, country of origin, LGBTQ status, age, background, religion, ethnicity, and ability. Evaluators must understand and accommodate diverse cultural, economic, and physical environments, ensuring that the evaluation process is inclusive and non-discriminatory. Evaluators are responsible for all decisions made and actions taken, honoring commitments without exception, and reporting any potential or actual harms observed through appropriate channels. This includes maintaining transparent and open communication with all stakeholders, ensuring actions are justifiable and ethically sound.

It is important that the evaluators have no links to project management or any other conflict of interest that would interfere with the independence of evaluation. The evaluators are requested to complete the self-induction programme² before starting the evaluation assignment.

This one-hour self-induction programme is structured in two parts and aims to help evaluation consultants to become more familiar with the unique aspects of the ILO and its evaluation policy and practice. Part I provides an overview of ILO, its work, and the role of the Organization in the 2030 Agenda. Part II introduces the Evaluation Office, its policy and strategy, and the types of evaluations and characteristics of decentralized evaluation processes.

² https://training.ilo.org/delta/ILO-EVAL/ILO_Self-induction_Module_for_Evaluation_Consultants-Part-I/story_html5.html

Annex 3: Documentation reviewed

1. **Title:** Progress Report 2020
 - **Authors:** Selim Benaissa, Sho Sudo, Elias Salazar
 - **Year:** 2021
 - **Summary:** Annual progress report detailing efforts in Myanmar and the Philippines to reduce child labor through education and socio-economic empowerment.

2. **Title:** Progress Report 2021
 - **Authors:** Naw Moo Moo Hsoe, Yasuo Ariga, Elias Salazar
 - **Year:** 2022
 - **Summary:** Continued implementation of child labor reduction strategies in agricultural communities.

3. **Title:** Progress Report 2022
 - **Authors:** Naw Moo Moo Hsoe, Elias Salazar
 - **Year:** 2023
 - **Summary:** Focused on resilience amidst political and logistical challenges while advancing child labor elimination efforts.

4. **Title:** Progress Report 2023
 - **Authors:** Naw Moo Moo Hsoe, Jennylyn Aguinaldo
 - **Year:** 2024
 - **Summary:** Highlighted achievements in reducing child labor, educational improvements, and community outreach in Myanmar and the Philippines.

5. **Title:** ARISE Project Document
 - **Authors:** International Labour Organization (ILO) Team
 - **Year:** 2020
 - **Summary:** Proposal for reducing child labor in Myanmar and the Philippines, outlining strategies and expected outcomes.

6. **Title:** Revised Project Indicators for Monitoring and Evaluation Plan
 - **Authors:** ARISE Project Monitoring Team
 - **Year:** 2023
 - **Summary:** Updated performance indicators and metrics to evaluate project outcomes effectively.

7. **Title:** ARISE Mid-Term Self-Evaluation Report
 - **Authors:** Yasuo Ariga, Chief Technical Advisor
 - **Year:** 2022
 - **Summary:** Assessment of the project's progress and recommendations for improving the elimination of child labor initiatives.

Annex 4: List of people interviewed

The names of interviewees will not be disclosed to safeguard the safety and security of ARISE stakeholders, in accordance with the ILO Liaison Office in Myanmar and United Nations Evaluations Groups Ethical Guidelines for Evaluation²⁷.

²⁷ <https://www.unevaluation.org/document/detail/2866>

Annex 5: Evaluation questionnaire

Name (to be anonymized for data analysis)	Sex	Position	Type of organization	Date

Relevance

1. How relevant was the ARISE to your/stakeholder needs? (EQ1)
2. How were intended beneficiaries involved in the program design and implementation? (EQ2)
3. To what extent has the program adapted to the changes in social, economic, and political conditions in each country and region, especially in the context of COVID-19 and political/military situation in Myanmar? *(Program team only)* (EQ3)
4. To what extent have gender equality, non-discrimination, and environmental sustainability been addressed and mainstreamed in the program's design and implementation? *(Program team only)*(EQ4)

Coherence

5. To what extent did ARISE join forces with other ILO Programs or other interventions in Myanmar or have there been duplications of efforts? (EQ6)
6. How consistent is the program intervention with international norms and standards related to child labor in agriculture? (EQ7) *(Program team only)*

Effectiveness

7. To what extent has the program achieved its outcomes and objectives (EQ8)?
13. Enhanced knowledge of key stakeholders on education and youth employment needs in the target areas
14. Quality of education and training is enhanced
15. Improved capacity and awareness of key stakeholders enabling better access to quality education and understanding of youth employment needs in the target areas
8. What were the reasons for achieving or not achieving the program objectives? How well have those been addressed? (EQ9)
9. Which strategic interventions (implemented by ARISE, other ILO programs or other stakeholders) are more effective and directly contributing to reduce the worst forms of child labor in agriculture in the medium and long-term (EQ10)?
10. To what extent have the governance mechanism of the program been effective (EQ11)?
11. How can gender, non-discrimination and environmental sustainability strategies and outcomes be improved, if required? (EQ12)

12. Did ARISE contribute to any unexpected results? Did it produce any surprises? (EQ13)

Efficiency

8. How have resources (funds, human resources, time, expertise, etc.) been allocated to achieve the expected results? (EQ14, program staff only)

9. To what extent is the program well-coordinated in terms of communication, planning, budgeting, implementing, monitoring and reporting? Is there value added by engaging the complementary expertise of the different partners and ILO programs? (EQ15)

Impact

11. What extent has the program contributed to broader changes in policies, legislation, or service provisions in the target countries? (EQ16)

12. What is the impact of the program on the target beneficiaries, particularly in terms of reducing child labor and improving education? (EQ17)

13. To what extent is the program contributing to expansion of the knowledge base and building evidence regarding the program outcomes and impacts at county and regional levels? How? (EQ18)

Sustainability

14. How effective has the program been in establishing and fostering national/local ownership? (EQ19)

15. What has been the level of contribution and ownership of the government and constituents to the program interventions? (EQ19)

16. Can the program's approach or parts of it, and results be replicated or amplified by national partners or other actors considering institutional and financial dimensions? (EQ20)

17. How likely are the results to be sustained beyond the program's lifespan?(EQ20)

Annex 6: Guiding questions for focus group discussions

Sex	Age	Profession	Date

1. Why have you agreed to spend time with ARISE? *(for parents, community leaders)*
2. How has ARISE supported you during the COVID-19 restrictions and after the military coup? *(for parents, community leaders)*
3. Do you know at what age your children are allowed to work by law? *(for parents, community leaders)*
4. Has child labor in agriculture increased, decreased, or remained the same since ARISE worked with your community? Why? *(for parents)*
5. How did you benefit from the project support? *(for parents and children above 14 years)*
6. Was there any change in your live since you were supported by the project? If yes, what has changed and was the change positively or negatively? *(for parents and children above 14 years)*

Annex 7: Online survey for training participants (in English and Myanmar)

Sex	Age	Organization	Date

A. relevance of the training

1. To what extent was the training relevant to your needs/the needs of your organization?

	Highly relevant	Relevant	Moderately relevant	Moderately irrelevant	Irrelevant	Highly irrelevant	No answer/ not applicable
Please select							

Please explain your assessment:

B. Efficiency of the training: appropriate use of resources

2. To what extent was the training a timely response to your needs?

	Highly timely	Timely	Moderately timely	Moderately untimely	Untimely	Highly untimely	No answer/ not applicable
Please select							

Please explain your assessment:

C. Effectiveness: achievement of training results

3. To what extent has the training met your needs and raised awareness about child labor in the agriculture sector?

	Highly satisfactory	Satisfactory	Moderately satisfactory	Moderately unsatisfactory	Unsatisfactory	Highly unsatisfactory	No answer/ not applicable
Please select							

Please explain your assessment:

4. How satisfied were you with the training format if the event was online?

	Highly satisfactory	Satisfactory	Moderately satisfactory	Moderately unsatisfactory	Unsatisfactory	Highly unsatisfactory	No answer/ not applicable
Please select							

Please explain your assessment:

5. How would you assess the following results of the ILO ARISE training?

	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	No answer/ not
I have a better understanding of the topic							
I believe using new knowledge in my job could be worthwhile.							
I know I can use new knowledge in my job.							
I will do it in my job.							
In fact, I am now using the new knowledge in my job.							

Please explain your assessment:

6. What has changed at your workplace due to the training?

	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	No answer/ not applicable
I share learning from the training informally with colleagues (e.g., during lunch breaks)							
I share learning from the training formally with colleagues (e.g., during team meetings)							
In my job, I am more engaged in the topic I got trained on							
In my job, I am confident to lead on the topic I got trained on							
As a result of the training, I got new responsibilities in my job.							
As a result of the training, my organization is performing better in addressing child labor.							

Please provide 2-3 examples of the changes you have experienced at your workplace as a result of the training:

7. How frequently are you applying new knowledge/skills to your work?

	Very often	Often	Sometimes	Less often	Rarely	Never	No answer/ not applicab le
Please select							

8. How much of the use of new knowledge/skills at your workplace can you attribute directly to the ILO ARISE training?

0-100% slider

9. To what extent has the following enabled/prevented you to apply the learning from the ILO ARISE training:

	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	No answer/ not applicab le
My supervisor encouraged the use of new knowledge							
My supervisor rewarded the use of new knowledge.							
Organizational hierarchies enabled the use of new knowledge.							
Organisational incentive system in place to encourage use of new knowledge							
Organizational culture allows the use of new knowledge, even if I commit errors.							
COVID-19 affected the application of new knowledge							

	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	No answer/ not applicable
The military coup affected the application of new knowledge.							

10. How could the ILO improve its training in the future to advance the reduction of child labor in the agriculture sector in Myanmar?

Annex 8: Evaluation matrix

Evaluation criteria	Evaluation question	Proposed evaluation tools	Data sources
1. Relevance of ARISE: was the program doing the right thing?	EQ1. To what extent and how well has the program addressed the needs and priorities of the emerging national sustainable development, social partners, and beneficiaries, especially the needs of children, men, women, and vulnerable groups?	Document review KIIs FGDs	Program documentation Key stakeholders Beneficiaries
	EQ2. To what extent were the intended beneficiaries, including children and their families, involved in the program design and implementation phases to ensure their needs and realities are addressed?	Document review KIIs FGDs	Program documentation Key stakeholders Beneficiaries
	EQ3. To what extent has the program adapted to the changes in social, economic, and political conditions in each country and region, especially in the context of COVID-19 and political/military situation in Myanmar?	Document review KII with program team	Program documentation Program team
	EQ4. To what extent have gender equality, non-discrimination, and environmental sustainability been addressed and mainstreamed in the program's design and implementation?	Document review KII with program team	Program documentation Program team

Evaluation criteria	Evaluation question	Proposed evaluation tools	Data sources
2. Coherence: was ARISE compatible with other interventions in Myanmar?	EQ5. To what extent does the program complement and fit with the policies, programs and priorities of the constituents and region?	Document review	Program documentation
	EQ6. How effectively has the program leveraged synergies and partnerships with other ILO programs/programs, government bodies, social partners, and UN/development agencies to enhance its effectiveness and impact, or have there been duplications of efforts?	Document review KIIs	Program documentation Key stakeholders
	EQ7. How consistent is the program intervention with international norms and standards related to child labor in agriculture?	Document review KII with program team	Program documentation Program team
3. Effectiveness: has the programme achieved its objectives?	EQ8. To what extent has the program achieved its outcomes and objectives?	Document review, KIIs, FGDs, online survey	Program documentation Key stakeholders Beneficiaries Trained trainers
	EQ9. What are the risk factors, challenges and opportunities encountered that contribute to or adversely affect the program achievements and how well have those been addressed?	Document review, KIIs, FGDs, online survey	Program documentation Key stakeholders Beneficiaries Trained trainers

Evaluation criteria	Evaluation question	Proposed evaluation tools	Data sources
	EQ10. Which strategic interventions are more effective and directly contributing to reduce the worst forms of child labor in agriculture in the medium and long-term?	Document review, KIIs	Program documentation Key stakeholders
	EQ11. To what extent have the governance mechanism of the program been effective? If it has, how? If it has not, what should be further improved, and what internal and external management issues are affecting the program's performance?	Document review, KIIs (program team only)	Program documentation Program team
	EQ12. How can gender, non-discrimination and environmental sustainability strategies and outcomes be improved, if required?	Document review, KIIs	Program documentation Key stakeholders
4. Efficiency: was the program doing things right?	EQ13. What were the programs' unintended effects, either positive or negative, including for gender equality and disability?	Document review, KIIs, FGDs	Program documentation Key stakeholders Beneficiaries
	EQ14. Have resources (funds, human resources, time, expertise, etc.) been allocated strategically and efficiently to achieve the expected results? Are there any ways to make the programs more efficient and effective? If so, how?	Document review, KIIs (program team only)	Program documentation Program team

Evaluation criteria	Evaluation question	Proposed evaluation tools	Data sources
	<ul style="list-style-type: none"> EQ15. To what extent is the program well-coordinated in terms of communication, planning, budgeting, implementing, monitoring and reporting? Is there value added by engaging the complementary expertise of the different partners and ILO programs? To what extent has the program addressed recommendations from the mid-term evaluation, highlighting areas of improvement and progress made? 	Document review, KIIs	Program documentation Key stakeholders
5. Impact: has the ARISE contributed to higher-level effects?	EQ16. To what extent has the program contributed to broader changes in policies, legislation, or service provisions in the target countries?	Document review, KIIs, FGDs	Program documentation Key stakeholders Beneficiaries
	EQ17. What is the impact of the program on the target beneficiaries, particularly in terms of reducing child labor and improving education?	Document review, KIIs, FGDs, online survey	Program documentation Key stakeholders Beneficiaries Trained trainers
6. Sustainability: are results lasting?	EQ18. To what extent is the program contributing to expansion of the knowledge base and building evidence regarding the program outcomes and impacts at county and regional levels? How?	Document review, KIIs, FGDs, online survey	Program documentation Key stakeholders Beneficiaries Trained trainers
	EQ19. How effective has the program been in establishing and fostering national/local ownership? What has been the level of contribution and ownership of the government and constituents to the program interventions?	Document review, KIIs	Program documentation Key stakeholders

Evaluation criteria	Evaluation question	Proposed evaluation tools	Data sources
	EQ20. Can the program's approach or parts of it, and results be replicated or amplified by national partners or other actors considering institutional and financial dimensions? How likely are the results to be sustained beyond the program's lifespan?	Document review, KIs	Program documentation Key stakeholders

Annex 9: Good practices and lessons learned

A. Lessons Learned

Lesson 1:

ILO Lesson Learned Template

Project Title: Achieving reduction of child labour in support of education: Program to reduce the worst forms of child labour in agriculture“ (ARISE) - Philippines component

Project TC/SYMBOL: RAS/19/07/JPN

Name of Evaluator: Dr Achim Engelhardt

Date: 04/02/2026

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Sustained child labour reduction required an integrated, multi-pillar package rather than single-component efforts. The strongest changes occurred when the project combined: (1) Alternative Learning Systems (ALS) access, (2) culturally adapted SCREAM/Child Labour Training Manual, (3) livelihood support for parents, and (4) strengthened protection/governance systems (BCPCs, CLMS, CLPU), including community monitoring and referral actions.
Context and any related preconditions	Context: BARMM, where child labour drivers were multi-causal (economic pressure, barriers to learning access, and weak/under-activated protection systems). Preconditions for the lesson to hold included: ALS being accessible to learners; training content being culturally adapted and usable; parents having some pathway to livelihood support; and local governance/protection mechanisms being present and able to act (monitoring, referrals).
Targeted users / Beneficiaries	Targeted users: project designers and implementers (ILO/program teams), education actors delivering ALS and training, livelihood support implementers, and local protection/governance bodies (BCPCs, CLMS/CLPU actors, community monitors/referral actors). Beneficiaries: children (reduced child labour risk, improved access to learning) and families (reduced economic pressure, increased ability to choose safer options).
Challenges /negative lessons - Causal factors	The lesson implied that single-pillar approaches (education-only or awareness-only) would have been insufficient because they did not address the full set of drivers simultaneously. Causal factors behind weakness of single-component interventions included: persistent

	household economic pressure (without livelihoods), limited learning accessibility (without ALS access), and inactive or weak referral/monitoring systems (without governance strengthening).
Success / Positive Issues - Causal factors	Positive results were attributed to synergy across pillars: livelihood support reduced economic pressure; ALS and adapted training increased accessible learning and changed knowledge/attitudes; and strengthened governance structures enabled monitoring and referrals. Together, these elements enabled both behavioural shifts (family choices) and systemic changes (activated protection/referral mechanisms).
ILO Administrative Issues (staff, resources, design, implementation)	Design: required integrated programming across education, livelihoods, and governance rather than siloed activities. Implementation: required coordination among multiple components and actors (ALS delivery, training adaptation/delivery, livelihood support, and functioning protection systems). Resources/staffing: implied higher needs for cross-sector coordination capacity, sufficient staffing/time to align components, and resourcing to deliver multiple pillars in parallel.

Lesson 2

ILO Lesson Learned Template

Project Title: Achieving reduction of child labour in support of education: Program to reduce the worst forms of child labour in agriculture“ (ARISE) - Philippines component

Project TC/SYMBOL: RAS/19/07/JPN

Name of Evaluator: Dr Achim Engelhardt

Date: 04/02/2026

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Strong community and ministry ownership supported sustainability because stakeholders internalized new roles and integrated them into routine practice—especially for CLMS tasks, community monitoring, and child-labour-sensitive ALS delivery. However, continuation required formal institutionalization (e.g., policy embedding), dedicated budget lines, and stable governance conditions.
Context and any related preconditions	Multi-actor implementation context in the autonomous region of BARMM in the Philippines, involving ministries (MOLE, MBHTE, MSSD), LGUs, BCPCs, teachers, communities, and parent/youth groups. Preconditions

	included: strong local buy-in, clear role adoption, and routines that reinforced consistent implementation (monitoring, service delivery, community vigilance).
Targeted users / Beneficiaries	Implementing ministries (MOLE, MBHTE, MSSD); local government units (LGUs); BCPCs; education actors (teachers/ALS providers); community structures; parents and youth groups; and, indirectly, children and households benefiting from sustained child-labour prevention and sensitive service delivery.
Challenges /negative lessons - Causal factors	Ownership was described as fragile without consolidation because sustainability depended on external factors beyond the project’s control: political transitions (disrupting continuity), uneven ministry capacity (limiting consistent follow-through), administrative delays (slowing institutionalization and execution), and reliance on external funding (creating financing risk when funding ended).
Success / Positive Issues - Causal factors	Strong adoption and normalization of practices occurred because ministries and local actors internalized roles and integrated tasks into routine systems (CLMS, monitoring, ALS delivery). Social norm change supported this (e.g., parents/youth “watching out for each other’s children”), reinforcing community-level safeguarding and monitoring behaviours.
ILO Administrative Issues (staff, resources, design, implementation)	Resource and sustainability design issues were implied: long-term continuation required institutionalization and budget lines, but reliance on external funding remained a vulnerability. Implementation/administrative constraints were also implied through “administrative delays” and “uneven ministry capacity,” pointing to staffing/capacity constraints and bureaucratic bottlenecks that could hinder continuity and scale-up.

Lesson 3

ILO Lesson Learned Template

Project Title: Achieving reduction of child labour in support of education: Program to reduce the worst forms of child labour in agriculture“ (ARISE) - Philippines component

Project TC/SYMBOL: RAS/19/07/JPN

Name of Evaluator: Dr Achim Engelhardt

Date: 04/02/2026

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	Embedding child labour prevention content in culturally resonant formats increased reach and impact. The key action was customizing SCREAM modules and Alternative Learning Systems (ALS) materials by locally co-developing content aligned with Islamic values (including a Special Section on the Islamic Perspective on Child Labour), which made messages more relatable and easier to integrate into teaching and awareness work.
Context and any related preconditions	Context: BARMM as a socially conservative and post-conflict setting where acceptance of messaging depended heavily on cultural legitimacy and local relevance. Preconditions included: willingness and capacity to adapt global materials; trusted local partners and educators to co-develop content; and a delivery channel (ALS/teachers) able to use the adapted tools in routine learning settings.
Targeted users / Beneficiaries	Targeted users: curriculum/material developers, ILO and implementing partners, ALS providers and teachers, trainers using SCREAM modules, and community educators/advocates. Beneficiaries: learners and communities in BARMM (greater acceptance and behaviour change), and teachers (greater confidence and ability to mainstream child labour issues in lessons).
Challenges /negative lessons - Causal factors	Standard (“non-adapted”) materials were likely to have lower traction in socially conservative or post-conflict contexts because they can feel externally imposed or culturally misaligned. Causal factors included weaker relatability and credibility of messaging, reduced community acceptance, and lower teacher confidence to address sensitive issues without culturally grounded framing.
Success / Positive Issues - Causal factors	Positive effects stemmed from cultural alignment and co-development: Islamic-values framing increased legitimacy and relevance; localized tools accelerated acceptance and behaviour change; and practical teacher-facing materials increased confidence and routine integration of child labour topics in lessons.
ILO Administrative Issues (staff, resources, design, implementation)	Design: required deliberate localization and co-development rather than “off-the-shelf” deployment of SCREAM/ALS materials. Implementation: required time and coordination with local education and community actors to adapt content and ensure acceptability. Resources/staffing: implied needs for technical expertise in curriculum adaptation, facilitation capacity for co-creation, and quality assurance to maintain accuracy while ensuring cultural resonance.

B. Good Practices

Good Practice 1

ILO Emerging Good Practice Template

Project Title: Achieving reduction of child labour in support of education: Program to reduce the worst forms of child labour in agriculture“ (ARISE) - Philippines component

Project TC/SYMBOL: RAS/19/07/JPN

Name of Evaluator: Dr Achim Engelhardt

Date: 04/02/2026

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

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	The Child Labour Monitoring System (CLMS) pilot under Achieving Reduction of Child Labour in Support of Education (ARISE) created a practical, low-cost system to identify, profile and refer at-risk children in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), progressively embedded in ministry and Local Government Unit (LGU) routines and reinforced by barangay structures, community organizations and Community-Based Organizations (CBOs) for case identification and follow-up.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	The model proved effective in a post-conflict context with evolving governance structures, but scale-up depends on institutionalization across ministries, consistent capacity at regional and local levels, and resilience to political transitions, security/access constraints, and administrative delays.
Establish a clear cause-effect relationship	By training ministry and barangay focal points, conducting household profiling, and integrating CLMS tasks into routine work, the pilot enabled earlier detection of child labour risk and more systematic follow-up and referrals to education and social protection/service pathways.
Indicate measurable impact and targeted beneficiaries	Measurable/observable results: while detailed quantitative beneficiary numbers for CLMS referrals are not provided, the evaluation reports household profiling and referrals of at-risk families, links to education assistance through CLMS referrals, and rates CLMS as a “high” effectiveness strategic intervention; overall project monitoring data (Nov 2025) reports reach of 7,345 people (adults and children) across ARISE activities that include the CLMS pillar. Targeted beneficiaries: at-risk children (and indirectly their households, including parents and siblings) in agricultural and rural communities in BARMM, supported by local duty-bearers and community protection actors
Potential for replication and by whom	High replication potential across BARMM because the approach is low-cost and designed to sit within existing mandates, with scale-up led by the Ministry of Labor and Employment (MOLE) as system owner and primary duty-bearer, implemented through LGUs/barangays and supported by the Ministry of Interior and Local Government (MILG) for mainstreaming in barangay governance (with other BARMM ministries linking referrals to services).

Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	Links upward to ILO Programme and Budget outcomes (including Outcome 1 on strong tripartite constituents/social dialogue and Outcome 7 on protection at work) and Sustainable Development Goal target 8.7 on ending child labour, while also contributing to implementation of Decent Work Country Programmes and operating under the IPEC+ Global Flagship Programme framing for child labour work
Other documents or relevant comments	