



ILO - EVALUATION

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This evaluation has been conducted according to ILO’s evaluation policies and procedures. It has been quality controlled by the ILO Evaluation Unit

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List of Acronyms and Abbreviations

AD	Action Document
ASEAN	Association of Southeast Asian Nations
CMMA	Coordinating Ministry for Maritime Affairs (Indonesia)
CTA	Chief Technical Adviser
DOLE	Department of Labour and Employment (Philippines)
EU	European Union
EUD	European Union Delegation
FTA	Free Trade Agreement
ILO	International Labour Organization
IOM	International Organization for Migration
IUU	Illegal, Unreported and Unregulated fishing
LFM	Logical Framework Matrix
MOLVT	Ministry of Labour and Vocational Training (Cambodia)
MOU	Memorandum of Understanding
M&E	Monitoring and Evaluation
NPAC	National Programme Advisory Committee
PF	Performance Framework
PSC	Project Steering Committee
ROAP	ILO Regional Office for Asia and Pacific
SDGs	Sustainable Development Goals
SO	Specific Objective
S2SR	Ship to Shore Rights
TOC	Theory of Change
UNDP	United Nations Development Programme

1. Executive Summary

The Ship to Shore Rights South East Asia regional programme (S2SR) on labour migration in the fishing sector is a 4-year EU-funded initiative with the overall objective of promoting regular and safe labour migration among Southeast Asian countries, in particular in the fishing and seafood processing industry. It is implemented by the International Labour Organization (ILO) in partnership with the International Organization for Migration (IOM) and the United Nations Development Programme (UNDP) across seven ASEAN countries: Cambodia, Indonesia, Lao People's Democratic Republic, Myanmar, Philippines, Thailand, and Vietnam. The programme furthermore covers regional activities in Malaysia and organizations in the sub-region (e.g. the Association of Southeast Asian Nations (ASEAN)).

The programme builds on the achievements of the first phase of the Ship to Shore Rights project in Thailand and the SEA Fisheries project and has been designed with three specific objectives:

- Objective 1: to strengthen the legal, policy and regulatory frameworks related to labour migration and labour standards, with a focus on the fishing and seafood processing sectors in Southeast Asia
- Objective 2: to protect labour rights and promote safe and secure working environments, in particular for all migrant workers from recruitment to post-admission and end of the contract
- Objective 3: to empower migrant workers, their families, organizations and communities to promote and exercise their rights.

External Evaluability Review

The Evaluability Review was carried out in June-August 2021 by an external consultant in accordance with the ILO policy on results-based evaluation. It fully adheres to ILO evaluation norms, standards and ethical safeguards.

The evaluability review aimed to achieve three main objectives:

1. Assess the extent that the M&E system will allow for a reliable and credible assessment of programme performance, provide information to support adaptive programme management, ensure accountability to key stakeholders and identify and document key learning.
2. Provide technical input to strengthen the programme's M&E tools, including the M&E plan, measurement framework, Theory Of Change and baseline terms of reference.
3. Produce recommendations for further improvements to the M&E system to be carried out by Ship to Shore Rights SEA during the programme's implementation.

Intervention logic, risks and assumptions

The S2SR programme builds on two previous interventions: the Ship to Shore Rights project implemented in Thailand (February 2016-January 2020) and the SEA Fisheries project (April 2017-March 2020). Both projects aimed to prevent and reduce labour exploitation in fisheries by strengthening coordination and increasing the efficiency and effectiveness of existing national and regional level labour migration governance and anti-trafficking efforts in Thailand and in Southeast Asia.

The Theory of Change (TOC) is constructed in a logical way, though the connection between outputs to outcomes cannot be taken for granted for all three outcomes, in particular at policy level. It is therefore suggested to review the TOC during the mid-term evaluation.

The programme is coherent with global policy and international normative frameworks and responds to Sustainable Development Goals (SDGs) 8 and 10. It furthermore aligns with the respective national development framework/agendas and priorities in the different countries.

Risks and assumptions have not been adequately analysed in the Action Document (AD). Risks and assumptions should be reviewed on a regular basis in monthly or quarterly reports, as well as in the annual reports to the EU Delegation.

Quality of Indicators, baselines, milestones and targets

The indicators which have been defined can be improved for evaluability and results-orientation, even though what has been proposed is technically sound and realistic, measuring outputs, outcomes and impact.

The suggested indicator at impact level is not a comprehensive measure of decent work. In order to make indicators SMART at the level of Outputs/Results, they could be more specific for each outcome in each country. Being a regional programme, its successful implementation will depend on results achieved in each of the participating countries. For several indicators, care will be needed to make them reliable by specifying their meaning in particular contexts and agreeing upon definitions with the stakeholders contributing to the indicator.

Baseline and endline studies will be important tools ensuring measurability. The draft M&E Plan proposes two analytical strategies for baseline and end-line studies, one of which is meant to incorporate a quasi-experimental design survey.

Timeline and target values have been defined, but milestones have yet to be added. This ideally should be done on an annual basis, but mid-term targets would also provide good reference points.

Means of verification/measurement and methodologies

The Performance Framework (PF) shown in the draft M&E plan refers to both quantitative and qualitative measurements, of which the majority are based on numerical values (15 out of 17). Adding more qualitative indicators would be of value, such as measuring changes in attitude resulting from capacity building and/or dissemination of knowledge products.

The criteria set for evaluating the results are appropriate for Outcome 1 but not always clear for the other two outcomes (e.g. the indicator on financial compensation can be misleading if not combined with the number of grievances addressed).

Several methodologies suggested in the draft M&E plan still need to be further elaborated.

Infrastructure, human and financial resources

The programme's budget has limited resources dedicated to M&E, including one full-time Monitoring, Evaluation and Knowledge Management Officer, plus an allocation of 2.6% of the total budget for baseline and end-line surveys, mid-term and final evaluations and an evaluability assessment. This is rather small for a large regional programme. In particular, more funding should be allocated for regular monitoring activities.

Management arrangements (responsibilities, day-to day management and data collection) are adequate to implement a M&E system but there is currently no specific budget line for hardware or software, which would have to be covered by office equipment and IT.

Partners' participation and use of information

Tripartite constituents are to be involved in data collection, though official government data is unlikely to be of major benefit. Data collection will also draw upon research undertaken by the ILO, IOM and others as data source, as well as the contribution of the National Programme Coordinators (NPCs).

Data and information delivered by the M&E system will provide the core source for reporting and dissemination of information. Some of the data collection tools have been developed while others are still in the process of development. The plans for reporting on progress and sharing learning with a wide range of stakeholders are adequate but the monthly reporting in its current form could be adjusted to be more results-based.

Methodology for gender analysis

The scoping study for the gender strategy is being performed at the time of this review and a gender strategy is being finalized to ensure that gender equality and women's empowerment are mainstreamed into the programme.

In absence of the strategy, the guidelines and indicators to be used in the gender analysis are somewhat limited, though they have been broadly outlined in the draft M&E Plan. The methodology for gender analysis will be better defined once the strategy is available.

Conclusions

The programme is ambitious and will require a strong M&E system to monitor implementation and provide the necessary data to support programme management.

The M&E staff only recently joined the programme (in March 2021) and work on the M&E system is in progress. The draft M&E plan in the format provided for the present evaluability review provides a solid basis for measuring the results of the programme. Development of additional results-based indicators or improving the quality of those already headed in the right direction, setting clear targets and milestones for the project results to be achieved, and clearly defining the methods to ensure the measurability of performance indicators are recommended.

Good practices

The timing of the review has offered an important opportunity to strengthen the M&E framework before it becomes fully operational. It can be considered a good practice to conduct such reviews earlier on in the process of M&E systems development so that substantive changes are still possible and a more practical contribution is made to their design.

Lessons learned

An important lesson to be learned relates to the observations on infrastructure, human and financial resources, for which the needs were insufficiently resourced in the design of the programme.

2. Project Background

The following sections briefly describe the context of the project, its objectives and planned outputs, as defined in the project action document and the Logical Framework Matrix (LFM), as well as an overview of the management and implementation arrangements.

2.1 Regional context

The Ship to Shore Rights project implemented in Thailand which aimed at combatting unacceptable forms of work in the Thai fishing and seafood industry resulted in significant improvements of working conditions of fishermen, who are mainly migrants originating from Myanmar, Cambodia and Laos. The project paved the way towards an improvement of the legal framework via the ratification of the ILO Work in Fishing Convention 2007 (C188) and the Protocol of 2014 to the Forced Labour Convention 1930 (P29); Thailand became the first country in Asia (and only the 14th country in the world) to ratify convention C188, which protects the living and working conditions of fishers on board vessels.

At the regional level, ILO's SEA Fisheries Project (Strengthened Coordination to Combat Trafficking in Fisheries in Southeast Asia) led to the creation of the SEA Forum for Fishers (the Southeast Asian Forum to End Trafficking in Persons and Forced Labour of Fishers).

The Ship to Shore Rights project and Thailand's decision inspired other countries to engage in better labour protection of workers in the fishing and seafood processing industry, which also falls in line with the ASEAN Committee on Migrant Workers' priorities as mentioned in interviews during the formulation phase of the programme.

2.2 Project description

The S2SR programme on labour migration in the fishing sector is a 4-year EU-funded initiative with the overall objective of promoting regular and safe labour migration among Southeast Asian countries, in particular in the fishing and seafood processing industry.

The programme is implemented by the International Labour Organization (ILO) in partnership with the International Organization for Migration (IOM) and the United Nations Development Programme (UNDP) across seven ASEAN countries: Cambodia, Indonesia, Lao People's Democratic Republic, Myanmar, Philippines, Thailand, and Viet Nam. The programme furthermore covers regional activities in Malaysia and organizations in the sub-region like e.g. the Association of Southeast Asian Nations (ASEAN).

The programme builds on the achievements of the Ship to Shore Rights project and the SEA Fisheries project and has been designed with three specific objectives:

- Objective 1: to strengthen the legal, policy and regulatory frameworks related to labour migration and labour standards, with a focus on the fishing and seafood processing sectors in Southeast Asia
- Objective 2: to protect labour rights and promote safe and secure working environments, in particular for all migrant workers from recruitment to post-admission and end of the contract
- Objective 3: to empower migrant workers, their families, organizations and communities to promote and exercise their rights.

The programme was also designed to promote gender-responsive labour migration laws, policies, practices and services addressing the characteristics of working in the fishing and seafood processing sectors.

2.3 Objectives, scope and outputs of the project¹

As stated above the project was designed to “promote regular and safe labour migration among Southeast Asian countries, in particular in the fishing and seafood processing industry”.

The outcomes and outputs of the project were defined as follows:

Under Specific Objective 1, the outputs are focused on

- Improving the understanding and knowledge on the drivers, outcomes and dynamics of labour migration and trafficking in Southeast Asia to promote knowledge on evidence-based policies and practices
- Strengthening opportunities for regional and cross-border cooperation to support bilateral and multilateral policies on safe, orderly and regular labour migration
- Strengthening capacities of governments to develop and promote rights-based policies and implement legislative reforms in favour of migrant workers, with a focus on the fishing and seafood processing sectors

Under Specific Objective 2, the outputs are focused on:

- Strengthening capacities for labour inspectors and law enforcement institutions in the fishing and seafood processing sectors to enforce labour and human rights
- Enhancing partnerships between labour inspectorates, law enforcement authorities and social partners to fight trafficking of human beings and unacceptable forms of work
- Improving capacities of recruitment agencies and of employers (including vessel owners) in the fishing and seafood processing sectors to protect labour rights and ensure good labour practices

Under Specific Objective 3, the outputs are focused on:

- Improving the availability of accurate information, awareness and support on migration and labour rights to migrants, their families and communities throughout the migration process, from pre-departure to post-admission and reintegration
- Increasing opportunities for migrant workers in the fishing and seafood processing sectors to develop skills, to organize, to support, and inform each other, to receive support from workers' organizations, and to engage with governments and employers to claim their rights in all countries

The project is informed by and will advance the 2030 Agenda, which recognizes the importance of decent work and economic growth in Goal 8, as well as the need to reduce inequalities at Goal 10. The Sustainable Development Goals (SDGs) also specifically recognize some of the key challenges facing migrant workers, particularly those in precarious employment, the need for well-managed migration policies and to promote safe and secure work environments. The programme's sectoral focus will also support SDG14 and the need for sustainable fisheries management practices. Some of the key SDGs that the programme is intended to advance are Goal 8 (particularly targets 8.7 and 8.8) and Goal 10 (particularly target 10.7). The programme is also intended to contribute to the

¹ A revision of objectives, scope and outputs has taken place after inception of the project. This section refers to the original design of the programme

health and wellbeing of migrant workers at Goal 3, and to other SDGs including Goals 5, 12, 14, 16, and 17.

The programme furthermore responds to the EU's advanced policy framework for external relations and development cooperation on migration, which aligns with the 2030 Agenda for Sustainable Development. The sectoral focus in the fishing and seafood processing sector and the multi-stakeholder approach of the programme is in-line with priorities of the second EU-ASEAN Plan of Action (2018-2022).

A Logical Framework Matrix (LFM) specifying activities for each outcome with relevant targets, indicators, means of verification and assumptions is attached to the project document; a Performance Framework (PF) based on the LFM has subsequently been developed by the project team during the inception phase.

2.4 Organisational arrangements for implementation

Management and Implementation Team

The overall management and implementation of the project is the responsibility of the Chief Technical Advisor (CTA), based in the ILO Regional Office for Asia and the Pacific (ROAP) in Bangkok.

The management structure and staffing arrangements are described in the Action Document. At the time of this review, the programme staff includes 16 team members from ILO (The CTA, Technical Officer, M&E and Knowledge Management Officer, 6 NPCs, 1 Programme Assistant and 6 Administration and Finance assistants) as well as two core team members from IOM (Programme Officer for Migrant Assistance and Counter Trafficking Unit) and UNDP (Counter-Trafficking/Migration Protection Coordinator).

Backstopping support is provided by the International Labour Migration Branch (MIGRANT), the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) and SECTOR based in Geneva. The ILO Senior Regional Labour Migration Specialist, and ILO Senior Regional Fundamental Principles and Rights at Work Specialist are also assigned to provide technical backstopping to the programme.

The project is overseen by a Project Steering Committee (PSC) providing strategic leadership and oversight to the programme and ensuring that there is effective coordination between implementing agencies. The PSC is co-chaired by the EU and ILO representatives.

The project is furthermore guided by National Programme Advisory Committees (NPAC) in each country.

Project funding arrangements

The programme budget is US\$ 11.56 million provided by the European Union (EUR 10 million), as well as a small contribution from the ILO. The ILO acts as the administrative agent of the funds.

Monitoring system

A Logical Framework Matrix (LFM) specifying activities for each outcome with relevant targets, indicators, means of verification and assumptions is attached to the project document. A draft M&E Plan, including a Performance Framework (PF) and Theory of Change based has subsequently been developed by the project team as part of the M&E system.

3. Evaluation Methodology

3.1 Purpose, scope and beneficiaries of the review

Review objectives

The evaluability review seeks to achieve three main objectives:

4. Assess the extent that the M&E system will allow for a reliable and credible assessment of programme performance, provide information to support adaptive programme management, ensure accountability to key stakeholders and identify and document key learning.
5. Provide technical input to strengthen the programme's M&E tools, including the M&E plan, measurement framework, Theory Of Change and baseline terms of reference.
6. Produce recommendations for further improvements to the M&E system to be carried out by Ship to Shore Rights SEA during the programme's implementation.

Review scope and audience

The evaluability review is intended to assess and strengthen the M&E strategies proposed for the full four-year programme cycle of Ship to Shore Rights SEA. As per Terms of Reference, it included the following key M&E documents within its scope: (1) M&E Plan; (2) theory of Change; (3) measurement framework; and (4) baseline terms of reference. Several other M&E planning documents were also proposed by the evaluator during the assignment.

The primary end users of the evaluability review are the management team of Ship to Shore Rights SEA programme, the EU and its counterparts at IOM and UNDP. Secondary parties making use of the review findings may include tripartite constituents and civil society organizations who have partnered with the project, as well as other agencies working on labour migration and human trafficking in the fisheries sector at national and regional levels.

3.2 Evaluability Review Questions

The questions suggested in the Terms of Reference are:

1. Intervention logic, risks and assumptions

- Has the situation been properly analyzed to define the problem to be addressed?
- Is achievement of the programme outcomes realistic based upon the theory of change developed?
- Are the outcomes established aligned with national, regional and global development frameworks/agendas?
- Have the risks to achieving the programme outcomes been comprehensively identified and effective mitigation measures proposed?

2. Quality of Indicators, baselines, milestones and targets

- Are the performance indicators established for the programme SMART and the methods for measuring them clearly established?
- Does the methodology proposed for the baseline survey establish a valid zero measurement of conditions at the start of the programme that is useful for target setting?
- Do the targets and milestones provide a clear sense of the timeframe for achievement of results and provide a useful directive for work planning?

- Are the targets and milestones that have been established realistically achievable?

3. Means of verification/measurement and methodologies

- Do the performance indicators include a robust mix of both qualitative and quantitative methods for assessing results?
- Have the criteria for evaluating the results of the programme been clearly articulated?
- Has a sound methodology been proposed to support the assessment of causality for any changes identified?
- Have adequate means been established for identifying and documenting lessons learned and good practices to support knowledge management?

4. Infrastructure, human and financial resources

- Has a dedicated budget been allocated to operationalize the M&E system with sufficient financial resources to meet its objectives?
- Are the management arrangements adequate to implement the proposed M&E system?
- Have the hardware and software requirements of the M&E system been properly resourced

5. Partners' participation and use of information

- Is data produced by tripartite constituents to be used for measurement of programme results?
- Are capacity building activities planned to ensure that collection of data to measure indicators by implementing partners is a feasible and valid approach?
- Are participatory methods in place to capture the voices of migrant workers for assessment of the results achieved?
- Does the M&E system provide sufficient quality and regularity of data to inform adaptive management by programme management staff?
- Are the plans for reporting and dissemination of information on programme results adequate to meet the needs of the donor and key stakeholders?
- Has the data protection principle been applied throughout the project implementation, especially the data collected from beneficiaries?

6. Methodology for gender analysis

- Is data sufficiently disaggregated to analyze gender differences in results and inform programme management decisions on gender mainstreaming?
- Have indicators or assessments that measure gender-specific or asymmetric results been established (e.g., gender wage gap, childcare services, expansion of paid maternity leave)?
- Does the theory of change adequately integrate gender concerns, including articulation of how the programme is expected to impact women specifically?
- Has gender budgeting been effectively leveraged to analyse the programme expenditure on activities that disproportionately benefit women?

3.3 Methodology

The Evaluability Review was carried out in accordance with the ILO policy on results-based evaluation, which is line with the United Nations Evaluation Norms and Standards. It fully adheres to ILO evaluation norms, standards and ethical safeguards.

The Review was managed by Mr. Phumphet Chetiyononth, Monitoring, Evaluation and Knowledge Management Officer, and Mr. Benjamin Harkins, Technical Officer, of the Ship to Shore Rights SEA programme.

The review has been conducted by Mr. Pierre Mahy, External Consultant, from 21 June to the end of August 2021.

The work of the Review took place over three phases:

<u>Phase</u>	<u>Activities</u>	<u>Schedule</u>
1. Desk phase	<ul style="list-style-type: none">▪ Preparation and initial briefing▪ Collection and desk review of reference documents▪ Mapping of logic and analysis of indicators▪ Definition of methodological approach▪ Preparation of inception report▪ Submission of inception report	<ul style="list-style-type: none">▪ 21-22 June▪ 23-25 June▪ 29 June
2. Interview Phase	<ul style="list-style-type: none">▪ Meetings/interviews with ILO and project staff in Bangkok▪ Skype/phone calls with informants at national and regional level (EU, implementing partners, key stakeholders and beneficiaries)▪ Debriefing presentation to programme staff	<ul style="list-style-type: none">▪ 6 - 21 July
3. Synthesis and Reporting Phase	<ul style="list-style-type: none">▪ Preparation of draft review report▪ Revision and development of M&E tools▪ Submission draft report and M&E tools for review by programme team▪ Submission of final review report and M&E tools	<ul style="list-style-type: none">▪ 22-30 July▪ 5 August▪ 31 August

The evaluation tools employed were documentary analysis, semi-structured interviews to elicit the facts relevant to the evaluation questions and synthesis of findings, conclusions and recommendations. Findings were validated by means of various cross-checks with stakeholders during debriefing sessions at the end of the interviews.

The **desk review** phase covered the revision and analysis of relevant documents that helped the consultant to understand the project context, the stated objectives of the Ship to Shore Rights SEA programme and current state of implementation, as well as the formal structure of implementation, the intended coordination mechanisms and the planned monitoring instruments. A set of reference documents was provided to the consultant upon inception of the assignment and additional documents were made available in the course of the assessment (list of documents consulted in Appendix 2).

As suggested in the Terms of Reference, **stakeholder consultations** were done online and/or by through email communication and included programme staff, implementing partners (IOM and

UNDP), EU programme management, and a small number of project stakeholders able to provide information related to evaluability. Field visits allowing interviews in person could not take place due to the COVID-19 situation (list of informants interviewed in Appendix 1).

An important part of the assignment was to provide input to **strengthen the programme's M&E tools**, including the M&E plan and measurement framework. While the “evaluation” part of the assignment was done by the external collaborator on the basis of the questions provided in the Terms of Reference, the “upgrading” part was done in close cooperation with the Ship to Shore Rights SEA team.

4. Findings for Evaluation Questions

The presentation of the following sections (4.1 – 4.6) is based on the evaluation questions provided in the Terms of Reference.

4.1 Intervention logic, risks and assumptions

Has the situation been properly analysed to define the problem to be addressed?

As stated above, the programme builds on the achievements of the Ship to Shore Rights project implemented in Thailand (February 2016-January 2020) and the SEA Fisheries project (April 2017-March 2020).

Both projects aimed to prevent and reduce forced labour and labour exploitation in fisheries by strengthening coordination and increase the efficiency and effectiveness of existing national and regional level efforts in Thailand and in Southeast Asia. Both projects produced remarkable amounts of useful background information for the design of a follow-up programme building on their achievements.

The design of the new S2SR programme was initially prepared with the support of a team of external consultants familiar with labour migration issues in the region. Field visits were undertaken in June/July 2019 to Cambodia, Indonesia, Laos, Myanmar, the Philippines, Thailand and Vietnam, during which the experts met with government officials, international organizations, civil society organizations, employers' and workers' organizations and other relevant stakeholders. The Action Document was subsequently developed by the ILO, IOM and UNDP.

Notably, cross-cutting issues and a focus on linkages and synergies with other donors (avoiding isolated initiatives and considering future planned interventions of other players) were taken into consideration.

Is achievement of the programme outcomes realistic based upon the theory of change developed?

The Theory of Change is constructed in a logical way but an immediate result from the production of outputs to outcomes cannot be taken for granted for all three outcomes.

Whereas for outcome 3 ("Household level"), empowerment of women and men migrant workers, their families, organizations and communities can indeed result from better information and increased opportunities to develop skills, organise, obtain peer support, receive assistance from workers' organizations, and engage with governments and employers, the outputs for outcomes 1 and 2 may not lead to instantaneous results.

Outcome 1 ("policy level") is ultimately beyond the programme's responsibility as it requires political decisions to be made by governments. The ILO primarily influences policy through direct technical comments, policy consultations with stakeholders, dissemination of policy-relevant research and support for advocacy by stakeholders. Through its outputs, the programme will be delivering better knowledge and capacity building, and opportunities for regional and cross-border cooperation, which all potentially contribute to the development of strengthened legal, policy and regulatory frameworks.

The output/outcome link for outcome 2 ("systems level") is more direct than for outcome 1. Strengthened capacities at all levels (labour inspectors, law enforcement institutions, recruitment agencies, employers, etc.) will allow the different parties to take up their respective responsibilities with better knowledge, operational tools, procedures and practices to apply.

In summary, the three outcomes can be considered realistic.

The Theory of Change has been reviewed during the evaluability assignment and found to be sufficiently developed at this stage. It is however recommended to review the TOC again during the Mid-Term Evaluation.

Are the outcomes established aligned with national, regional and global development frameworks/agendas?

The coherence of the programme with global and international frameworks is well presented in the Action Document, pointing out the response to SDG goals 8 (target 8.7 and 8.8) and 10 (target 10.7) and indirectly to SDG goals 3, 5, 12, 14, 16 and 17:

Target		Linkages
8.7	<i>Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</i>	Requires strengthened legal, policy and regulatory frameworks (O1), which can be enforced by means of increased protection of labour rights (O2).
8.8	<i>Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</i>	Complete match with Outcome 2.
10.7	<i>Facilitate orderly, safe, regular, and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.</i>	Safe migration can be enhanced through better information and empowerment (O3) in the framework of strengthened legal, policy and regulatory frameworks (O1).

With regard to national development framework/agendas already briefly mentioned in section 2.1, the outcomes align with different priorities from one country to another:

- O1 and O2 in particular align with the priorities of the Indonesian government who has put the protection of fishermen high on the agenda and is still aiming at the ratification of C188.
- O2 aligns with the priorities of the Philippine government who is eager to enhance labour inspections to monitor living and working conditions on board of fishing vessels.
- O3 aligns with the need for better information and empowerment for migrant workers from Lao PDR, Cambodia and Myanmar from where workers often migrate through irregular channels.

Overall, all three outcomes align with agendas in all countries covered by the programme.

Have the risks to achieving the programme outcomes been comprehensively identified and effective mitigation measures proposed?

The Action Document does not include a risk analysis, though a risks and assumptions analysis with mitigation measures was developed during the scoping process. In the final version of the Action Document, a limited number of assumptions are mentioned in the Logical Framework at Overall Objective and Outcomes levels but not at output level. Monthly reports include a risk

analysis and a higher-level risk analysis is planned for the annual report, coupled with a risk management strategy to be developed in the M&E plan.

The risks and assumptions analysis originally drafted remains valid and could provide a basis for the approach to risk management.

4.2 Quality of indicators, baselines, milestones and targets

Are the performance indicators established for the programme SMART and the methods for measuring them clearly established?

The indicators proposed in the current PF have been improved by the programme team from the original LFM.

In its current form, the PF holds several SMART indicators but some could be further improved for evaluability and results-orientation. Baseline and endline studies will be provide the data source for 3 indicators, whereas most of the data is expected to come directly from implementing partners.

The suggested indicator at Impact level “% of employed individuals in a situation of forced labour within the fishing and seafood processing sectors in target countries” does not comprehensively measure decent work, may not be sufficiently gender-responsive and can only be estimated by means of surveys.

In order to make the indicators SMART at the level of Output/Result, some will need to be more country specific. For example, the indicator “% of labour inspections in the fishing and seafood processing sectors that lead to enforcement actions” would be more relevant if detailed for each country and related to the specific needs of each country, even though this is a regional programme.

For several indicators, care will be needed to make them reliable by specifying their meaning in particular contexts and agreeing upon definitions with the stakeholders contributing to the indicator results. In Thailand, for example, several government departments are involved in making trafficking referrals. The indicator “# of transnational and national referrals made for protection of trafficking survivors by the relevant authorities” (Outcome 2) is vulnerable to inconsistent counting and classification because one case may be referred to several different departments and labelled in different ways. If there is sufficient alignment with established methods for recording referrals, adapting the indicator to refer to “cases” of referrals is a possible solution.

A broader assessment of the indicators in the PF shown from the draft M&E plan is presented in Appendix 3.

Does the methodology proposed for the baseline survey establish a valid zero measurement of conditions at the start of the programme that is useful for target setting?

The draft M&E Plan proposes two analytical strategies for baseline and end-line studies:

1. Mixed methodology studies at target sites incorporating a quasi-experimental design. The research will assess the working conditions for migrant workers employed the fishing and seafood processing sectors within the region.
2. Desk reviews of policy in targeted countries and among regional bodies to assess adherence to the guidelines and principles provided in the relevant international labour standards. The identification of policy changes will be followed by processing tracing with

key stakeholders to assess the programme's specific contribution to the developments and find out what worked in terms of policy influencing strategies.

As limited information on the mixed methodologies and the quasi-experimental design is currently available, it is difficult to provide a concrete answer to the question. Terms of reference are being prepared to provide this information.

The PF proposed in the draft M&E plan does show a "baseline" column, some of which has been populated with data, and several of the indicators are to be measured using data from the two baseline studies.

Do the targets and milestones provide a clear sense of the timeframe for achievement of results and provide a useful directive for work planning?

The draft M&E plan does not yet provide information on timeframes for achievement of the targets, though it can be assumed that they are intended to be achieved by the end of the project. No milestones have been provided to show the sequencing of results thus far.

Are the targets and milestones that have been established realistically achievable?

The PF does not yet give information on milestones. They should be defined on an annual basis and reviewed during the mid-term evaluation.

4.3 Means of verification/measurement and methodologies

Do the performance indicators include a robust mix of both qualitative and quantitative methods for assessing results?

The PF shown in the draft M&E plan refers to the inclusion of quantitative and qualitative measurements, of which the majority however are based on numerical values (15 out of 17), which may not be a sufficiently robust mix.

Although it is often more difficult to define qualitative indicators with reliable assessment methods, there is room for improvement in the mix of indicators. Indicators like changes in attitudes resulting from capacity building or dissemination of knowledge products, public support for migrants, nature of the grievances addressed, etc. would allow for expanded assessment of the qualitative result of the programme.

Have the criteria for evaluating the results of the programme been clearly articulated?

At results level, the evaluation criteria for Outcome 1 is appropriate, as it will allow for assessment of the contribution of the programme to improvements of policy, legal and regulatory frameworks in line with international standards.

It is less clear how the two proposed quantitative indicators and measurement methods for Outcome 2 (% of labour inspections leading to enforcement actions and number of referrals made for protection of trafficking survivors) will substantiate increased protection of labour rights and safe and secure working environments. The proportion of inspections leading to enforcement actions does not directly influence the level of protection of migrant workers.

Among the three indicators proposed for Outcome 3, the qualitative indicator (link between services provided and empowerment) is adequate, as is the quantitative indicator (% of migrant workers organized into worker organizations).

A set of 6 evaluation criteria, based on ILO evaluation guidelines and standards and programme specific requirements, have been developed. The criteria and corresponding questions will be

applied to assess the design, implementation and results of Ship to Shore Rights SEA during independent evaluations.

Has a sound methodology been proposed to support the assessment of causality for any changes identified?

A rigorous assessment of causality is mentioned in the draft M&E plan on the basis of a baseline survey, which will collect data in control sites where no direct interventions are to be implemented. This will allow for a difference-in-difference analysis during the end-line survey. Process tracing for changes enabled in policy and practice will identify specific features to which stakeholders agree the programme contributed.

How the surveys and process tracing will be conducted is briefly explained in the draft M&E plan.

Have adequate means been established for identifying and documenting lessons learned and good practices to support knowledge management?

The M&E approach is planning to document good practices and lessons learned that will contribute to the global knowledge base on interventions within the “Learning and knowledge sharing” pillar of the system.

Lessons learned are planned to be recorded in annual progress reports as well as through the mid-term and final evaluations of the programme but also more frequently through mission reports, targeted evaluations and programme briefs.

4.4 Infrastructure, human and financial resources

Has a dedicated budget been allocated to operationalize the M&E system with sufficient financial resources to meet its objectives?

The original budget of the programme has limited resources dedicated to M&E (2.6% of the total). Besides the allocation for a full-time Monitoring, Evaluation and Knowledge Management Officer, the budget includes provision for baseline and end-line surveys (US\$ 170,000) and for mid-term and final evaluations, and an evaluability assessment (US\$ 135,000).

The M&E allocation is rather small for a regional programme. There is no “optimal” level for a M&E budget allocation but an adequate budget should be clearly delineated within the overall project budget to provide sufficient resources for the M&E function and the role it plays in contributing to high project performance.

Typically, it is suggested that between 3 and 10 per cent of a project/programme’s budget be allocated to M&E. A general rule of thumb is that the M&E budget should not be so small as to compromise the accuracy and credibility of results but neither should it divert project/programme resources to the extent that programme implementation is impaired. In particular, further allocation of funding should be considered to support regular monitoring of results.

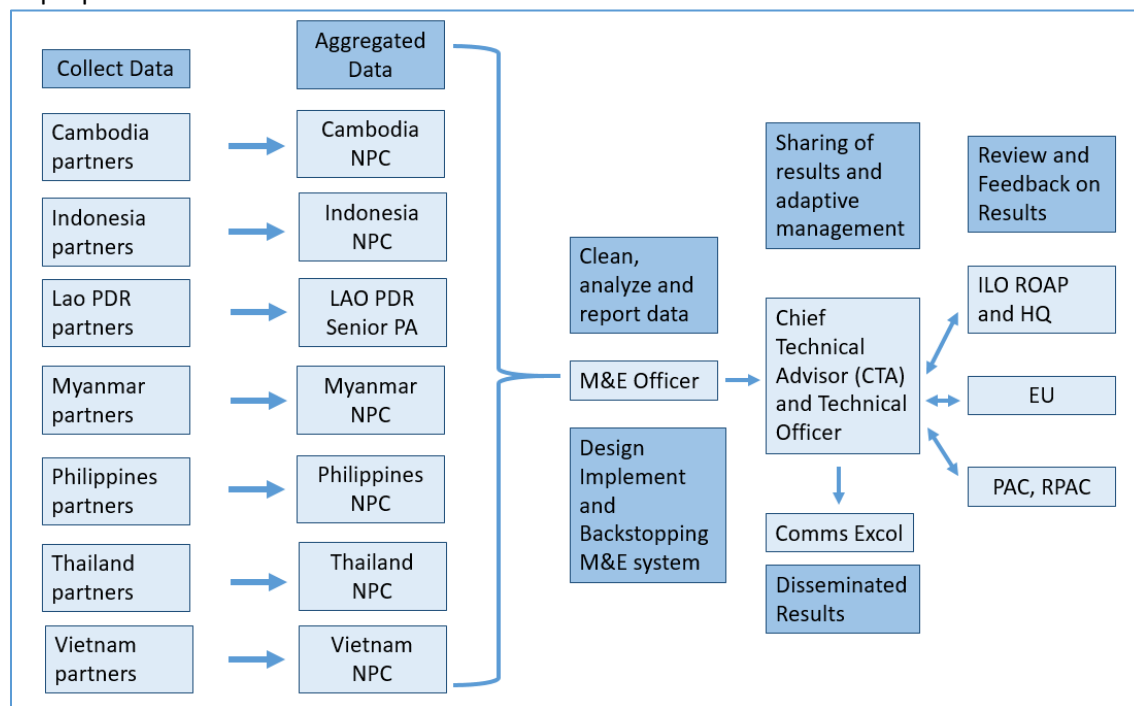
Are the management arrangements adequate to implement the proposed M&E system?

The management arrangements are sufficient to implement the M&E system. The draft M&E plan suggests the following arrangements in line with Section 10 of Annex 1 of the Contribution Agreement (Description Action – Governance structure and implementation arrangements):

- Overall responsibility for managing the M&E system: Chief Technical Adviser
- Sharing of results and adaptive management: Chief Technical Adviser and Technical Officer.

- Day-to-day management of M&E activities: Monitoring, Evaluation and Knowledge Management Officer
- Data collection and reporting: National Programme Coordinators in each country.

The proposed structure is as follows:



Comments:

- The graphic representation of the management arrangements mentions the involvement of the Technical Officer primarily as sharing of results and adaptive management, though he has a broader technical role in the M&E system. It should be clearly specified that the implementation of the M&E system is the responsibility of the M&E Officer while design and technical backstopping are the responsibility of the Technical Officer.
- The role of implementing partners in the M&E system is mostly presented as being responsible for data collection but is not further defined, hence raising questions on the expectations for their contribution.

Have the hardware and software requirements of the M&E system been properly resourced?

There is currently no budget line for hardware or software and there is no hardware available which is specifically dedicated to implementing the M&E system. It is likely that setting up an online MIS system will require database software to be acquired, so financial resources should be provided from the programme budget (office and IT equipment).

4.5 Partners' participation and use of information

Is data produced by tripartite constituents to be used for measurement of programme results?

The data sources mentioned in the current PF refer to tripartite constituents, including official data reported by labour inspectorates and/or law enforcement authorities, other government agencies, private sector associations and MRCs. It is however to be expected that government data will be sometimes limited and inconsistent.

Are capacity building activities planned to ensure that collection of data to measure indicators by implementing partners is a feasible and valid approach?

The draft M&E plan mentions the production of a monitoring and evaluation training manual which will be used as training material for implementing partners. The training manual will provide a tailored curriculum for capacity building, as well as templates for data collection and analysis, reporting and monitoring visits to standardize approaches.

Interviews with National Programme Coordinators have revealed that a comprehensive training session to be organized once the M&E system has been finalized would be very welcome.

Are participatory methods in place to capture the voices of migrant workers for assessment of the results achieved?

The draft M&E plan suggests that regional baseline and end-line surveys will interview women and men migrant workers to capture qualitative data on their experiences and needs. Other substantive approaches to capturing worker voices will be through the outcome harvesting planned for MRC activities, as well as through interviews with migrant workers during field visits.

Does the M&E system provide sufficient quality and regularity of data to inform adaptive management by programme management staff?

As mentioned above, the primary client of the M&E system will be the CTA and Technical Officer, who will have to manage the programme on the basis of accurate and reliable information on the progress of implementation and contextual challenges/opportunities which may arise during the implementation of the programme. It is therefore necessary for the M&E system to develop and update different tools for regular data analysis, including the Performance Framework (PF) and the Management Information System (MIS). At the time of this evaluability review, a first version of the PF has been prepared, while the MIS has yet to be developed.

Are the plans for reporting and dissemination of information on programme results adequate to meet the needs of the donor and key stakeholders?

Data and information delivered by the M&E system will provide the core source for reporting and dissemination of information.

The reporting plans include communicating progress and sharing learning with a wide range of stakeholders through monthly reports, quarterly newsletters, annual progress and financial reports, evaluation reports (evaluability, mid-term and final), as well as other operational reports (studies, mission reports, etc.).

The draft M&E plan proposes the following timeline for dissemination of the different reports:

Report	Year 1 (2020)	Year 2 (2021)	Year 3 (2022)	Year 4 (2023)	Year 5 (2024)
Monthly Report		Monthly	Monthly	Monthly	Monthly
Baseline survey report		October			
Evaluability Assessment Report		September			
Annual Progress Report		August	January	January	January
Quarterly newsletters		Quarterly	Quarterly	Quarterly	Quarterly
Mid-term Evaluation Report			September		
End-line survey report					June
Final Evaluation Report					July

The draft M&E plan also refers to meetings of the National Programme Advisory Committees (NPAC) and of the Programme Steering Committees (PSC), which will provide platforms for programme stakeholders to receive and respond to the results of Ship to Shore Rights SEA interventions.

As stated in the draft M&E plan, “presentation of progress by regional and national programme staff at these meetings will provide the opportunity for government, social partners and civil society organizations, the EU and programme partners to obtain a clear understanding of achievements and challenges and provide recommendations on adjustments to be made”.

Annual NPAC and bi-annual PSC meetings however do not always allow for frank and in-depth discussions about all of the issues which may arise. As mentioned in the preliminary observations in the inception report for this evaluability review, regular review meetings of programme staff should be added to the M&E plan as they will provide a better opportunity for critical reflection and strategic discussion.

The reporting and dissemination channels are appropriate but the monthly reporting is somewhat excessive and could easily be replaced by updates of a results-based “Tableau de Bord” (dashboard) (please refer to recommendations for further details).

Has the data protection principle been applied throughout the project implementation, especially the data collected from beneficiaries?

The programme being in its early stage of implementation, this question cannot be answered at the time of this review.

Data protection principles are not yet mentioned in the draft M&E plan and are not mentioned in the Contribution Agreement. They have, however, been included in ethical guidelines within several of the TORs for research studies produced by Ship to Shore Rights SEA.

It can be assumed that the data protection principle will be applied in accordance with Article 7 of the EU’s Contribution Agreement Manual, which stipulates that “the Organisation shall ensure appropriate protection of personal data, in accordance with its applicable Rules and Procedures”. Notably, IOM also has a well-developed Data Protection Policy and the ILO has developed a code of conduct for *protection* of workers’ personal *data*, both which could be leveraged.

4.6 Methodology for gender analysis

Is data sufficiently disaggregated to analyse gender differences in results and inform programme management decisions on gender mainstreaming?

As mentioned in the Action Document, a gender analysis to ensure that gender equality and women empowerment are mainstreamed will be undertaken during the Inception phase.

At the time of the evaluability review, this analysis and resulting gender strategy are currently underway. Work is in progress and the strategy is expected to be ready by October 2021.

The Terms of Reference suggest that the strategy may include: “*Guidelines on gender disaggregation of data, gender equality among activity participants (e.g. no all-male panels, 50/50 participation for women and men, gender balanced beneficiary targets, etc.), requirements of experience in gender-responsive programming for staff, gender audits of programme implementing partners to support progressive changes in leadership and promotion of the use of appropriate language and terminology in relation to gender and migration issues in the fishing and seafood processing sectors*”.

In absence of the strategy and its guidelines, the question on data disaggregation cannot be comprehensively answered at this stage. However, it is clear that disaggregation of data by gender is included in the M&E plans, particularly within the performance framework.

Have indicators or assessments that measure gender-specific or asymmetric results been established (e.g., gender wage gap, childcare services, expansion of paid maternity leave)?

The draft M&E plan stipulates that gender analysis of data will be central to the M&E strategy and suggests strategies for measuring gender-responsiveness. Specific indicators, however, are not yet mentioned in the PF. The indicators are currently being developed by the consultant responsible for defining the programme's gender strategy.

Does the theory of change adequately integrate gender concerns, including articulation of how the programme is expected to impact women specifically?

The Theory of Change refers to gender equality and women's empowerment as a cross-cutting issue. The TOC also refers to women migrants at impact level and in two of the three outcome statements.

Has gender budgeting been effectively leveraged to analyse the programme expenditure on activities that disproportionately benefit women?

The programme budget shown to the evaluator does not show any specific reference to gender other than the allocation for the above-mentioned gender strategy which was initiated during this review.

The M&E plan does state some initial plans, including that "gender budgeting will be used to allocate sufficient resources to activities related to gender equality and women's empowerment. The expenditures will be monitored to ensure that at least 20% of programme financial resources are utilized for sectoral interventions or other specific activities that disproportionately benefit women migrant workers."

5. Conclusions, Lessons learned and Recommendations

5.1 Overall assessment

The Ship to Shore Rights Southeast Asia Programme has been well designed on the basis of solid background information, and is closely in line with the national agendas of the countries involved as well as global and international frameworks.

The scope of the programme is ambitious and it will require a strong M&E system to assess the results achieved and provide the data necessary for results-based management. Work on the M&E system has made good progress so far. The draft M&E plan provided for the evaluability review provides a solid basis for measuring the programme's results.

Overall, the performance indicators are headed in the right direction, though some of them could still be improved in terms of results-orientation. Further development of the performance indicators, setting clear targets and milestones for monitoring of progress, and developing clearly defined methods for measurement will help to ensure the evaluability of programme.

5.2 Lessons learned

One important lesson learned relates to the observations on infrastructure, human and financial resources, which were not adequately addressed in the design of the programme, particularly with regard to infrastructure and financial resources for M&E.

As stated, while there is no "optimal" level for a M&E budget allocation, an adequate budget should be clearly provided within the overall project budget to provide sufficient resources for the M&E function and its important role in project management.

5.3 Good practices

While an evaluability assessment normally takes place after an M&E system has been completely designed, the present early review has offered an important opportunity to strengthen the M&E framework before it becomes fully operational. Conducting the assessment at this stage supports a more open-ended and robust planning process through a detailed consideration of the M&E framework. In addition, it provides more space to consider additional elements that may potentially improve the design of the M&E system as well as the opportunity to put in place the tools and resources necessary to support them.

5.4 Recommendations

Based on the above analysis and conclusions, the evaluator would like to present the following recommendations:

	Recommendation	Justification
1	Focus on analysis of results for each activity to be implemented.	Activities to be implemented are in principle relevant, but the question "what will they actually achieve?" cannot be answered without a sound analysis of their benefits and results. This is particularly the case for capacity building activities. Another example would be

		<p>about providing technical assistance to develop bilateral agreements and/or MoUs – what has happened after the MoUs have been developed?</p> <p>An activity-based results analysis can easily be carried out using a results-based dashboard which is capable of capturing all the qualitative and quantitative information gathered for the programme indicators. A template has been developed with the M&E officer, which can be applied accordingly.</p>
2	Clearly define the interlinkages between objectives and define sub-results for each country.	<p>There is a need to further explain how the results will be achieved through defining the interlinkages between interventions and how these linkages will be ensured.</p> <p>How the activities will ensure the achievement of outcomes also needs to be clearly differentiated from one country to another in order to allow the more specific results of the programme to be assessed.</p>
3	Make improvements to the Performance framework where necessary.	<p>In line with the first recommendation and to facilitate the analysis of results, it is important to define in very precise terms the indicators of achievement which will be reached upon closure of the project.</p> <p>As mentioned in section 4.2, the performance framework are mostly SMART indicators but some could be improved in terms of evaluability and results-orientation. A better mix of quantitative/qualitative indicators would also be of added value. The indicators should also be more specific for each outcome in each country and adapted to the different country contexts.</p> <p>A more specific assessment of the indicators and suggestions for improvement have been discussed with the programme team (see Appendix 3).</p>
4	Further develop the draft M&E plan to be more comprehensive	<p>The draft M&E plan is a good basis but should be further developed to cover a broader range of issues. A more comprehensive M&E plan could include additional reference documents, including the following topics:</p> <ol style="list-style-type: none"> 1. Guidelines for reporting 2. Guidelines for risk/mitigation analysis 3. Strategic Discussion (Critical Reflection Activities)
5	Prepare a capacity development programme on M&E for programme staff and implementing partners	<p>Interviews with National Programme Coordinators have confirmed that there is a need for more training once the M&E plan is finalized. This is particularly the case for implementing partners and NPCs without significant experience working with the ILO. The Ship to Shore Right South East Asia team has indicated that will be part of the training to support the rollout of the M&E plan.</p>

6	Prepare guidelines for risk analysis and development of mitigation measures.	The current version of the M&E plan does not include analysis of risks and mitigation strategies. Such an analysis is also missing in the Action Document, though it been provided in reporting. Clear guidelines should be outlined in the M&E plan of the programme's approach to risk management.
7	Consider allocating additional financial resources to support the M&E related activities.	<p>The M&E allocation is rather small (2.6%) for a regional programme and only includes baseline and end-line studies, mid-term and final evaluations and an evaluability assessment.</p> <p>As it is typically suggested that between 3 and 10 per cent of a project/programme's budget should be allocated to M&E, it is suggested that 5% of the budget be set aside to fund specific studies/research which would provide more robust evidence on the results achieved.</p> <p>Potentially interesting studies/research could cover the following issues:</p> <ul style="list-style-type: none"> • Study on the impact of employment contracts on working conditions. • Research on changes in knowledge, attitudes and practices among government officials after receiving training. • Assessment of the effects of safe migration information campaigns on the behavior of migrant workers.
8	Once the Gender Equality strategy has been developed, clarify which activities/outputs are meant to specifically target women migrants.	After the gender equality and women's empowerment strategy is developed, it will be important to provide clarity on which programme activities/outputs are meant to address the specific challenges experienced by women migrants. The activities will need to be adapted to ensure that women are specifically targeted and do not get left behind (e.g. which activities are meant to reach women in the seafood processing sector).
9	Consider including a contribution analysis for the assessment of causality.	Rigorous assessment of causality is mentioned in the draft M&E plan as a key M&E strategy through process tracing and quasi-experimental design surveys. The evaluator also recommends preparing guidelines for a contribution analysis based on a case study design as part of the evaluation methodology. A contribution analysis can accommodate complex processes, the existence of multiple actors, contributions from beyond the programme, and can help assess progress towards outcomes in cases where comprehensive data availability is uncertain.

Appendices

Appendix 1: List of persons and organisations interviewed

UN Agencies

ILO	Chief Technical Advisor (CTA)	Regional	Mi Zhou
ILO	Technical Officer	Regional	Ben Harkins
ILO	M&E Officer	Regional	Phumphet Chetianonth
ILO	National Programme Coordinator (NPC)	Thailand	Anyamanee Tabtimsri
ILO	National Programme Coordinator (NPC)	Vietnam	Nguyen Thi Mai Thuy
ILO	National Programme Coordinator (NPC)	Indonesia	Albert Bonasahat
ILO	National Programme Coordinator (NPC)	Myanmar	Yazar Win
ILO	National Programme Coordinator (NPC)	Cambodia	Sambo Sok
ILO	National Programme Coordinator (NPC)	Philippines	Hussein Macarambon
IOM	Programme Officer for Migrant Assistance and Counter-Trafficking Unit	Regional	Among Resi
UNDP	Counter-Trafficking/ Migrant Protection Coordinator	Regional	George May

European Union

EU	Programme Manager	Regional (Thailand)	Francesca Gilli
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Other stakeholders

Consultant on gender equality	Consultant on scoping study for gender mainstreaming strategy	UK	Kirsty Milward
Coordinating Ministry for Maritime Affairs and Investment	Deputy Minister for Coordination of Maritime Sovereignty and Energy at the Coordinating Ministry for Maritime Affairs and Investment	Indonesia	Basilio Dias Araujo
Fishers' Rights Network	Executive Director	Thailand	Mark Del Greco

Appendix 2: List of documents and publications reviewed

- Terms of Reference for the Evaluability Review
- Contribution agreement
- Description of the Action
- Monthly update March 2021
- Monthly update April 2021
- Monthly update May 2021
- PSC Meeting 1 June 2021 (ILO Progress Update)
- IOM Actions (Presentation 1 June 2021)
- Terms of Reference for scoping study for development of a gender equality and women's empowerment strategy
- List of project staff
- Information on <https://shiptoshorerights.org/> and <https://ilo.org>

ILO reference documents

- EVAL Guidance on evaluability of ILO programmes and projects (Guidance note 16)
- ILO Guidance 1.3: Procedure and Tools for Evaluability
- ILO policy guidelines for results-based evaluation (4th edition)
- ILO Guidance 3.1: Integrating gender equality in monitoring and evaluation.

EU reference documents

- Results and Indicators for Development – Forced displacement
- EU Gender Action Plan III
- EU Strategic priorities on social protection
- EU Results Framework indicators – level 2
- Information on Capacity4dev website (<https://europa.eu/capacity4dev/results-and-indicators>)

Appendix 3: Suggestions for revision of indicators

Intervention Logic	Indicators	Baselines	Targets	Suggested changes of indicators	Comments
Impact: Expanded opportunities for safe and regular migration into decent work in Southeast Asian countries, particularly for women and men in the fishing and seafood processing sectors.	% of employed individuals in a situation of forced labour within the fishing and seafood processing sectors in target countries.	To be determined.	To be determined.	Increase in the number of employments under improved working conditions in line with international standards of decent work.	Baseline/end-line can be established on a country basis. A “scaling index” on a number of criteria could be used for assessment (requires specific research work to be undertaken).
Outcome 1: Strengthened legal, policy and regulatory frameworks related to labour migration and employment in the fishing and seafood processing sectors.	Extent to which legal, policy and regulatory frameworks relevant to protect migrant workers in the fishing and seafood processing sectors are in line with international labour standards in target countries.	2 changes in adherence are assessed as having a high programme contribution (Ratification of C188 and P29 in Thailand.	4 changes in adherence are assessed as having a high programme contribution.	4 changes in legal, policy and regulatory frameworks relevant to protect migrant workers in the fishing and seafood processing sectors in line with international labour standards are in process of being considered for implementation and/or implemented (countries to be specified)	Same indicator but more results-based with a focus on potential implementation.
Output 1.1: Improved knowledge of Governments, social partners and civil society on the drivers, outcomes and dynamics of labour migration and human trafficking in the fishing and seafood processing sectors.	# of knowledge products published and disseminated to key government, social partner and civil society stakeholders.	5 knowledge products published (baseline, end-line, child labour survey, electronic payment study, vessel	10 knowledge products published	10 knowledge products published and disseminated to key government, social partner and civil society stakeholders	Unchanged indicator which however does not fully reflect the changes that may result from the dissemination of knowledge products.

		renovation study).			
Output 1.2: Increased opportunities for regional and cross-border cooperation created to support bilateral and multilateral policies on safe, orderly and regular labour migration.	# of ASEAN countries represented by a tripartite delegation at ILO-supported regional coordination mechanisms on the fishing sector.	5 ASEAN countries fully represented by tripartite delegations.	9 ASEAN countries fully represented by tripartite delegations (Myanmar exempted).	8 ASEAN countries fully represented by a tripartite delegation at ILO-supported regional coordination mechanisms on the fishing sector.	Original indicator but not including Myanmar and Brunei.
Output 1.3: Strengthened capacity and public support for development and implementation of rights-based policies and legislative reforms on labour migration, particularly in the fishing and seafood processing sectors.	# of policies and laws adopted or amended with technical support from the Action.	6 policies and laws adopted or amended (Ratification of C188, amendment of the Ministerial Regulation on Labour Protection in Sea Fisheries, Ratification of P29, amendment of the Anti-Human Trafficking Act, Master Plan on Labour 2017-2022, MOU between	12 policies and laws adopted or amended.	12 policies and laws adopted or amended with technical support from the Action.	No change to original indicator.

	# of persons reached by communications campaigns and products (including the IOM X platform).	Thailand/Myanmar on fishers). <u>IEC materials distributed:</u> 0 <u>Facebook followers:</u> 0 <u>Twitter followers:</u> 370 <u>Newsletter subscribers:</u> 0 <u>Research views</u> 0 <u>IOM X video views:</u> 0	<u>IEC materials distributed:</u> 200,000 <u>Facebook followers:</u> 1,100,000 <u>Twitter followers:</u> 1,000 <u>Newsletter subscribers:</u> 1,000 <u>Research views</u> 5,000 <u>IOM X video views:</u> 20,000	Strengthened capacity and public support verified by impact assessment of communication campaigns	IOM has developed suitable ideas on how to measure the impact of information campaigns in the field of migration.
Outcome 2: Increased protection of labour rights and safe and secure working environments for migrant women and men workers in the fishing and seafood processing sectors.	% of labour inspections in the fishing and seafood processing sectors that lead to enforcement actions. # of transnational and national referrals made for protection of trafficking survivors by the relevant authorities	<u>Thailand:</u> Fishing: 1% Seafood: 23% <u>Indonesia</u> To be determined. <u>Philippines</u> To be determined.	<u>Thailand:</u> Fishing: 10% Seafood: 40% <u>Indonesia</u> To be determined. <u>Philippines</u> To be determined.	% of identified/reported violations in the fishing and seafood processing sectors that potentially lead to enforcement actions # of survivors seeking protection by the relevant authorities	Based on official data Indicator on “referrals” is vulnerable to inconsistent counting and classification because one case may be referred to several different departments and labelled in different ways. UNDP recognizes the weakness of the indicator, but has never been able to find alternative indicators, the “target”

					being to increase the number of referrals from year to year.
Output 2.1: Strengthened capacities for labour inspectorates and law enforcement institutions to enforce labour and human rights in the fishing and seafood processing sectors.	# of stakeholders trained on enforcement of labour and anti-trafficking laws and application of fair recruitment and good industry practices in the fishing and seafood processing sectors (cross-cuts outputs 2.1-2.3).	To be determined	To be determined	# of labour inspectors and law enforcement officers trained on enforcement of labour and anti-trafficking laws and application of fair recruitment and good industry practices in the fishing and seafood processing sectors (<u>targets to be set for each country with gender disaggregation</u>)	Original indicator but country specific
Output 2.2: Strengthened capacities of labour inspectors, law enforcement authorities and social partners to fight trafficking of human beings and unacceptable forms of work in the fishing and seafood processing sectors	# of operational tools institutionalized by labour inspectorates and law enforcement officials (cross-cuts outputs 2.1-2.2).	<u>Thailand:</u> 2 operational tools institutionalized (Revised National Training Curriculum for Labour Inspectors and PIPO, Good Labour Practice).	<u>Thailand:</u> 5 operational tools institutionalized	Operational tools 1 (labour inspection guidelines), 2 (GLP guidelines) and 2 more (to be determined) institutionalized by labour inspectorates and law enforcement officials (cross-cuts outputs 2.1-2.2).	No change in original indicator but the new tools are specified.
Output 2.3: Strengthened capacity of recruitment agencies and employers in the fishing and seafood processing sectors to protect labour rights	# of private sector enterprises whose compliance with ethical codes of conduct related to recruitment and employment practices	<u>Thailand:</u> 51 private sector enterprises regularly audited for compliance	<u>Thailand:</u> 100 private sector enterprises regularly audited for compliance.	100 private sector enterprises whose compliance with ethical codes of conduct related to recruitment and employment practices in the fishing and seafood processing sectors is independently audited	Original Indicator but reworded to have a clear link to independent audit.

and ensure good labour practices.	in the fishing and seafood processing sectors is regularly audited.	(Good Labour Practice). <u>Vietnam</u> To be determined	<u>Vietnam</u> To be determined		
Outcome 3: Women and men migrant workers, their families, organizations and communities in the fishing and seafood processing sectors are empowered to exercise their rights.	<p>Amount of money awarded to workers for redress of grievances and fulfilment of benefit claims</p> <p>% of migrant workers in fishing and seafood processing sectors who are organized into worker organizations.</p>	<p>US\$0</p> <p><u>Thailand (2019):</u> 3% (to be disaggregated) <u>Indonesia:</u> To be determined <u>Philippines:</u> To be determined <u>Cambodia:</u> To be determined <u>Myanmar:</u> To be determined <u>Lao PDR</u> To be determined <u>Vietnam</u> To be determined</p>	<p>US\$1,000,000</p> <p><u>Thailand:</u> Fishing: 10% Seafood: 30% <u>Indonesia:</u> To be determined <u>Philippines:</u> To be determined <u>Cambodia:</u> To be determined <u>Myanmar</u> To be determined <u>Lao PDR</u> To be determined <u>Vietnam</u> To be determined</p>	<p>Number of redress grievances addressed and total value of financial settlements (target value of US\$ 1,000,000)</p> <p>% of migrant workers in fishing and seafood processing sectors who are organized into worker organizations</p>	<p>Indicator can substantiate the improvement of migrants' rights, but it could be formulated in a different way to avoid mistakes in interpretation.</p> <p>Unchanged indicator</p>

	Extent to which the support services provided contribute to empowerment and better protection of the labour rights of migrant workers.		10 outcome harvesting stories demonstrate empowerment and better protection of migrant workers.	Extent to which the support services provided contribute to empowerment and better protection of the labour rights of migrant workers.	Unchanged indicator
Output 3.1: Increased availability of accurate information and support on migration and labour rights to women and men migrants, their families and communities throughout the migration process.	<p># of survivors of trafficking in the fishing and seafood processing sectors receiving assistance for their return and reintegration</p> <p># of migrant workers who participate in sector-specific pre-departure orientation seminars for the fishing and seafood processing sectors.</p>	<p>0</p> <p>0</p>	<p><u>Indonesia:</u> 200</p> <p><u>Cambodia:</u> 200</p> <p><u>Myanmar:</u> 200</p> <p><u>Indonesia:</u> 500</p> <p><u>Philippines:</u> 500</p> <p><u>Cambodia:</u> 500</p> <p><u>Myanmar:</u> 500</p> <p><u>Lao PDR:</u> 200</p> <p><u>Vietnam:</u> 500</p>	<p># of survivors of trafficking in the fishing and seafood processing sectors receiving assistance for their return and reintegration</p> <p># of migrant workers who participate in sector-specific pre-departure orientation seminars for the fishing and seafood processing sectors.</p>	<p>Unchanged indicator</p> <p>Unchanged indicator</p>
Output 3.2: Increased opportunities for women and men migrant workers in the fishing and seafood processing sectors to develop skills, organise, obtain peer support,	# of migrant workers and members of their families provided with MRC support services.	<p><u>Thailand:</u> 28,648</p>	<p><u>Thailand:</u> 60,000</p> <p><u>Indonesia:</u> 10,000</p> <p><u>Philippines:</u> 10,000</p> <p><u>Cambodia:</u> 10,000</p>	<p># of migrant workers and members of their families provided with support services.</p> <p># of migrant workers benefiting from the COVID-19 response</p>	<p>Indicator rephrased to include support services by additional service providers.</p> <p>Indicator added on COVID-19 response.</p>

receive assistance from workers' organizations, and engage with governments and employers to claim their rights.			<u>Myanmar</u> 10,000 <u>Lao PDR</u> 5,000 <u>Vietnam</u> 10,000		
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