



International
Labour
Organization

► Evaluation Office



i-eval Discovery



Asian Regional Child Labour Project (ARC)

RAS/19/04/GBR

Type of Evaluation: Project

Evaluation timing: Mid-term

Evaluation nature: Independent

Project countries: Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan

P&B Outcome(s): Outcome 7

SDG(s): SDG 8.7

Date when the evaluation was completed by the evaluator: 02 December 2022

Date when evaluation was approved by EVAL: [Click here to enter a date.](#)

ILO Administrative Office: ILO – DELHI

ILO Technical Office(s): FUNDAMENTALS

Joint evaluation agencies: N/A

Project duration: May 2019 -October 2023

Donor and budget: UK Foreign Commonwealth and Development Office (FCDO) USD 10,096,016.90

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Evaluation budget: 34,700

Key Words: Child Labour, Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan

This document contains the findings from the mid-term evaluation of the ILO ARC programme conducted by:



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Acronyms

ARC	ILO's Asia Regional Child Labour Programme
BBS	Bangladesh Bureau of Statistics
BSAF	Bangladesh Shishu Adhikar Forum
C4ED	Centre for Evaluation and Development
CAMPE	Campaign for Popular Education
CBS	Central Bureau of Statistics in Nepal
CCA	Computerized Content Analysis
CL	Child Labour
CLFZ	Child Labour Free Zones
CSEC	Commercial sexual exploitation of children
CSO	Civil Society Organisations
DFID	UK Department for International Development
DIFE	Department of Inspection for Factories and Establishments
DoL	Department of Labour
DWCP	Decent Work Country Programme
EFP	Employers Federation of Pakistan
EQ	Evaluation Question
ESDO	Eco Social Development Organisation
EU	European Union
FAO	Food and Agriculture Organisation of the United Nations
FCDO	United Kingdom Foreign, Commonwealth and Development Office
FGD	Focus Group Discussions
FPRW	Fundamental Principles and Rights at Work
GBP	Great Britain Pound
GDP	Group Development Pakistan
HQ	Headquarters
IAWG	Inter Agency Working Group
IDS	Institute for Development Studies
IECD	Institut Européen de Coopération et de Développement
ILO	International Labour Organization
INCIDIN	Integrated Community & Industrial Development Initiative in Bangladesh
JVS	Janhit Vikas Samiti
MoL	Ministry of Labour
MoU	Memorandum of Understanding
MTE	Mid term evaluation
NACG	National Action and Coordination Group
NCRC	National Commission on Child Rights
NGO	Non-Governmental Organisation
NMP	National Master Plan
NPA	National Plan of Action
NPC	National Project Coordinator
NPO	National Project Officer
OECD	Organisation for Economic Development and Cooperation

OPHRD	Ministry of Overseas Pakistanis and Human Resource Department
OSH	Occupational Safety and Health
PGGA	Pakistan Girls Guide Association
PIDE	Pakistan Institute of Development Economics
PILER	The Pakistan Institute of Labour Education & Research
PMMS	Project Management Monitoring System
PWF	Pakistanis Workers Federation
RAP	Regional Action Plan
RMI	Responsible Mica Initiative
ROAP	Regional Office for Asia and Pacific
ROSA	UNICEF Regional Office for South Asia
SAIEVAC	South Asia Initiative to End Violence Against Children
SDG	Sustainable Development Goal
SDPI	Sustainable Development Policy Institute
SHG	Self Help Groups
SPARC	Society for the Protection of the Rights of the Child in Pakistan
TdH	Terre des Hommes
ToC	Theory of Change
ToR	Terms of Reference
TVET	Technical and Vocational Education and Training
TWG	Tripartite Working Group
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNEG	United Nations Evaluation Group
UNICEF	United Nations International Children's Emergency Fund
USD	United States Dollar
WFCL	Worst forms of child labour
WVI	Word Vision International

Executive summary

Project purpose, logic and structure

The ARC project focuses on six countries in the Asia-Pacific region: Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan, which all have a high prevalence of child labour. ILO ARC aims to eradicate, in alignment with the Sustainable Development Goal 8.7., the worst forms of child labour (WFCL), trafficking, and commercial sexual exploitation of children (CSEC) in the region. In line with ILO's Integrated Strategy on Fundamental Principles and Rights at Work (FPRW), the project's three main objectives include building a knowledge base on the causes and drivers of child labour and ways to address them, aligning legislations and policies with international conventions on child labour and developing and applying a holistic approach to eradicating child labour in its worst forms in all six countries. The main target beneficiaries of this project are the countries' governments, which along with trade unions and employers' organisations, will collaborate to enhance capacities to tackle child labour by producing data, providing technical assistance, and piloting interventions in concrete zones within the region. Furthermore, the project will include working with the child labourers and their families at large, in partnership with local NGOs and governments, to act against child labour.

Present situation of the project

The project inception phase took place between May and December of 2019, with activities beginning in January of 2020. The COVID-19 pandemic created limitations in mobility in all participant countries, while the military coup in Myanmar led to interruptions in the project for several months and the Taliban takeover in Afghanistan resulted in the project's activities in the country being stopped indefinitely. Despite these challenges, progress was made towards achieving all three objectives. The project implementing partners and stakeholders included national, state and local governments, employers' organizations, workers' organizations, private companies, local NGOs, UNICEF and other UN organisations, as well as research organisations.

Purpose, scope and clients of the evaluation

The purpose of the evaluation is to both assess the project's first implementation phase and to conduct techniques that contribute to long-term institutional learning and provide recommendations for the second phase. The evaluation covers the inception phase and time in which field missions were conducted at the regional level, in Bangladesh, India, Nepal, and Pakistan as a group where efforts were concentrated, and Afghanistan and Myanmar as a second group in which activities were impeded due to various reasons. The primary clients of this evaluation are the ARC regional and national project team, ILO Offices, ILO HQ, FUNDAMENTALS, and FCDO. Secondary clients include other project stakeholders such as key Ministries, NGOs, and embassies.

Methodology of evaluation

The evaluation is based on the terms of reference (ToR) issued by ILO RO for Asia and Pacific, standard criteria in development cooperation and UNEG ethical guidelines, standards, and norms. Based on the ToR, the evaluation questions were structured under six criteria: relevance, validity of the project's design, coherence, effectiveness, efficiency and sustainability.

Data collection was a combination of qualitative and quantitative techniques. These techniques included a documentary review of the project document and subsequent progress reports; regional

and national work plans and log frames; project gender mainstreaming and covid-proofing strategies; the project management and monitoring system manual; and national and regional communication strategy reports. It also included semi-structured interviews, focus groups, an online survey and computerized content analysis. Interviews were guided by semi-structured questionnaires, which connected to the evaluation questions while providing a certain degree of freedom. Interviewees included the members of the project team and key ILO staff, ILO constituents and implementing partners, such as CSOs. Focus groups comprised project beneficiaries in two countries where ground activities had achieved significant levels of implementation: India and Nepal. Groups were organised with only female informants in both countries in order to ensure a gender perspective. To complete the data collection phase, an online survey was launched, targeting project stakeholders participating in training and advocacy activities, including government staff, journalists and communication professionals, and CSO workers. Finally, a computerised content analysis was carried out which measured the frequency of certain words (the dictionary) related to the thematic focus of the ARC project in 43 webpages and twitter accounts (sources) for two countries, Nepal and India, using algorithms designed by the ECOPER team in R. In the case of Twitter, for each of the sources, the algorithm selected and analysed the last 3200 tweets posted by each account. This was done by an evaluation team that included three international and four national consultants and experts.

Relevance

The ARC programme is highly relevant. It covers countries with high prevalence of child labour and important shortcomings in policy responses that concern both regulatory compliance with international standards and (mainly) its implementation. The programme is clearly aligned to development strategies and national policy frameworks, as the eradication of child labour is an SDG target and obligation acquired by states in international conventions and declarations.

Validity of design

The project design was realistic to the situation on the ground and had a coherent and logical design due in large part to a robust consultation process and strong alignment to existing frameworks. The intervention logic, starting with empirical research, is found to be especially relevant to countries' needs, as data in target countries is outdated and misaligned with relevant international definitions.

The evaluation concluded that gender was not visible in the project's initial formulation. This was not due to the lack of gender sensitivity during project design, but to data indicating that child labour was mainly affecting boys in the target countries. New findings of the ARC project indicate that female child labour cases might be hidden in domestic service and within families, sometimes related to early marriage.

Efficiency

The project's actual implementation was delayed several months due to heavy administrative procedures related to the launch of the programme and recruitment of the team. Once the project kickstarted in early 2020, activities were hampered by a series of crises: the COVID-19 pandemic, the military coup in Myanmar and the Taliban takeover of Afghanistan. Faced with these and other challenges, the project has displayed flexibility in responding to changes and constraints experienced in the course of implementation.

Effectiveness

Despite implementation challenges, ARC is effective in its three result areas. It is producing a knowledge base on the scale of child labour in Bangladesh and Nepal, while similar progress is being made by UNICEF in Pakistan. Additionally, several sector-specific studies on domestic labour, brick kilns, cigarettes, rubbish picking, and auto mobile/auto mechanic workshops were conducted. In parallel, awareness-raising and training activities have been conducted targeting labour inspectors, unions, employers' organizations, CSOs and media.

ARC has contributed to action plans aligning laws and policies with international standards against child labour in Nepal and Bangladesh. Policy achievements include the revision of hazardous labours lists, ratification of ILO convention C138, and training on child labour for labour inspectors.

Regarding activities on the ground, ARC was especially successful in India, setting up community level interventions in four states, linking the social protection programmes with child labour efforts and providing concrete support to families. To a lesser extent, Nepal has also initiated the development of CLFZ, with six municipalities involved, and in Bangladesh, a CSO partner has been identified to pilot a CLFZ. In Pakistan, CLFZ as such have not been launched, but community-led child labour monitoring systems are mapped out and three pilot districts have been selected to put them in place in Punjab Province.

Big data analysis indicates that a positive impact has been made by ARC on social media, which is consistent with comments collected during country studies on increased media coverage. Data collected from twitter during the evaluation shows that organizations targeted by the ARC project have increased their engagement in child labour issues in social networks with clear peaks around the World Day against Child Labour, whose observance has been promoted by the project in target countries. Moreover, a survey conducted among project trainees of very different institutional backgrounds indicates that trainees have gained relevant knowledge on child labour, and that they are applying such knowledge in their organizations, be they unions, employers' organisations, government departments, CSOs or media.

The ARC programme has produced gender-balanced results in Pakistan, where sector-specific studies have covered the domestic work sector and engaged with the domestic workers' union. This sector mainly affects female child labourers.

Sustainability

The ARC project's design presented several features that are sustainable. These include its collaboration with governmental counterparts that are mandated to combat child labour on the basis of strong international and national norms; its contribution to further institutionalization of child labour measures by introducing child labour indicators in national surveys or setting up child labour committees under the umbrella of pre-existing institutions; and the partnership approach cutting across all three components in combination with capacity building activities that have proven effective according to the evaluation survey. However, the project lacks a sustainability plan addressing how the three ARC outcomes will be sustained in each country, considering the different levels of implementation.

Recommendations

1. At a regional level, considering the delays accumulated in the project's implementation due to extraordinary circumstances, and how the project team has managed to make progress in most result areas in most countries, it is recommended that a time extension be negotiated with the donor. This extension could make it possible to go further in the implementation of the project ToC towards two types of effects: the establishment of connections between ARC research products with dialogue on concrete policy measures in Component 1, and the achievement of results on child labourers and the capitalization of concrete experiences on the ground that are likely to be replicated elsewhere in Component 3.
2. The second phase of the project should focus on ensuring sustainability of results and should include the elaboration of a sustainability plan with an exit strategy for every result area and country. This plan could be subject to monthly and quarterly follow-up according to the routines of the project team.
3. Building on the results obtained from computerized content analysis, it is recommended that internet metrics be used more systematically to follow up on the project's effects its partners and stakeholders. While the original indicator framework included several indicators of policy change that cannot be guaranteed in the short turn, the analysis of web content and social media content produced by policymakers and stakeholders allows for measuring changes in policy discourse which precede policy change.
4. From a national point of view, in Nepal, the remaining time could prioritize the actual implementation of CLFZ so as to produce some concrete results. Exit strategies should prioritize the search for additional support for local partners to continue with CLFZ beyond the timeframe of ARC. An exit strategy should also consider how the ILO is going to preserve its technical assistance to the 8.7 Alliance, considering that the ARC national officer has been perceived by the Government of Nepal as a focal point for child labour issues beyond the boundaries of concrete projects.
5. In Bangladesh, since the national child labour survey has been completed and a draft report prepared, efforts in Bangladesh should prioritise policy dialogue around these new data and identification of evidence-based policy proposals, in line with the research approach of the ARC project. Additionally, as in the case of Nepal, the agreement with ESDO should be implemented to produced concrete results on the ground by the end of the project and be underpinned with an exit strategy foreseeing new financial partners.
6. In the case of Pakistan, the ILO and UNICEF could explore opportunities arising from research for taking steps by engaging other departments such as education, social protection, child protection and the Department of Labour (DoL) in respective provinces, leading to the eradication of child labour. For instance, research on domestic work, which mainly affects girls, shows that this practice is only banned in two provinces.
7. India is the ARC country most likely to capitalize on concrete local measures impacting on child labourers. In particular, it would be worth measuring the impact on child labour on the work conducted in connecting social protection schemes with child labour case management, and the kitchen gardens programme.
8. Finally, in Myanmar, according to the project reports and surveys, it is imperative for the project to continue building capacity of social partners and communities to institutionalize child labour monitoring systems at the community level.

Main lessons learned and good practices

Several lessons can be drawn from the previous findings and conclusions:

- Regarding data collection on CL, it was found that it is not perceived as a merely statistical task in some countries. The feasibility of such activities might require previous high-level dialogue so as to give a political green light to statistical work.
- From a legislative point of view, the Alliance 8.7 and the choice of a country to become Pathfinder of the Alliance provides momentum to the collaboration between ILO, a MS and other stakeholders in addressing child labour, forced labour and trafficking in children effectively and efficiently.
- As far as the gender perspective is concerned, the focus of CL combats on hazardous jobs and key economic sectors might have hidden the existence of female child labourers in the domestic work sector and their own households. This could be taken into account in gender-balanced project design.
- Finally, the report showed that the set-up of a large programme with an ad-hoc programme team within ILO takes time. This has to be considered when planning project implementation and result achievement. This said, improving knowledge, policymaking and activities on the ground cannot always be done in a sequential manner, as challenges and opportunities in each area of work arise differently in each national context.

A number of good practices also emerged from the evaluation process:

- First, institutionalizing CL under the umbrella of well-established institutions and institutional practices enables effectiveness and sustainability, as in the case of the child labour indicator integrated in Labour Force Surveys and child labour subcommittees integrated under legal child rights committees established by law.
- Second, a holistic approach was found to be key. Partnerships with CSOs and authorities, allow for applying a holistic approach on the ground, and feedback into research on child labour and how to combat its root causes.
- Finally, the evaluation concluded that regional programmes facilitate exchange of information and experience on similar topics, even when a same ToC does not work similarly in different countries.

1. Introduction

The ARC Project

In alignment with Sustainable Development Goal 8.7, the ARC Programme was designed to step up the eradication of child labour, particularly its worst forms, in these six countries. The programme is built upon the ILO's long history and expertise in combatting child labour across multiple regions, and in particular in South Asia. According to the ILO, child labour eradication must be mainstreamed into broader socio-economic policies and involve tripartite constituents at the national, provincial and local levels. This line of work forms part of ILO's Integrated Strategy on Fundamental Principles and Rights at Work (FPRW) which calls for a four-pronged theory of change consisting of: Public Policies and Governance, Knowledge and Data, Empowerment and Protection, and Partnerships and Advocacy.

The ILO's Asia Regional Child Labour (ARC) Project was implemented with the aim of reducing levels of vulnerability to child labour and enhancing the protection of children from exploitation in Afghanistan, Bangladesh, India, Nepal, Myanmar and Pakistan. The project works with ILO constituents towards achieving three outcomes: (i) a knowledge base that informs policies on the determinants of child labour and how to address them; (ii) legislation and policies aligned with international conventions on child labour, forced labour and trafficking in persons; and (iii) a holistic approach to eradicating child labour applied on the ground, in selected regions of each country.

The project began in May 2019 and will be completed in September 2023. Its independent mid-term evaluation was commissioned to ECOPER to be conducted between June and September 2022. The evaluation was conducted by a team comprising international consultants and four national consultants corresponding to four project countries: Bangladesh, India, Nepal and Pakistan. The evaluation was accompanied by an evaluability assessment. The evaluation was conducted between August and October 2022.

Evaluation approach, purpose and scope

The evaluation was based in the project theory of change, as made explicit in the project document and its ToC diagram. The project ToC presents child labour as a complex and multicausal phenomenon that is driven by push and pull factors and proposes interventions that combine data production and research and policy advocacy, with the piloting of interventions using the integrated area-based approach towards the creation of child labour-free zones. Additionally, the evaluation was design and conducted with a focus on its utilization by its primary clients¹.

¹ The primary intended users of this evaluation are ARC project teams at national and regional level, ILO Offices in Bangladesh, India, Nepal and Pakistan, constituents and partners of the ARC project, ILO HQ, FUNDAMENTALS, FCDO and the ILO Regional Office for Asia and the Pacific (ROAP). Secondary clients include other project stakeholders (key Ministries, NGO, embassies, etc) and other units within the ILO that may indirectly benefit from the knowledge generated by the evaluation. Evaluation clients have been involved through interviews, focus groups and survey (see Annexes II and III).

The purposes of evaluation are to promote accountability and learning. More specifically, this evaluation assessed the progress made in the project's first half across the three programme components and compared actual performance against foreseen outputs and indicators of achievements. Through a document review, observation and direct contact with project partners and beneficiaries, the independent evaluation team adds to the annual progress reports provided to the donor by the project team and enhances accountability.

Secondly, the evaluation includes participatory techniques that allow for the identification and analysis of factors enhancing or limiting the project performance. This is done with a view to contributing to long-term institutional learning, and also to provide recommendations for the second phase. For this purpose, the evaluation also builds upon the work of the project team which has already identified strategy adjustments for the final year of project implementation.

The evaluation has covered the period going May 2019, when the project started with an inception phase, to August 2022, when the evaluation field missions were conducted. This coincides with the last progress report covering the period from September 2021 to August 2022 and incorporated in the evaluation document review.

From a geographical standpoint, the evaluation had three different foci:

- The regional level: The project design and management were assessed by means of interviews with the ARC regional team and documents produced by them.
- Bangladesh, India, Nepal and Pakistan. These were the countries in which the evaluators' efforts concentrated in consistency with the project's actual implementation.
- Afghanistan and Myanmar. As explained in Section 1.e, political events in these two countries impeded the full deployment of project activities. Yet, these countries were covered by the document review, interviews with project national advisers and, in the case of Myanmar, through the survey.

Criteria and questions

As per the ToR², the assessment will be guided by evaluation questions (EQs) structured under six evaluation criteria: relevance, validity of design, coherence, effectiveness, efficiency and sustainability. The criteria apply to this project as follows:

- Relevance: assessing the consistency of the project approach, its relevance to countries' needs and local perceptions and its alignment to ILO frameworks, including the Decent Work Country Programme.
- Validity of the project's design: adaptation to the three ARC outcomes and their related activities to the local reality, and consideration of relevant risks.

² In addition to the terms of reference of this mid-term independent evaluation (see Annex VI), the evaluation built upon standard criteria in development cooperation (OECD, 2019), and followed the UNEG Ethical guidelines (UNEG, 2008, 2020), standards (UNEG, 2005b), and norms (UNEG, 2005a) for evaluations in the UN system. It also benefitted from ILO EVAL guidance on mid-term and final evaluation (ILO EVAL, 2020a), integrating gender in monitoring and evaluation (ILO EVAL, 2020b) and quality report writing (ILO EVAL, 2021).

- Coherence: complementarity and synergies with other ILO and UN child labour initiatives including those deriving from National Plans of Action against child labour
- Effectiveness: progress made in the knowledge production, adoption of legislation and policies in each country, and the application of holistic approaches in selected regions of each country.
- Efficiency: a review of the activities implemented as per March 2022, and assessment against initial plans and budgets.
- Sustainability: assessment of constituents' capacities to sustain the project achievements and consideration of sustainability factors in the project design and implementation.

The above criteria were broken down in a list of 24 evaluation questions as follows:

Table 1. Evaluation questions by criteria

Criteria	Questions
Relevance	1. To what extent are the project's strategy and approach relevant to current and long-term development needs of countries where they are implemented? 2. To what extent did the project respond to needs and priorities of tripartite constituents and align to Decent Work Country Programmes and National Priorities? 3. To what extent is the project perceived by the governments, workers' and employers' associations, as an effort by the ILO to support the countries (region) in addressing the challenges of child labour? 4. To what extent has the project adapted or prepared to adapt to respond to unexpected circumstance such as COVID19? 5. To what extent did the project address the differentiated needs of women and girls? 6. To what extent is the project design (objectives, outcomes, outputs and activities) relevant and realistic given the situation on the ground and to what extent are its underlining theory of change, risk analysis and context analysis logical and coherent and able to address relevant priorities/needs?
Validity of designó	7. To what extent was gender mainstreamed in the project design?
Coherence	8. To what extent does the project support or undermines other relevant interventions and vice versa? 9. To what extent is the project coordinated with other ILO and UN child labour initiatives ? 10. To what extent does the project align with regional or national policy development planning at national and subnational level?
Effectiveness	11. To what extent did the project achieve its planned objectives? 12. To what extent did the project reduce gender gaps? 13. To what extent is the project influencing the way in which stakeholders operate to deliver benefits to the target group? 14. To what extent did the project address changes and constraints in the social, political, and cultural environment, and with particular reference to the COVID-19 pandemic and developing security situation?
Efficiency	15. To what extent was the planning and implementation process flexible in addressing the above mentioned changes and constraints? 16. To what extent was the management adequate to ensure project effectiveness and efficiency? 17. To what extent has the M&E framework of the project been effective and how effective has data collections been? 18. To what extent were resources (human resources – men/women, time, expertise, funds, etc.) allocated and used to provide the necessary support and to achieve the broader project objectives and results? 19. To what extent were the project's public and private stakeholders involved in project implementation, and how has a gender balance been ensured among project participants? 20. To what extent were funding and timeframes sufficient to achieve the intended outcomes? 21. To what extent were resources allocated strategically to achieve results in different geographical locations, given their unique needs?
Sustainability	22. To what extent are strategies and interventions, including the sustainability plan at the level of individuals, enterprises and tripartite constituents, ensuring sustainability?

23. To what extent do key institutions and partners organizations show ownership and capacity to sustain project outcomes?
24. To what extent are outputs and outcomes likely to be sustained and how is the likely impact based on progress so far?

Source: evaluation inception report

Data collection techniques and sources

Data was collected through a combination of qualitative and quantitative techniques, which included:

- **Document review**

This technique consisted in reviewing project-related documents in order to glean findings that directly address the evaluation questions. The review included the project document and subsequent progress reports; regional and national work plans and log frames; project gender mainstreaming and covid-proofing strategies; the project management and monitoring system manual; and national and regional communication strategy reports. It also included documents pertaining to the project countries, such as Decent Work Country Programme reports, national development plans and national action plans on eliminating child labour, and national, provincial and local policies relevant to SDG 8.7. (The list of documentary sources reviewed is provided in Annex II).

- **Semi-structured interviews**

These were conducted both online and in-person, with national and regional informants covering the diversity of project partners and stakeholders, and following advice from the project team. They were guided by semi-structured questionnaires, which connected to the evaluation questions while providing a certain degree of freedom. Interviewees included the members of the project team and key ILO staff, ILO constituents and implementing partners, such as CSOs. A total of twelve interviews were conducted in Bangladesh, with governmental bodies being the most prominent. In India, a total of sixteen interviews were conducted, mainly with civil society actors. In Nepal, a total of 28 interviews were conducted, mainly with members of governmental organisations and other actors. In Pakistan, nine interviews were conducted with ILO staff out of a total of 30. In addition, at the regional level, a total of eight people were contacted. Myanmar was the country least covered by this technique, with four semi-structured interviews. (A full list of interviewees is provided in Annex III).

- **Focus groups**

Focus groups were formed comprising project beneficiaries in two countries where ground activities had achieved significant level of implementation : India and Nepal. FGD with only female informants was held in both countries in order to ensure a gender perspective. The aim of the groups was to generate spontaneous responses and discussion in response to a semi-structured list of interview questions, each one of which was related to at least one evaluation question. The focus groups were conducted in-person by the national consultants. Specifically, focus groups were formed in Nepal and India, bringing together eight and six people,

respectively. (A full description of the focus group discussions held in India and Nepal is provided in Annex III).

- **Survey**

An online survey targeted project stakeholders participating in training and advocacy activities, including government staff, journalists and communication professionals, and CSO workers. A survey questionnaire was designed in English and translated into Hindi, Urdu, Bengali and Nepali, before being uploaded on to the online survey platform 'Alchemer'. It was distributed by email to stakeholders in five countries, and 118 responses were recorded, of which 58 were complete and 60 partial. By country, 19 responses were recorded in Bangladesh, three in India, 41 in Myanmar, 12 in Nepal and five in Pakistan. Responses were gender-balanced, with 61% of female respondents. (Full details of the evaluation survey are provided in Annex IV).

- **Computerized content analysis**

A computerised content analysis has been carried out which measured the frequency of certain words (dictionary) related to the thematic focus of the ARC project in 43 webpages and twitter accounts (sources) for two countries, Nepal and India, through algorithms designed by the ECOPER team in R. In the case of Twitter, for each of the sources, the algorithm selected and analysed the last 3200 tweets posted by each account. From the sources provided by the national consultants, the Twitter accounts of the institutions participating in the project were selected. In the case of India, six government and civil society institutions were analysed, while in Nepal, five key institutions were analysed in the implementation of the project, belonging to government, civil society, media or workers' organisations. In addition, the ILO and UNICEF country offices were considered as benchmarks. (The full presentation of dictionary, sources and results provided of CCA is provided in Annex V).

Sampling, participation and limitations

The evaluation questions were operationalized in several questionnaires guiding the different data collection techniques. Following standard practice in evaluation, each evaluation question was linked to two or more techniques in order to ensure the triangulation of sources, with all the linkages between evaluation sources, techniques, questions and criteria systematized in the evaluation matrix (see Annex III) subject to the review of the ILO. In the following paragraphs, the evaluation activities are described in greater detail. The following table shows the outreach of each technique in term of countries and types of stakeholders

Table 2. Evaluation participants by evaluation technique, country and stakeholder type

	Government	Trade unions	Employers organizations	Civil society ⁱ	ILO	UN	Other	Total
<u>Interviewees:</u>								
Bangladesh	3			2	1		6	12
India	1			4	3		8	16
Myanmar	1				1		2	4
Nepal	7	3		2	1	1	14	28
Pakistan	3	1		1	9	1	15	30
Regional					4		4	8
Subtotal interviews	15	4		9	19	2	49	98

<u>Focus groupsⁱⁱ:</u>								
India				3			3	6
Nepal	2			2			4	8
Subtotal focus groups	2			5			7	14
<u>Survey</u>								
Bangladesh	9		2	8			19	38
India		1		2			3	6
Myanmar		6	4	30			40	80
Nepal				12			12	24
Pakistan				5			5	10
Subtotal	9	7	6	57			79	158
Total	26	11	6	71	19	2	135	270

ⁱ Civil society includes NGOs, community representatives, private sector, and media. It excludes trade unions and employers' organizations

ⁱⁱ Focus groups account as one participation, although each groups gathers several individuals.

The evaluation scope has been determined by a series of limitations and methodological choices on focus, participation and sampling that have been advanced in previous sections and are listed here below:

- Of the six ARC countries, the evaluation focused on Bangladesh, India, Nepal and Pakistan, considering levels of implementation and ToR indications.
- Of the four focus countries, site visits were conducted only in India and Nepal considering also levels of implementation.
- The information collected in Nepal during site visits was limited, as only one municipality had started implementation through a baseline survey, whose data was not yet consolidated and analyzed.
- Diversity was sought in selection of interviewees and in the survey. The survey link was sent to all participants with contact lists available in ILO records and questionnaires were translated into Hindi, Urdu, Bengali, Burmese and Nepali.
- A gender perspective was sought in all evaluation activities, and, in particular, during focus group discussion in the field.
- Twitter sources for CCA were sought in the four focus countries, but significant twitter activity was only found in India and Nepal.
- While national consultants were able to conduct direct observation and face-to-face meetings, the involvement of international consultants was limited to online and distance methods.
- In Myanmar and Afghanistan political events impeded the full deployment of project activities and its evaluation. More precisely, no evaluation tasks were conducted in Afghanistan. In Myanmar, four interviews with government representatives, ILO staff and other stakeholders were conducted, and the survey was launched, obtaining responses from 80 stakeholders, mainly from CSOs. For this reason, general conclusions apply to the four focus countries unless a explicit reference to Myanmar is made.

Evaluation report

This document is organized as follows. Section 1 contains an introduction, presenting the purpose, scope, clients of evaluation and evaluation methodology; Section 2 presents description of the project under evaluation, and Section 3 consolidates the evaluation findings per evaluation question and criterion. The report concludes with a series of conclusions (4.1), recommendations(4.2), lessons learned and good practices (Section 5).

Annexes containing the ToR and methodological details are also provided.

2. Project background and context

Countries' context

Around 62 million children are economically exploited in the Asia-Pacific Region, with twenty-eight million of them involved in hazardous work, mainly in agriculture, mining, brick-making and domestic work sectors. There is also a relevant involvement of children in the other worst forms of child labour (WFCL) such as forced labour, trafficking, commercial sexual exploitation of children (CSEC) and armed conflict.

Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan remain countries with a high prevalence of child labour in Asia. Data are, however, often outdated and not in line with recently agreed definitions at international level. At the time the ARC project was designed, some of these countries had not ratified all the international instruments against child labour, and all of them had gaps in their implementation. These gaps concerned lists of hazardous work, regulation of the minimum working age, or the lack of legislation covering forced and bonded child labour and trafficking in human beings.

The following are some key aspects of the context of child labour in the target countries that were considered in the design of the project under evaluation (Doc, 2019).

- Afghanistan: After decades of war, Afghanistan's social protection systems, economy and infrastructure have been destroyed, leading to a considerable increase in poverty, which increases the risk of child labour. Moreover, Afghanistan's popular culture rewards early entry into the labour market. This results in many children working as apprentices in workshops, often in dangerous conditions, as their parents are not well informed of the occupational hazards they are exposed to.
- Bangladesh: A 2006 quantitative survey of child domestic labour in Bangladesh revealed that 13 % of the country's child domestic workers were under 18 years of age, the youngest being only six years old. Half of these child domestic workers had never been to school and only 11 % of them attended school regularly. Although by law education must be free and compulsory up to a certain age, some state secondary schools charge fees that poor families cannot afford. The result is a high dropout rate and premature entry into work.
- India: Bonded labour remains a serious problem in India despite the Bonded Labour System (Abolition) Act adopted in 1976. Members of scheduled castes and scheduled tribes, religious minorities, refugees and migrant labourers are affected by bonded labour to pay off debts owed by their parents to landlords. This form of labour affects children the most. In particular, seasonal migrants, especially tribal migrants, are more vulnerable to child labour.
- Myanmar: Myanmar is one of the poorest countries in Southeast Asia, with approximately 26% of the population living in poverty, which increases the risk of child labour. According to the latest surveys, one in ten children aged 5-17 work, mainly in tea shops and restaurants, agriculture, fishing, construction, mines, factories, small household enterprises and domestic service. Migration crises, which are common in the country due to ethnic conflicts and flood risk, aggravate this problem, increasing the trafficking of children and adults.

- Nepal: Despite legislation and policies to abolish bonded labour, it persists in some parts of the country, particularly in agriculture and female domestic work. The powerful earthquake that struck Nepal in April 2015 may also have created conditions conducive to child trafficking, due to internal migration flows from affected areas and the loss of family income sources. Indeed, the Committee on the Rights of the Child expressed concern that it will have exacerbated the vulnerability of orphans, children of indigenous groups, religious minorities, the Dalit community and migrant workers to human trafficking.
- Pakistan: A significant proportion of Pakistan's population, was below the national poverty line in 2015. Climate change has affected several parts of the country: Baluchistan has recently suffered from drought and a locust invasion resulting in loss of livelihoods. Child labour, due to poverty and internal migration flows, is widespread in the informal economy, agriculture, domestic work, coal mining and the production of bricks, carpets, glass bracelets, leather and surgical instruments. In some occupations, hazardous working conditions are compounded by debt bondage. Other forms of forced child labour that persist include the use of children in illicit activities such as drug production or transportation or as child soldiers by non-state armed groups. Some regions are prone to child trafficking, which can lead to commercial sexual exploitation and forced begging.

Project objectives and theory of change

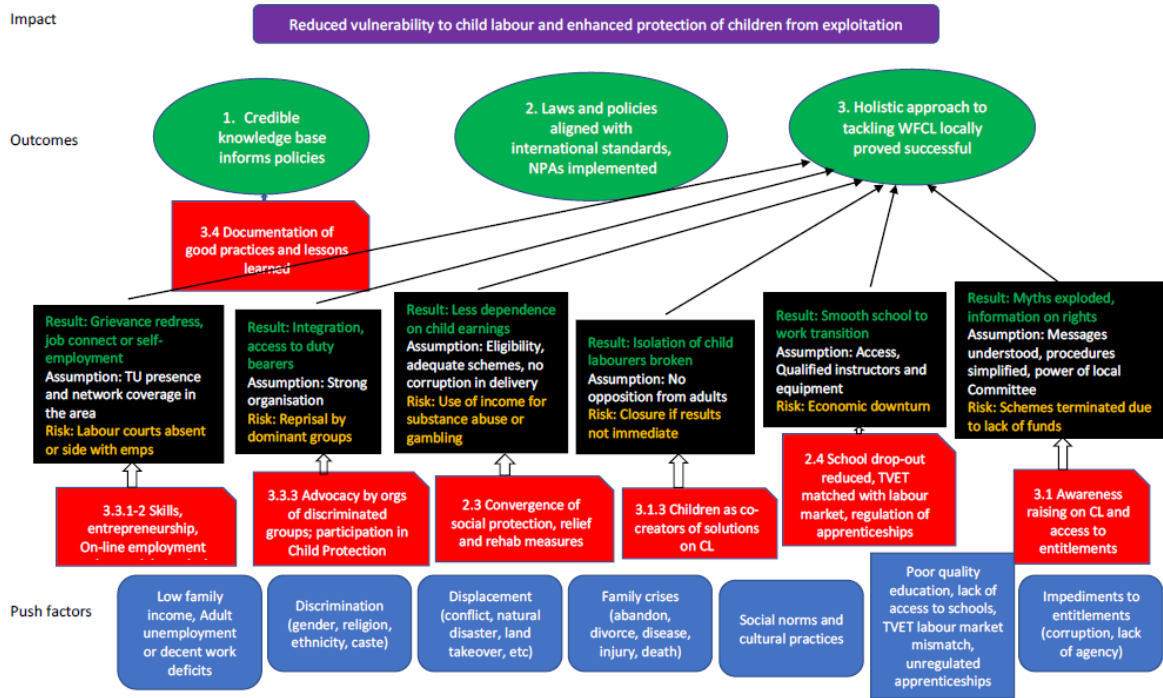
In line with the ILO's Integrated Strategy on Fundamental Principles and Rights at Work (FPRW) and considering the needs of its target countries, the ARC programme addresses three objectives:

1. Building a credible knowledge base on the causes and drivers of child labour and effective interventions to address them;
2. Aligning legislation and policies with international conventions on child labour, forced labour and trafficking in persons, and enforcing and implementing them; and
3. Developing and applying a holistic approach to eradicating child labour, particularly its worst forms, in selected regions of each country.

The main target beneficiaries of the ARC project are governments. The project intends to enhance their capacities to tackle child labour by producing data and strategic information, providing technical assistance and piloting interventions on the concrete zones that could be later replicated and scaled up. Trade unions and employers' organizations in the six countries are also called to act against child labour, and the third component reaches out to child labourers and their families at large, in partnership with local NGOs and governments. The project implementation period is from May 2019 to September 2023.

The ARC programme looks at child labour as a complex and multicausal phenomenon that is driven by push and pull factors. At the supply side of child labour, a series of circumstances may push children to work. These include poverty as the principal cause of child labour, but also displacement; discrimination against on different bases (gender, religion, ethnicity, etc.), job precarity, poor education, quality etc (see Figure 1).

Figure 1. ToC, push factors

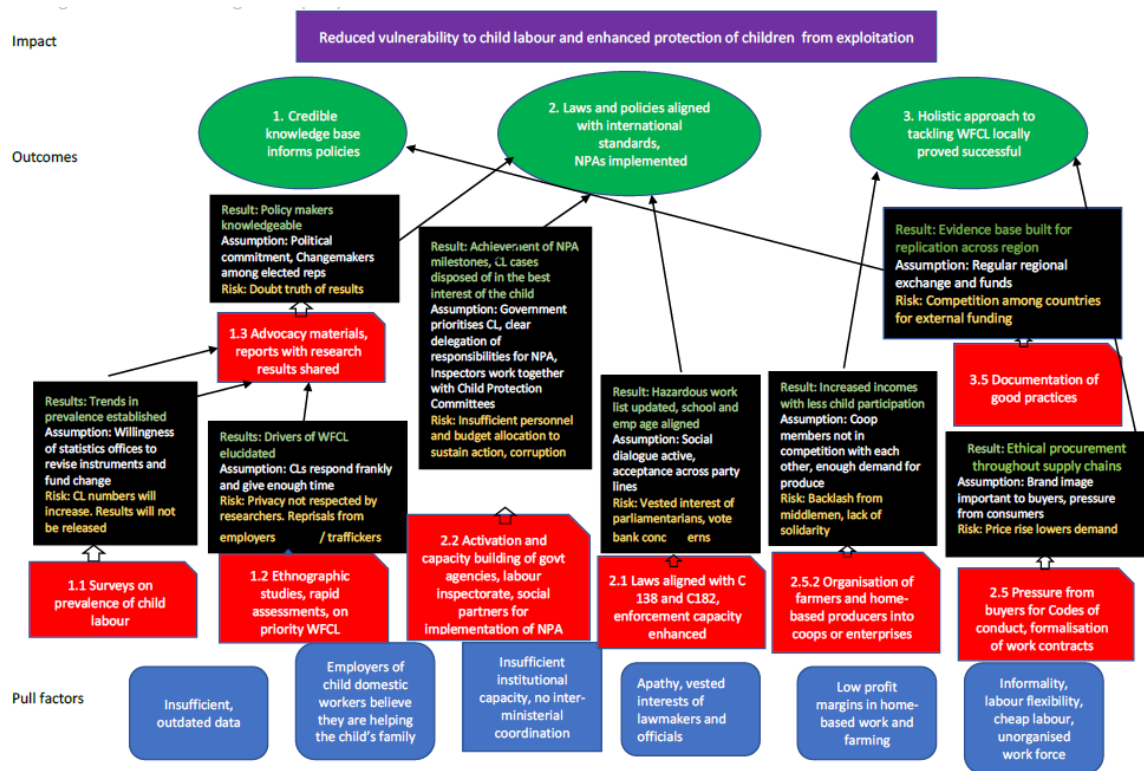


Source: Pro Doc

The main pull factor that attracts child labour is the employer’s aim to reduce labour costs and to increase production. Additionally, some employers genuinely believe that by employing a child, they help the family of the child, and shortcomings in legislation, inspection a workers association form part of the demand-side drivers of child labour.

Based on this analysis the ARC programme combines a research component, and advocacy at policy level, with the piloting of interventions using the integrated area-based approach towards the creation of child labour-free zones. This threefold approach was refined following consultation with constituents and other stakeholders who underlined the need to enhance law enforcement and labour inspection; large-scale public awareness; permanent monitoring systems, and convergence of social protection with child labour prevention at the local level.

Figure 2. ToC, pull factors



Source: Pro Doc

Implementation status and evaluability assessment

The project inception phase took place between May and December 2019, with project activities beginning in January 2020. Implementation has since been affected by the COVID-19 pandemic, which has placed limitations on mobility and in-person gatherings. The project has also been interrupted by the military coup in Myanmar in February 2021, resulting in activities there being paused for seven months, and the Taliban takeover of Afghanistan in August 2021, which resulted in the project’s activities in the country being stopped indefinitely. Despite these challenges the project has made progress towards all three outcomes, with Outcome 3 being the most affected due to the extent of the community-level work it entails.

At the time of conducting this evaluation, the project had been under actual implementation for about two years. Yet, it was agreed to review the progress made and see any possible adjustment needed in the last year of implementation.

Prior to the evaluation of the project, a mandatory evaluability assessment was carried out by the evaluation team. This evaluation recommended a reconstruction of the ToC to better show the causal links underlying the intervention logic, which could be done in the context of the mid-term evaluation. Along these lines, it was also recommended that the work plans for the coming years should include a sustainability plan. The evaluation also found that indicators relating to policy change were too ambitious and did not capture the more immediate effects of the project. The same was true for indicators relating to impact on children and families. It was also recommended that indicators on final beneficiaries should be broken down to show the gender distribution and the percentage of people with disabilities. At the level of data collection to measure these

indicators, the evaluation recommended that the new data collection tasks put in place by the project team should be included in the logframe and linked to specific indicators, and that some elements of the monitoring framework for the communication strategy should be incorporated into the overall monitoring and evaluation framework. Finally, the evaluation recommended that the technical resources available for monitoring the communication strategy be clarified, and the inclusion in the work plans of participatory activities in which the results of monitoring and evaluation activities are shared with project partners and stakeholders.

Project partners and stakeholders

The project implementing partners and stakeholders included:

- National, state and local governments
- Employers' organizations
- Workers' organizations
- Private companies
- Local NGOs
- UNICEF
- Other UN organisations
- Research Organisations

The project was managed by a regional team comprised by a Chief Technical Advisor, a Monitoring and Evaluation (M&E) Officer and a senior admin and finance assistant based in New Delhi, and National Project Coordinators (NPC) assisted by part-time Finance and Administration Assistant. The regional team operates under overall guidance of the director of DWT-CO New Delhi, supported by the Decent Work Team in South Asia, and two FPRW Specialists based in Delhi and Bangkok. The research team of FUNDAMENTALS technically oversees the research component in Bangladesh, India and Pakistan and also assist with child labour surveys, ethnographic studies and rapid assessments in the other countries.

Funding

The programme is funded by the United Kingdom Foreign, Commonwealth and Development Office (FCDO). According to the last progress report of the ARC programme, the funding made available between September 2021 and August 2022 amounted to GBP 4,192,128.38.

3. Findings

This section contains findings organised by evaluation criteria and evaluation questions (EQ).

3.1. Relevance

EQ1. Country relevance

The ILO's support to child labour eradication in the ARC countries is highly relevant. They are all countries with high prevalence of child labour and important shortcomings in policy responses that concern both regulatory compliance with international standards and its implementation.

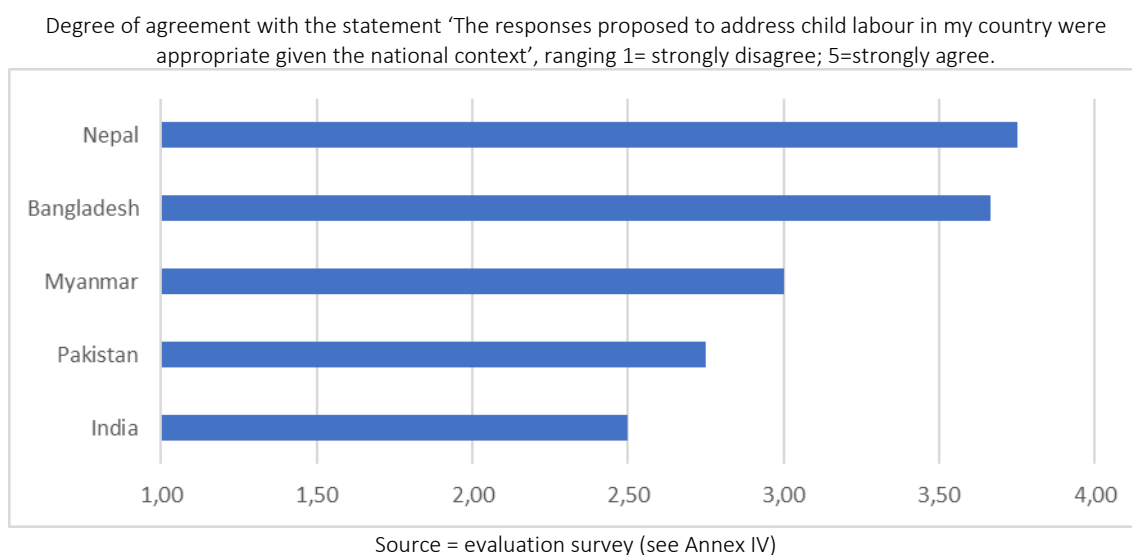
The focus of the ARC project on research and data collection has been found especially relevant to the needs of beneficiary countries, as they all lack a comprehensive and up-to-date knowledge base, with the exception of Nepal, which has recently updated statistics on child labour. Other elements of the ARC approach that have been praised by country informants are the area approach of the CLFZ approach, and the relevant choices made with regards to targeting regions

communities and sectors. This is especially visible in India, where the local component has made greater progress³.

As explained under EQ 6, the country relevance of the programme was enhanced by adapting the overall rationale of the intervention – based on a combination of research, policy support and CLFZ – through a national consultation during the inception phase. As a result of this consultation, special attention was provided in some countries to concrete aspects of the holistic approach to child labour eradication, for instance social cohesion, labour inspection enhancement, the establishment of monitoring committees and awareness-raising activities.

Finally, trainees of the programme assessed the ARC proposals as appropriate to national contexts in general terms (see Figure 3). In particular, the proposals were found more relevant in Nepal and Bangladesh.

Figure 3. Country relevance of ARC proposals according to trainees



EQ2. Alignment

In all countries, the ARC programme builds upon national legislation aligned with ILO conventions relevant to child labour and the UN Convention on the Rights of the Child. Development plans and Decent Work Country Programmes (DWCP) also commit to adopting strategies for eliminating child labour, and all the countries have formally adopted national master plans on child labour. In some cases, the ARC programme promotes the adoption of new international standards (for instance, in Bangladesh technical support was provided to the government to ratify the ILO's Convention C138) but in most cases the advocacy and technical assistance helps the country to effectively comply with previously adopted commitments. For instance, when revising

³ The choices made in India did address areas of high child labour prevalence: the states of Jharkhand, Bihar, Rajasthan, Uttar Pradesh and Meghalaya; the marginalized communities of Dalits and Muslims; and the mica sector.

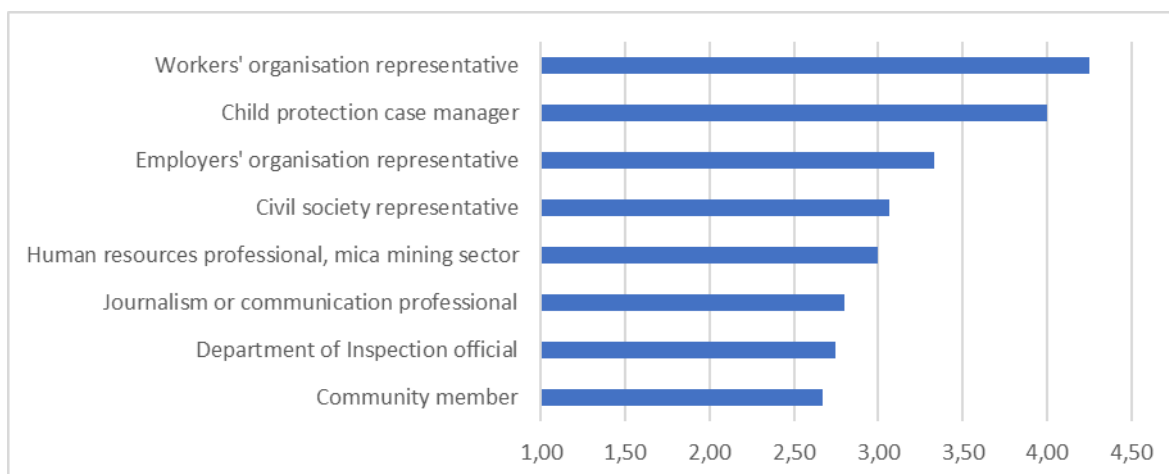
the list of hazardous sectors from the perspective of child labour, analysing shortfalls in the legal and policy frameworks relevant to under the C138 and C182 Conventions, etc.

While all countries have already adopted a legal and strategic framework to tackle child labour, the priority given to the issue and the interest on specific ARC components such as data production, varies across countries. In Nepal, the ARC project has been found especially aligned to the Government’s efforts to implement the Alliance 8.7 as a ‘pathfinder country’⁴. In other countries such as India, the central government has been less receptive to ARC proposals, and the focus has been on providing support at the sub-national level.

The programme design also took into consideration the strategies and needs of employers’ and workers organizations during the inception phase. They were targeted by the ARC training in Myanmar, Bangladesh and India, and during the evaluation survey, they were two of the target groups declaring to have less knowledge about child labour (see Figure 4).

Figure 4. Relevance of the ARC training by type of stakeholder

Degree of agreement with the statement ‘I knew little about child labour before attending the training’, ranging 1= strongly disagree; 5=strongly agree.



Source = evaluation survey (see Annex IV)

In Bangladesh, the ARC project was found to be the sole intervention involving the three parties at the same time. In Nepal, employers’ organizations, such as the Federation of Nepalese Chambers of Commerce and Industries, which has adopted policy on child labour elimination and developed a code of conduct for its affiliates, while three major trade unions are active in addressing child labour, including through lobbying government for the reform of policies. In India, the project connected with the Responsible Mica Initiative (RMI), a partnership with a high number of members from the private sector.

⁴ Alliance 8.7 brings together actors at all levels to collaborate, strategize, share knowledge and ultimately accelerate progress towards SDG 8,7 by 2030. While all countries are committed with the eradication of child labour, pathfinder countries intend to go further and faster in achieving Target 8.7; they accelerate efforts, try new approaches and collaborate with others. Twenty-five countries including Nepal have become pathfinder countries.

EQ3. Perceived relevance

Efforts to raise the profile of the project and its achievements should be supported by the established information sharing mechanisms, such as the ARC communication strategy, which, as per the Pro Doc, is intended to facilitate the dissemination of research results to policy makers and the public. The strategy is materialised in national communication strategy documents and an overall 'Asia Regional Child Labour Project Advocacy and Communication Strategy' document.

In Bangladesh, the opportunity to involve workers' and employer's organizations to a greater extent was restricted by the project's limited budget. Though these organizations were consulted during the design phase, and provided recommendations, there were limited means to address the points they raised. In Pakistan, the Pakistan Workers' Federation, and the Domestic Workers' Union engaged in Punjab with the aim of creating councils for the creation of child protection monitoring structures. Furthermore, an intervention with the Employers' Federation of Pakistan (EFP) is planned, which will be informed by data collected during the child labour survey. In Nepal, representatives of trade unions and employers' organizations considered the project to have provided an important means of participating in child labour monitoring activities at a municipal level.

The project has provided high level support to governments in their efforts to address child labour, resulting in recognition for the resulting joint achievements. In Bangladesh, support was given to the Ministry of Labour (MoL) National Core Committee to produce a list of sectors to be target for the eradication of child labour. The ILO formed part of this committee, ensuring the presence of tripartite members, in addition to promoting the issue in the high-level roadmap negotiation process between the government and the EU. The government also requested support in the elaboration of a paper analysing the C138 Convention and the impacts of its ratification. In Nepal, ARC has been perceived by the government as being an important implementing partner for the NMP-II.

EQ 4. Adaptation to COVID-19 and other challenges

The project has been required to confront a number of significant unforeseen challenges and it has been found to have adapted well to the changing circumstances. The COVID-19 pandemic resulted in the creation new challenges in efforts to address child labour and direct obstacles to project implementation. New forms of child labour arose, while shifting government priorities meant that authorities' focus on child labour elimination effort was distracted. Related health measures meant that meetings and events had to be held online where possible and that the hiring and onboarding of staff also had to take place remotely.

The project responded to the new context with a covid-proofing strategy, which included the adjustment of targets and approaches with corresponding alterations to the results framework and work plan, the design of a remote monitoring system and the creation of a database of vendors and partners still operating through the pandemic to ensure continuity in contracting. To mitigate restrictions in movement, the project aimed to maintain a field presence where possible through partners who could support work on the ground when ILO staff could not travel. The strategy also aimed to link project activities to governments' COVID-19 responses by highlighting that addressing child labour is an important measure in mounting a sustainable and effective pandemic response. This topic is covered further in response to Question 14 below.

In addition to the pandemic, the challenges included a reduction in the project budget and political crises in Afghanistan and Myanmar. The budget cut, which is also discussed in response to Question 21 below, was more difficult to deal with due to the fact that the information on the actual release for a particular financial year came either too close to the cut off date or even after. This in turn made it difficult for the project to plan and allocate resources to its different components and even affected contracts of personnel. In response, adjustments to the work plan so that only activities that could be supported by currently available funding were shown. Corresponding changes would then be made when new releases were received. It is reported that this made programming and planning more challenging as the focus was required to be more short-term. To respond to this, a work plan was developed for the period up to March 2022, with funds allocated to project countries and components as required. It was intended that a re-allocation of funds would then take place in the final period to project end in 2023.

Other events affecting project implementation include the military coup in Myanmar in February 2020 and the Taliban takeover of Afghanistan in August 2021. In Myanmar, the project had to pause implementation for seven months to allow time for the project staff and the FCDO to re-design the intervention there, shifting the work away from collaborating with the government. In August 2021, approval was given to resume operations. The revised approach since then has been to strengthen partnerships with local governments and organizations, and to shift more focus on to employers, workers and CSOs. In Afghanistan, the project was also paused and it was initially hoped that the project could be redesigned, pending FCDO advice.

In summary, the project has shown a high degree of adaptability to emerging challenges. This has materialized in the continuous adaptation of the project workplans and budgets, while sticking to the three programme outcomes and the ARC's threefold approach. As explained in the following sections, the third component is the one for adaptation has been more difficult.

EQ 5. Relevance to DWCP

DWCPs in all beneficiary countries contain numerous references to child labour and provide a strategic framework to the ARC approach, in particular in Components 1 and 2. For instance in Nepal, the DWCP foresees updated labour force sex-disaggregated indicators with a particular focus on the situation of women, youth, migrant workers, forced labour, child labour and informal workers; the effective implementation of laws addressing issues of child labour, bonded labour, sexual harassment in the work place, forced labour and human trafficking; and the promotion of cooperation and partnerships to address unacceptable forms of work, including Alliance 8.7.

3.2. Validity of design

EQ6. Overall design

The project is relevant and realistic to the situation on the ground and has a coherent and logical design due in large part to a robust consultation process and strong alignment to existing frameworks. The ARC project is designed on the basis of expertise, comparative competence and mandate of the ILO and within the framework of its DWCP, the UN Development Assistance Framework (UNDAF) and SDG goal 8.7, as per the project document.

During the inception phase, diverse stakeholders were consulted, including labour ministries; ministries responsible for human trafficking, child protection, women's affairs, education and

other relevant issues; workers' and employers' organizations; national and international CSOs working on child labour; NGO partners of the IDS under the ARC Programme; UNICEF; academic and research institutes, and other relevant organizations. The consultation process was led by ILO country directors, ILO technical specialists on Fundamental Principles and Rights at Work (FPRW) and other country office staff, and stakeholder views were collected regarding national priorities for action within the outcomes identified in the DFID ILO Business Case.

In addition, other features help ensure that the project was suited to the situation on the ground. The intervention aimed to create a base of empirical data on which the other project activities could be designed around, while the design also drew on national and regional historical developments to help ensure its suitability. The integrated approach of project partners has also been highlighted as positive in this regard. In India, for example, this approach considered education, health, nutrition, livelihoods, and social security of households in mica mining regions. This said, to date, implementation of some grassroots activities has been limited in some cases, for example in Pakistan, and so some of the projects' initiatives remain untested at this level.

EQ 7. Gender mainstreaming

The ARC design, as per the project document and log frame, did not cover gender mainstreaming or gender inclusion, or include gender indicators. According to ILO informants, during the project design there was not a specific concern on the particularities of female child labour, and available data showed that the phenomenon mainly involved boys.

During project implementation, a gender mainstreaming document was developed. The project team has reported that gender is taken into consideration in the formulation of activities, in capacity building work, in the establishment of child labour protection committees, and the production of data. Moreover, it has been explained that there is a growing interest in understanding the economic exploitation of girls behind early marriage and within the family household.

3.3. Coherence

EQ 8. Complementarity

The project has formed valuable and lasting partnerships with other organizations and this has favoured synergies on both national and regional levels. At the regional level, the ILO has worked with multipartite groups to advance shared agendas. This includes work with the South Asia Initiative to End Violence against Children (SAIEVAC) in implementing its Regional Action Plan (RAP) on child labour. The process for updating the action plan on child labour has been supported by the project technically and financially and the project's work with SAIEVAC is part of a larger partnership between the organization and the ILO initially signed in 2012 and renewed in 2021 because of the opportunity to collaborate in a stronger manner through the project. The project's work with other initiatives also includes chairing the TWG on child labour of the South Asia Coordinating Group on Action against Violence against Children (SACG), which is formed by

UN agencies, international and regional NGOs and other regional-level actors. The project initiated a statement by the group to coincide with the World Day against Child Labour in 2021⁵.

At the national level, there are different examples of contribution to existing partnerships and the establishment of new ones. In India, the synergies with the Responsible Mica Initiative stands out for its potential local impact. In Nepal, complementarity is sought in the framework of the national plan monitored and reviewed by an Inter-Agency Working Group (IAWG) housed in the Ministry of Labour, employment and Social Security. In Pakistan, the partnership with Group Development Pakistan (GDP), under which media training was provided, provides a further example of how ARC harnessed collaboration opportunities.

EQ 9. Coordination

Mechanisms for formal coordination include the Steering Group for the Asia Regional Child Labour Programme, the first meeting of which was held in November 2019 and included the DFID, UNICEF South Asia Regional Office, UNICEF Office of Research-Innocenti, the IDS and the ILO. The meeting allowed for progress reports, sharing of future plans and technical meetings. A further virtual meeting of the ARCL Programme partners in April 2020 focused on the COVID-19 response.

In the context of the ARCL Programme, the ILO partners with UNICEF in two initiatives. The first is a USD 5 million initiative on child labour and disability, involving a regional study and supporting interventions in India and Pakistan, with the UNICEF Regional Office for South Asia (ROSA). The second is a USD 2 million research programme on the inter-linkages between education and child labour to be delivered through the UNICEF Office of Research (Innocenti) and focusing on Bangladesh and India. Furthermore, the ILO and UNICEF published a joint report entitled 'Covid-19 and Child Labour: A Time of Crisis, A Time to Act' in June 2021 to highlight the impact of Covid-19 on increasing children's vulnerability to child labour and calling for international action to protect children.

In Pakistan, the ILO and UNICEF have signed a MoU to coordinate support the ongoing child labour survey, which is led by UNICEF in collaboration with provincial governments. The project maintains liaison with UNICEF, the Department of Labour and the Bureau of Statistics in order to stay up to date with developments in the survey's implementation.

The project also aims to coordinate with other ILO projects at the country level. According to progress reports, this is done in all project countries where communication across projects take place through the management structure of the country office. Examples are provided pertaining to Myanmar, where the project is viewed as part of a larger child labour programme and activities are integrated and coordinated, and Pakistan where the project facilitated the formation of the Child Labour and Bonded Labour Cluster at the country office. In Nepal, ARC has provided support to the ILO's BRIDGE project in conducting the Employment Relationship Survey in Nepal's brick industry, a collaboration which has yielded positive results, according to key informants.

⁵ The statement cited the findings of the 2020 global estimates on child labour and how these would most likely will be exacerbated by the COVID-19 pandemic and called on stakeholders, including government, civil society and businesses, to take immediate action.

EQ 10. Development planning

The project aims to address country-specific gaps in policies in terms of their alignment with global conventions on child labor and related issues. As explained in the alignment section, such conventions are reflected in national development plans and favour the coherence of ARC with broader development interventions.

3.4. Effectiveness

EQ 11. Achievements

The programme effectiveness has been hampered by a delay in the project launch and the recruitment of key staff, the outbreak of the COVID-19 pandemic, and political instability in Myanmar and Afghanistan. In the four other countries, despite difficulties, progress has been made in all three components in most cases. In the following paragraphs, consolidated information of the progress made by the four countries towards the three programme outcomes is provided.

Credible knowledge base on extent of child labour, its drivers and causes, informs policies

All four countries have benefitted from knowledge products on child labour produced by the ARC project, with Nepal being the one that best meets the expectations set in the initial plans under this component, as it has already produced estimations at country level in the 2021 National Child Labour Report, which is based on the Nepal Labour Force Survey 2017-18. The Report is currently the only source of data cited by the Government, media and other organizations, and according to interviews, its data has oriented the Government in selection of priority geographical areas and sectors.

In Bangladesh, a national child labour survey run by the national statistics office has been completed and its publication is currently waiting for government approval to publish the report. Considering the lack of data in the country, it is expected that the same effects as in Nepal in terms of citation and policy influence will be found in Bangladesh by the end of the project.

Additionally, narrower studies have been produced in all countries. Nepal has conducted a sectoral survey in brick kilns, and an ethnographic study on child labor and forced labour in Haliya, Karnali Province. Although narrower in terms of scope, such a study deepens into the drivers and causes of bonded labour and forced labour providing more insights for targeted policy design. Indeed, evidence was found on the use of its findings in the framework of another ILO Project⁶.

In Pakistan, studies have been finalized on domestic work, and garbage and rags picking, while a third piece of research on auto-mechanic workshops has completed the data collection phase. Following the publication of the study on domestic work, IECD materials were developed by the Pakistan Girl Guide Association (PGGA), which has already integrated the research and related materials in their regular programme. The PGGA programme foresees campaigning against

⁶ The BRIDGE Project funded by USDOL has utilized the findings of the studies.

domestic child labour and aims at cutting down the acceptance of this modality of child labour within families and communities⁷.

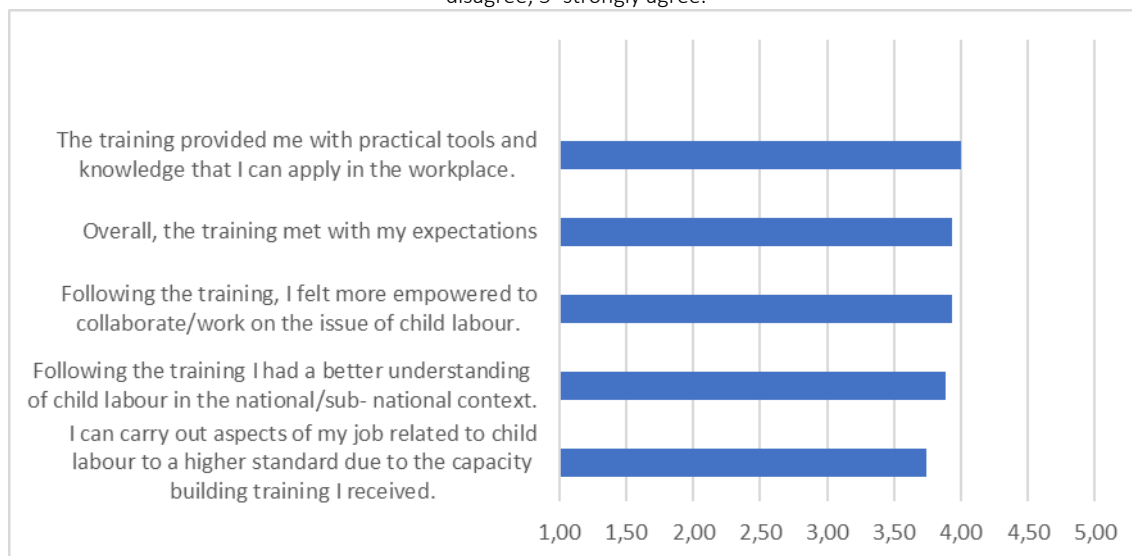
In the case of India, although there has been involvement of government authorities at the block and district level, India program is yet to engage the government authorities at the state and national level on evidence-based policy dialogue. On this note, it must be added that the school-to-work transition study was commissioned in response to a demand from the State Government (Uttar Pradesh), and it was aligned with the government program on skilling. Also, a study on bonded labour in brick kilns is being conducted.

In Myanmar, a rapid assessment on child labour was completed in rural and urban pockets. The draft report is ready for the dissemination among the social partners. Community levels actions will be planned further based on the findings from the assessment.

Under Component 1, ARC reports also inform on progress made in dissemination activities of different kinds, including training provided to media and communication professionals. Trainees have positively assessed the training, mainly for providing them with practical tools and knowledge applicable in their jobs, for meeting initial expectations, and empowering them to engage in child labour issues.

Figure 5. Effectiveness of the ARC training

Degree of agreement with several statements related to the effectiveness of the training ranging 1= strongly disagree; 5=strongly agree.



Source = evaluation survey (see Annex IV)

However, these activities have been undertaken in parallel with ongoing research and do not necessarily serve to disseminate research results. Indeed, the actual timeframe of the project implementation has not allowed the project team to follow the full sequence foreseen in the project document for the research component: conducting empirical research, disseminating

⁷ The two other sectoral studies were not finalised at the time of conducting the MTE.

results among policymakers and triggering evidence-based policy action. In the case of Nepal, where the research component has reached the publication of data, the efforts to inform policymakers in reforming policy were put in the period 2021-22, and therefore evidence on effects could emerge in 2023 and be collected during the final evaluation.

Laws and policies consistent with international standards against child labour implemented

As explained in previous sections, the project is supporting the effective implementation of international standards against child labour under the umbrella of national master plans elaborated by beneficiary countries with ILO support before the project was launched. According to progress reports, this is the most challenging project component, as the political attention was on addressing emerging challenges, including political events and economic threats related to the COVID-19 pandemic. Yet, the project has provided effective support to policy development at the national level in Bangladesh and Nepal.

In Bangladesh, the list of hazardous labour was updated and the government ratified ILO convention C138. Additionally, the project organized a consultation with the National Child Labour Welfare Council and conducted workshop and training for labour inspectors to strengthen their capacity related to child labour. In Nepal, two concrete measures are being supported: a review of the social protection system with a view to preventing child labour in the COVID-19 context; and a review of the hazardous child labour list particularly, based on occupation and processes where hazards are identified. In this country, the project has also provided support to the Alliance 8.7 Secretariat in promoting social dialogue at provincial level.

In India, policy support is working at the subnational level, for instance by engaging with the state of Meghalaya (East Jaintia Hills) in the review of social protection programs and its links to child labour prevention, but the project has not yet succeeded in partnering with the central government. In Pakistan, this component has not produced concrete achievements either, as they were waiting for the studies to make recommendations for the advocacy work.

Holistic approach to tackling WFCL developed, applied and proved successful on the ground.

As already mentioned, the ARC's holistic approach has been applied to a higher extent in India, where the programme has been successful in setting up community level interventions in the states including Bihar, Jharkhand and Meghalaya. In 2022, the project has gained significant momentum in Bihar and Jharkhand towards eradicating child labour in mica mining. The programme is expected to pick-up pace in Rajasthan, Meghalaya and Telangana during the remaining period of the project. Awareness raising material has been developed and used for the community level interventions in the states of Bihar, Jharkhand and Meghalaya by the partner organizations. Awareness is also being generated through social media in partnership with UNICEF, and in schools through children's clubs and among social welfare officers. Meetings are being conducted to set up Child Protection Committees at the community level with elected representatives and tribal leaders. The project is also liaising with Child Welfare Committees to solve the problem of age verification needed for effective law. Further, meetings are being held to establish a labour desk by the trade unions at the Panchayat level for promoting decent work for adults and access to microfinance for self-help groups of women from the local cooperative banks. Similarly, meetings were being held with relevant stakeholders for linkage through the Child Protection Committees and District Nodal officers of unemployed youth and adolescents withdrawn from hazardous work with TVET, entrepreneurship training and microfinance. TdH has

formed and strengthened Children's club (*Bal Manch*), and conducted vocational training and livelihood activities, OSH training and early childhood education.

According to the interviews and focus groups conducted during site visits, these activities were very effective in mobilising the communities to create awareness and act on the worst form of child labour. In these respect, these interventions meet the expectations of the project for component three, and the experience is ready to be documented and showcase the potential of area-based holistic approaches to a larger audience outside the project area.

In Nepal, the third component has also produced some initial results. The idea of child labour free zones (CLFZ) has been promoted in selected districts, and two municipalities have already signed the related agreement and are expected to put in place the clauses in the last year of implementation.

A synthesis of the progress made towards each expected outcome in each of the five focus countries is provided in the following table.

Table 2. Progress towards results

	Outcome 1 Credible knowledge base on extent of child labour, its drivers and causes informs policies	Outcome 2 Laws and policies consistent with international standards against child labour implemented	Outcome 3 Holistic approach to tackling WFCL developed, applied and proved successful on the ground
Bangladesh	A national child labour survey run by the national statistics office (BBS) conducted: data collection phase completed and a draft report written. Awareness raised among journalists, labour inspectors, and CSOs.	A NPA prepared, the list of hazardous labours updated and ILO convention C138 ratified. Training for DIFE officials provided to strengthen DIFE officials' capacity to reduce child labour. Social protection activities on hold.	A national NGO with vast experience, ESDO, selected to put in place a CLFZ
India	The Government did not engage in the ARC research approach based on up-to-date comprehensive surveys. Other research activities are conducted in relation to work plans on the ground: a study to develop a Sustainable Mica Policy Framework for Jharkhand state and a 'School to work' transition survey in Uttar Pradesh state.	This component has been underdeveloped in India. Policy proposals came with activities on the ground and referred only to mica mining in Bihar and Jharkhand.	The project has been successful in setting up community level interventions in the states of Bihar, Jharkhand, and Meghalaya. Progress has been made with World Vision International (WVI) in the state of Meghalaya to review and link the existing social welfare and protection programmes and advocacy for CSOs to prioritize families vulnerable to child labour. SHG programme helped women in setting up kitchen gardens for better nutrition for their families.
Myanmar	A Rapid Assessment on Child Labour in urban (Yangon Region) and rural areas (Ayeyarwady Region and Kayin State) is nearing completion, according to progress reports. Social media campaigns were launched in connection to the WDAFL and in collaboration with other ILO child labour projects in the country	Progress reports explain that financial and technical support was provided for the development of the E-Learning Programme on Child Labour, which consisted of nine modules made available on the ILO Myanmar E-Campus. Fifty-four participants from community-based organizations and international and national NGOs completed the course.	The 2022 TPR reports that CSOs were supported in holding community events in the regions of Yangon and Bago. featuring activities such as workshops, writing competitions and the distribution of materials and reaching 3,635 students and teachers. A further seven community events and four awareness-raising workshops were held in other states and regions, reaching 794 women and 676 men.
Nepal	Scale of child labour, and hazardous and worst forms of child labour, estimated on the basis of the 2017/18 Nepal Labour Force Survey and published in the 2021 National Child Labour Report. Other empirical analyses include a national level sectoral survey in brick kilns, and ethnographic study on child labour and forced labour highlighting the case of Haliya in Karnali Province. Advocacy activities conducted with journalists.	Policy support materialized in the Alliance 8.7 Secretariat, the Action Plan of the National Master Plan on Child Labour II (NMP II), a review of the social protection system with a view to preventing child labour in the COVID-19 context; and a review of the hazardous child labour list, particularly based on occupation and processes where hazards are identified.	Guidelines on Declaring CLFZ elaborated and piloted in the Bhojpur district. Training conducted with social workers Six municipalities engaged in future CLFZ campaigns.

Pakistan

In Pakistan, the child labour survey is being conducted by UNICEF and was completed in Punjab and Gilgit Baltistan. ARC contributed with a number of sectoral studies that shed light on forgotten subtopics such as child labour in domestic work, in rubbish picking and in auto mobile/auto mechanic workshops. Advocacy activities conducted with CSOs and journalists

This component has been underdeveloped in Pakistan.

CLFZ as such have not yet been set in Pakistan. However, community-led child labour monitoring systems are mapped out and three districts have been selected in Punjab (Lahore, Faisalabad and Gujranwala with two union councils each) for piloting the child protection monitoring committee implementation.

EQ 12. Gender effectiveness

As explained above, gender was not mainstreamed in the initial project design. A gender mainstreaming document was developed during implementation and its effects varied from country to country depending on the sectoral focus of the project in each national context and the project partners. In Pakistan, for example, the domestic sector, which predominantly affects girls, has been targeted and a key partner is the Pakistan Girl Guides Association (PGGA), enabling the project to reach out to girls and their families, including through the contents of training. In India, it was also found that the programme focused more on girls and women, with more girls involved in the Bal Manch, which were actively involved in promoting children's rights, including efforts to eradicate child labour. Self-help groups for women were also organized to create a pooled funding mechanism to provide loans to members for livelihood activities. Gender segregated data was collected for training participants, awareness generation activities and events.

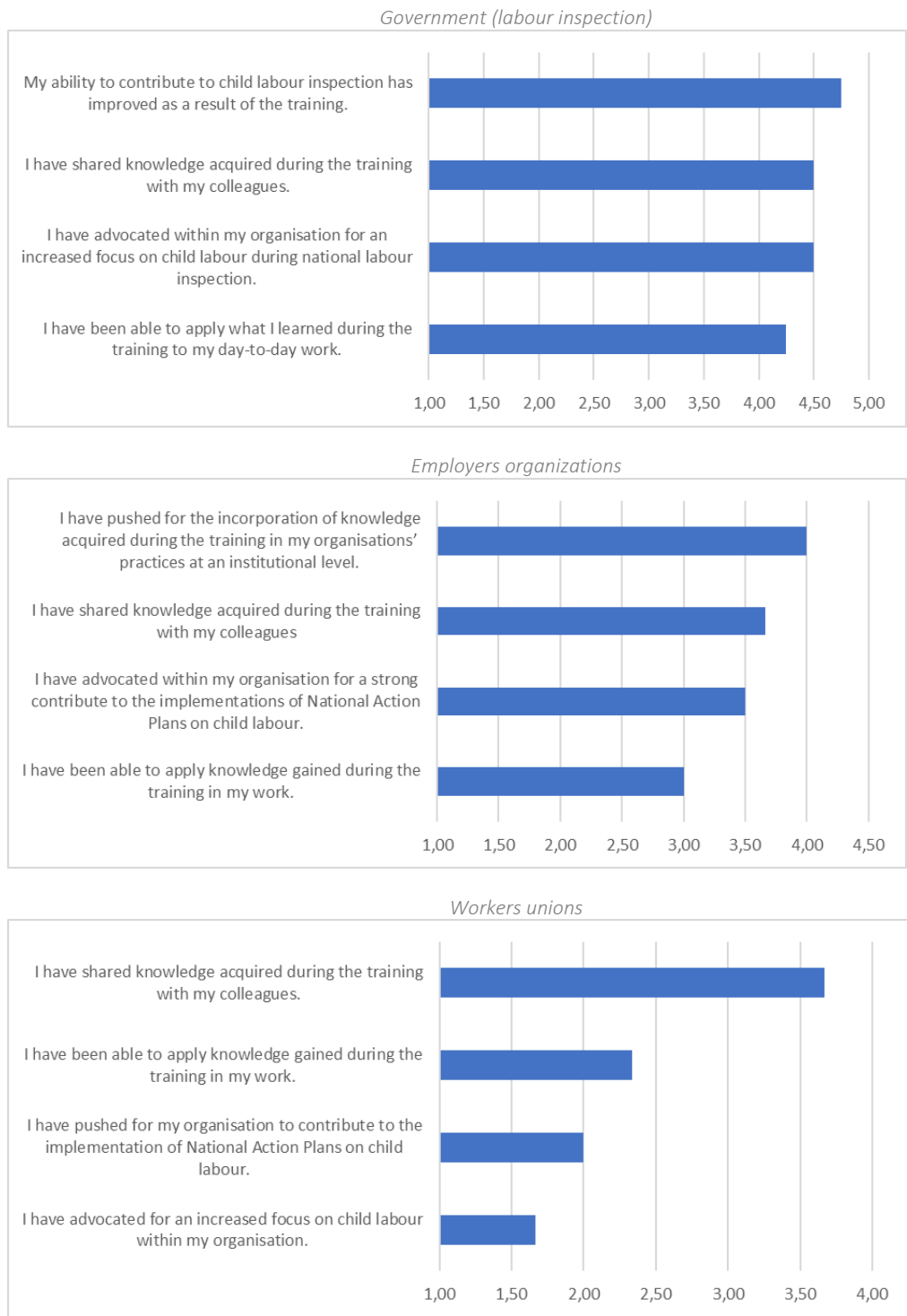
EQ 13. Impact indications

Although the ARC third component aimed at showcasing how the holistic approach could effectively impact on children and families, field missions have not collected information of this kind given that grassroots activities have yet to be fully implemented. On the contrary, a survey conducted among ARC trainees and the analysis of social media accounts of target institutions have captured some indications of impact on the engagement of target groups.

The survey has collected feedback from tripartite constituents about the use of the knowledge provided by the training in their respective organizations. Trainees working in labour inspection in Bangladesh have seen by far the highest level of impact on their daily work, specific inspections related to child labour, knowledge sharing among colleagues and advocacy within their institutions. On the contrary, union representatives, mostly from Myanmar, encountered difficulties in making practical use of the knowledge gained in their organizations and daily work (see Figure 6).

Figure 6. Impact of training on tripartite constituents

Degree of agreement with several statements related to the effectiveness of the training ranging 1= strongly disagree; 5=strongly agree.

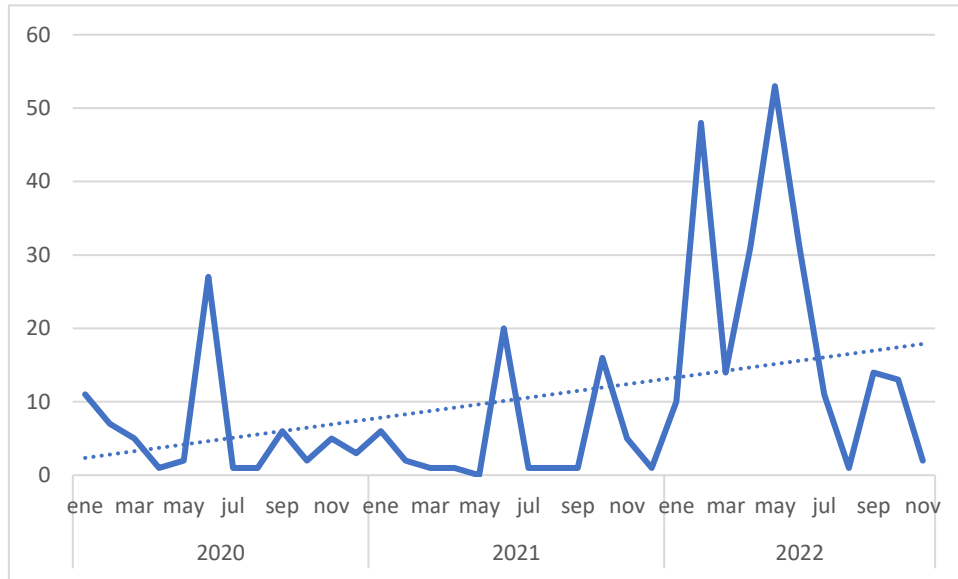


Source = evaluation survey (see Annex IV)

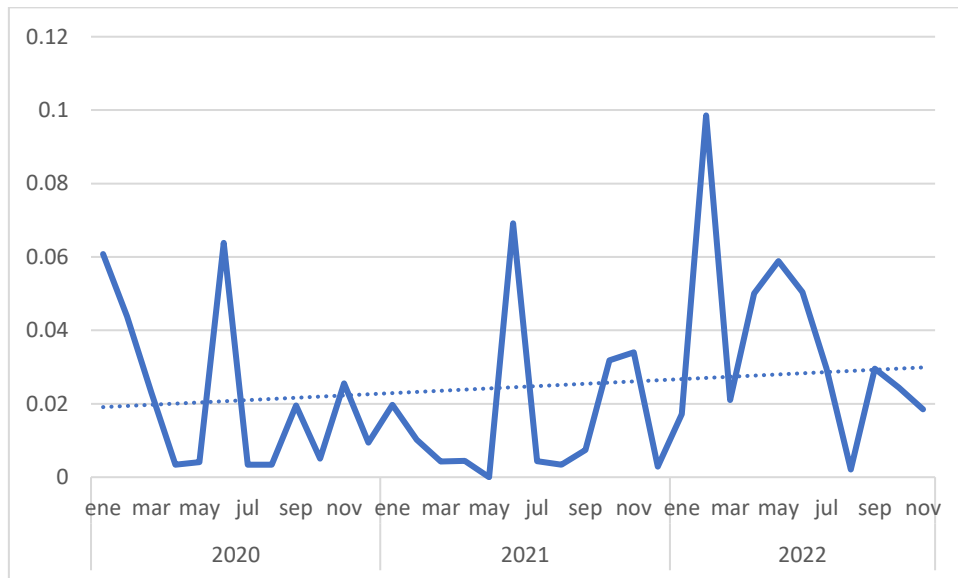
Similarly, computerized content analysis conducted on twitter accounts of government, media and civil society entities in Nepal and India indicates a growing salience of child labor in their institutional messages. In total, 31,161 tweets were analyzed, and it was found that keywords related to child labour have increased in absolute and relative terms. The following figures covering the project implementation between 2020 and 2022, show not only an increasing trend but also some peaks around the month of July, which might be related to the observance of World Day Against Child Labour, which the ARC project supports.

Figure 7. References to child labour key word

Monthly occurrences and linear trend, 2020-22



Monthly frequency and linear trend, 2020-22



Source: computerized content analysis on Twitter accounts of target institutions in Nepal and India

EQ 14. Adaptation

The COVID-19 pandemic was also viewed as an opportunity to reach new partners and stakeholders in efforts against child labour. As such, following adjustments to the national log

frames in response to the crisis, the project planned to carry out a search for new potential partner. The outcome of this effort is not made clear in progress reports, however.

Knowledge was also shared with programme partners as a means of responding to the crisis. At the April 2020 meeting of the Asia Regional Child Labour Programme partners (the DFID, ILO, IDS and UNICEF), the impact of COVID-19 on child labour was discussed and the ARC project team shared their analysis and evidence on the impact of the pandemic, in addition to plans for research and action.

Despite efforts to mitigate the effects of COVID-19, the pandemic and resulting public health measures did disrupt implementation, causing delays in the implementation of some outputs, particularly under Outcomes 2 and 3. As previously explained, the pandemic also drew some of the focus of governments away from child labour. This appears to be the case in India, where the national government seemed hesitant to include a child labour survey in the context of the pandemic.

The Taliban takeover of Afghanistan was also initially viewed as an opportunity to develop a UN and ILO response to the resulting humanitarian crisis that would strongly address child labour, though it was recognized that any ongoing efforts would depend on FCDO advice on how the project should proceed in the country. The project responded by focusing more on state governments and block and district authorities.

3.5. Efficiency

EQ 15. Flexibility

The project has displayed flexibility in responding to changes and constraints experienced in the course of implementation. As explained in responses to previous questions, changes to the mode of implementation and timing of some activities were made as a result of the pandemic, and, though it was not permitted to revise the outcomes, activities and outputs could be realigned to suit the new circumstances.

The flexibility was managed through a continuous review of work plans.

EQ 16. Management

The project has been effectively managed despite efficiency being somewhat hampered by human resource levels that are rather limited given the size and scope of the project. The project was allocated only two staff members per country: an NPC and an administration official. Informants have reported that this has in some cases led to challenges in implementing what is considered an ambitious intervention.

Some difficulties were encountered in finalising the project team during the early phases. There was a delay in hiring a Monitoring and Evaluation Officer, leading to the M&E system not being fully developed until after the project had begun. The project also attempted to hire a researcher but, despite two rounds of advertising, was not able to identify a suitable candidate. An effective solution was found in drawing on the expertise of an ILO FUNDAMENTALS research unit specialist to fulfil the role. This unit had already been involved in providing technical support and guidance to the project.

Some key informants also considered that the inception phase had been overly drawn out due to the time taken to finalize implementation agreements and revise the outputs and activities. It was also considered that some delays incurred later in the project could have been avoided. Outcome 2 was held up by delays in implementing Outcome 1. Some informants thought that Outcome 2 activities could have proceeded before the completion of Outcome 1, and on the basis of existing knowledge on child labour, resulting in some efficiency savings.

EQ 17. M&E

The project has reviewed progress and put in place mechanisms to facilitate mutual information sharing and learning between project countries based on quarterly and annual workplans. However, this exercise has not been facilitated by the tools designed for that purpose, that is the programme logical framework, the Project Management and Monitoring System (PMMS) and a communication strategy containing a different monitoring framework.

The reference for the project M&E activities is a logical framework that provides a clear list of outcomes and outputs along with indicators, risks and assumptions. All project indicators have clear logical connections with the output / outcome they are associated with, and these have been used in progress reports. However, in some cases the indicators were too ambitious, as they referred to medium term impacts such as the adoption of legislative changes, budget increases and long-term impact, in addition to increased school enrolment rates, increased social protection in target groups, and children withdrawn from work in the WFCL.

The ARC project inception phase took place between May and December 2019, with project activities beginning in January 2020 and soon affected by the outbreak of the COVID-19 pandemic, which hindered the recruitment and onboarding of project staff, including a M&E officer who finally joined the team in August 2021. In this context, a Project Management and Monitoring System (PMMS) with a M&E framework was commissioned to an external consultant. The M&E officer found the framework to be more oriented to ex-post rather than regular monitoring, and put in place a set of monitoring practices based on work plans and milestones.

Finally, the project also contracted the design of a communication strategy with its own monitoring framework. Such a framework foresaw indicators such as the number of citations in the media or the number of media articles reflecting key issues pertaining to the ARC project, in addition to a survey to be conducted by a research agency. In practice, these indicators were not incorporated into work plans and progress reports, as the effort was directed towards trying to reconcile the implementation of work plans with the original logical framework.

In practice, the M&E Officer and the project regional coordinator have followed up performance at three levels. At activity level, different reports were produced. For instance, studies were reviewed ex-ante by intervening in the definition of ToR, and conceptual notes; consultation and trainings, were followed up ex-post with reports containing number of participants, agenda and main outcomes; grass root activities, were controlled with a separate M&E framework developed for partners, including a baseline or a needs assessment done before the intervention. Secondly, a follow-up at country level was conducted on a monthly basis with the support of a country-specific work plan with milestones. This system was put in place in order to fill in the gaps of the M&E monitoring framework initially designed. Monthly meetings involved all members of the

project team and favoured cross-country exchanges of information. Additionally, quarterly reviews of work plans placed a stronger emphasis on learning.

Finally, annual technical reports were used to consolidate information at the regional level and ensure accountability to the donor and ILO management.

EQ 18. Human resources

The human resources plan favoured the presence of staff at country level, with a national project coordinator in every country. This was consistent with the capacity building approach of the ARC project, and its ground activities requiring strong connections with local actors. Only two functions were centralized at the regional level, in addition to the overall programme coordination: the administrative and financial implementation, and the M&E activities. Initially, a research officer was to be hired to lead in the implementation of research activities. However, no suitable candidate was found and as an alternative, it was decided to give the responsibility of working on the research component to the Fundamentals Research Unit. This unit was already involved in providing technical support and guidance to the project.

EQ 19. Participation and balance

The search of a multi-stakeholder involvement is present in all project components and countries. Beginning with the initial consultation, which brought together diverse stakeholders. ARC has invested in close collaboration with public and private entities to achieve its aims with regard to each of the three main outcomes. Indeed, according to progress reports, efforts were made to involve government stakeholders before beginning any activity, for example through their involvement in the inception of surveys and studies and by providing regular updates on project progress. In the case of some countries, engaging labour inspection departments (Bangladesh and Pakistan) and disseminating messages to policymakers and other government officials (Bangladesh, India and Nepal) have been identified as best practices. These collaborations also include:

- the bringing together of public and private actors in the formation of national core committees; the provision of capacity building to actors, including Department of Inspection officials, media professionals, national statistics office workers, representatives from employers' and workers' organizations, human resource officials from the mica sector and child protection workers;
- working with local and international partners to facilitate local government initiatives to address child labour through the creation of Village Development Plans and Village Plans for the Elimination of Child Labour, for example in India; and
- the provision of policy recommendations on the consequences of ratifying C138 vis-à-vis the provision of a compulsory schooling age, which aligns with the minimum age of entry into the workforce, as put forward in meetings with the Government of Bangladesh and the EU.

EQ 20. Timing

As explained in several sections of this report, the programme has accumulated administrative delays during the launch of the programme, and logistical delays caused by the COVID-19 pandemic. Moreover, political crises have altered the minimal conditions needed to engage in policy reforms in Myanmar and Afghanistan, while other countries have also been immersed in

political and climate crises. In summary, crisis after crisis, the project has adapted work plans to the extent possible, but it has not been able to meet the initial timeline, and will be very unlikely to achieve the effects foreseen in the project document for the implementation period.

EQ 21. Resource allocation

The project budget is GBP 9 million, with total revenue received in the four tranches delivered by 31 May 2021 standing at GBP 3,078,267. The project budget was reduced by GBP 1 million due to financial challenges on the part of the FCDO. As a result, the August 2021 progress report explains that the project would only reflect the funds already received in ILO's financial management system. Furthermore, adjustments to the work plan were made to only reflect activities that could be supported by currently available funding. Corresponding changes would then be made when new releases were received. It is reported that this made programming and planning more challenging as the focus was required to be more short-term. To respond to this challenge, a work plan was developed until March 2022, with funds allocated to project countries and components as required. It was intended that a re-allocation of funds would then take place in the final period leading up to project end in 2023.

Changes were made to how the project's research was funded, with regard to the interventions two main pillars. The IPEC+ Programme (budget £ 5 million) supports all six project countries in reviewing and implementing national priorities to eliminate child labour at a policy and legislative level and in targeted geographical areas, while the research programme (budget £ 3 million) was to cover research in Bangladesh, India and Pakistan. An initial proposal was submitted for the research component to be partially funded from the 2018-20 fund. However, the spending deadline for these funds was March 2020 and so it was agreed that the research component would not continue to be funded through the 2018-20 fund and instead component was extended to align with the end of the IPEC+ component for a duration of up to four years. It was also agreed that any research required to support work in the other three countries would be conducted using the IPEC+ funds they had been allocated.

3.6. Sustainability

EQ 22. Sustainability and exit strategies

The ARC programme design presents several features that can reinforce the sustainability of results beyond the programme timeframe. First of all, the project taps into robust normative bases at the national and international level, and collaborates with national and local institutions mandated to combat child labour. In some cases, the project has contributed to further reinforcing the institutionalization of child labor measures, for instance, by setting up a child labour monitoring sub-committees under the child rights committees, or by introducing child labour indicators in the national labour force surveys. The approach taken in the activities on the ground is also conducive to sustainable results, as it is based on partnerships with well-established local actors (the capacities of these actors, however, may vary across countries and locations, as explained under the following question).

That said, the project has no sustainability plan described in the Project Document or elaborated in subsequent reviews of the intervention, despite progress reports covering a review of challenges risks and corrective actions. Such a plan could be elaborated in the last year of implementation and design a differentiated exit strategy for each component and country.

EQ 23. Ownership and capacity

As explained above, ARC has achieved a high level of involvement on the part of public and private stakeholders. The engagement of these actors for the purposes of advocacy, the provision of advice and technical support and the implementation of measures aligned to conventions pertinent to child labour are key to the project's sustainability.

This said, there have been instances when it has not been possible to engage actors to the desired extent. Government collaboration has not always extended equally across all planned activities and all organizational levels. For example, in India, the national government has not met with project requests regarding the incorporation of child labour in the national labour force survey, and the project's effort with advocacy have been more successful at block and district level than at the state and national level.

In other cases, such as Bangladesh, resource capacity rather than ownership is the key limitation to the project's long-term impact and sustainability. The key governmental counterpart in charge of labour inspection, the DIFE, suffers from insufficient human resources to conduct inspections in the country's factories and ensure monitoring of child labour situations.

Capacity is also an issue for local partners to sustain the implementation of CLFZ. While in India in the mica value chain has its own traction and will continue to receive national and international support through the RMI and relevant NGOs such as TdH, NGOs in targeted areas in Nepal lack financial resources to sustain project activities when funding ends, and do not have such a long record in combatting child labour as to ensure the continuation of activities.

EQ 24. Sustainability of results

The sustainability of each outcome depends to a large extent on the degree of completion of each project component in each country. For instance, the child labour indicators introduced in the Nepal National Labour Force Survey will very likely be informed in regular editions of the survey that is to be conducted in a systematic manner by a national statistics office, while in India, the research component has been implemented to a lesser extent, and ad-hoc studies such as a school-to-work transition in Uttar Pradesh will not be necessarily renewed or updated. On the contrary, in India, the Programme has gone further in implementing concrete measures related to social protection or income generating activities on the ground. So far, these activities seem more sustainable than agreements with Nepal municipalities on CLFZ, whose clauses have not been implemented yet. In these cases, project team members and informants on the ground have indicated that it would be desirable to extend the timeframe of the project activities.

This said, the sustainability of each of the three components will be favored by the above-described partnership approach and the training and awareness-raising activities conducted across the three components. Local partners have acquired knowledge and skills during their participation in the project. For example, in India, activities are currently being implemented by local NGOs with the involvement of government authorities at the block and district level. Both local partner Janhit Vikas Samiti (JVS) and TdH have made efforts to build the capacity of local governing bodies (Panchayat Raj institutions), which are expected to continue working on child labour issues going forward. Meanwhile, Bal Manch are continuing advocacy at multiple levels and village development plans have been elaborated in eight villages in two states. Furthermore,

these plans are to be showcased at state level as a model of how to include a child labour module in various social security schemes and programmes.

Similar examples are found in Pakistan and include the incorporation of information on child labour in training materials and multiannual work plans of CSOs and unions. In more general terms, the evaluation survey has provided positive feedback on the impact and sustainability of the knowledge generated by the ARC programme, as indicated in the impact subsection. Among other effects, labour inspectors participated in the ARC training indicated to have improved their ability to conduct child labour inspection, employers' representatives indicated to have pushed for the incorporation child labour issues in their organization, and journalists consider themselves to be better enabled to follow up on the child labour agenda.

A synthesis of the likely sustainability of ARC in each expected outcome and focus country is provided in the following table.

Table 3. Likely sustainability of results

	Outcome 1 Credible knowledge base on extent of child labour, its drivers and causes, informs policies	Outcome 2 Laws and policies consistent with international standards against child labour implemented	Outcome 3 Holistic approach to tackling WFCL developed, applied and proved successful on the ground
Bangladesh	A sector- study on bidis (cigarettes) foreseen. Concrete connections between survey data (to be released soon) and policy dialogue can be established by the ILO. Increased media coverage of child labour and alliances with journalists and CSOs may help.	Collaboration and training involving inspectors could be scaled up to have a meaningful impact	A longer-term collaboration with ESDO needed to be able to pilot a first CLFZ in the country
India	Comprehensive data on child labour dates back to 2011 and needs to be updated.	Trust with the central government on child labour needs to be built to fully apply the ARC approach,	Combatting child labour in the mica sector will very likely continue with involvement of TdH and RMI. Advocacy is still needed in the formalization of the mica value chain, increased access to social benefits, and employer engagement.
Nepal	It is expected that collaboration with Central Bureau of Statistics (CBS) ends by integrating child labour indicators in regular National Labour Force Surveys.	The Alliance 8.7 Secretariat will be key to sustain results. However, the GoN is relying on the ARC NPO as an ILO focal point for child labour issues including enhancing the Secretariat	Activities to implement CLFZ still pending. To enhance the implementation the project has mobilized support from three trade unions to support monitoring activities by sending representatives to child labour monitoring committees. In coordination with the MoLESS, the project is developing integrated software on child labour to support monitoring.
Myanmar	The Rapid Assessment on Child Labour in urban (Yangon Region) and rural areas (Ayeyarwady Region and Kayin State) described in Table 2 above will provide an ongoing means of engaging stakeholders and partners.	The E-Learning Programme on Child Labour, which, as described in Table 2, has been completed by 54 people to date will contribute to organizations' ongoing efforts to address child labour.	The child labour monitoring system is yet to be launched in the country, according to progress reports. However, if successful, the system may be used as model in other geographic areas.
Pakistan	The Government is custodian of the child labour survey and has allocated funds for it. UNICEF and ILO can help national agencies to translate the survey results into policy formulation starting by Punjab and Gilgit Baltistan where the child labour survey has been completed.	ILO and UNICEF may explore opportunities arising from research for taking steps by engaging other departments such as education, social protection, child protection and Department of Labour (DoL) in respective provinces leading to the eradication of child labour. For instance, research on domestic work which mainly affects girls shows that this practice is only banned in two provinces.	The proposal of committees has been with Pakistan Workers Federation (PWF) which could contribute to its sustainability.

PGGA and journalists show willingness to collaborate in awareness raising. PGGA has included the issue in a multiannual master plan.

4. Conclusions and recommendations

4.1 Conclusions

Assessment against evaluation criteria

The ARC programme is **highly relevant**. It covers countries with high prevalence of child labour and important shortcomings in policy responses that concern both regulatory compliance with international standards and (mainly) its implementation. The programme is clearly aligned to development strategies and national policy frameworks as the eradication of child labour is an SDG target and obligation acquired by states in international conventions and declarations. Moreover, during the pandemic the vulnerability of both girls and boys increased due to the long duration of school closures, alteration in livelihoods and shifts in political focus.

The **programme's design**, starting with empirical research, is found to be especially relevant to countries' needs, as data in target countries is outdated and misaligned with relevant international definitions. The idea of CLFZC is also an added value of the ARC programme according to evaluation informants, as it mobilizes engagement from CSOs, workers' and employers' associations. In retrospect, the project's sequential approach – from research, to policy advocacy and to community intervention - and some indicators of the logical framework were too ambitious considering the delays and crises that hampered the project implementation.

Gender was not visible in the project's initial formulation. This was not due to the lack of gender sensitivity during project design, but to data indicating that child labour was mainly affecting boys in the target countries. New findings of the ARC project indicate that female child labour cases might be hidden in domestic service and within families, sometimes related to early marriage.

The project's actual **implementation** was delayed several months due to heavy administrative procedures related to the launch of the programme and recruitment of the team. Once the project kickstarted in early 2020, activities were hampered by a series of crises: the COVID-19 pandemic, the military coup in Myanmar and the Taliban takeover of Afghanistan. Faced with these and other challenges, the project has displayed flexibility in responding to changes and constraints experienced in the course of implementation. The flexibility was managed through a continuous review of work plans, which was also the basis for monitoring and evaluation. Unfortunately, M&E benefitted little from the project's logical framework, the Project Management and Monitoring System (PMMS), or the Communication Strategy, which had its own different monitoring framework.

Despite implementation challenges, ARC is **effective** in its three result areas. It is producing a knowledge base on the scale of child labour in Bangladesh and Nepal, while similar progress is being made by UNICEF in Pakistan. Additionally, several sector-specific studies on domestic labour, brick kilns, cigarettes, rubbish picking, and auto mobile/auto mechanic workshops were conducted. In parallel, awareness-raising and training activities have been conducted targeting labour inspectors, unions, employers' organizations, CSOs and media. This said, the actual implementation period of the project has not allowed it to connect in a sequential manner to research, advocacy on research results and policymaking.

On the policy front, ARC has contributed to action plans aligning laws and policies with international standards against child labour in Nepal and Bangladesh. Policy achievements include the revision of hazardous labours lists, ratification of ILO convention C138, and training on child labour for labour inspectors.

Regarding activities on the ground, ARC was especially successful in India, setting up community level interventions in four states, linking the social protection programmes with child labour efforts and providing concrete support to families. To a lesser extent, Nepal has also initiated the development of CLFZ, with six municipalities involved, and in Bangladesh a CSO partner has been identified to pilot a CLFZ. In Pakistan, CLFZ as such have not been launched, but community-led child labour monitoring systems are mapped out and three pilot districts have been selected to put them in place in Punjab Province.

Big data analysis indicates that a positive **impact** has been made by ARC on social media, which is consistent with comments collected during country studies on increased media coverage. Data collected from twitter during the evaluation shows that organizations targeted by the ARC project have increased their engagement in child labour issues in social networks with clear peaks around the World Day against Child Labour, whose observance has been promoted by the project in target countries. Moreover, a survey conducted among project trainees of very different institutional backgrounds indicates that trainees have gained relevant knowledge on child labour, and that they are applying such knowledge in their organizations, be they unions, employers' organisations, government departments, CSOs or media.

The ARC programme has produced **gender-balanced results** in Pakistan, where sector-specific studies have covered the domestic work sector and engaged with the domestic workers' union. This sector mainly affects female child labourers.

The ARC project's design presented several features that are likely to **sustain** its results. These include its collaboration with governmental counterparts that are mandated to combat child labour on the basis of strong international and national norms; its contribution to further institutionalization of child labour measures by introducing child labour indicators in national surveys or setting up child labour committees under the umbrella of pre-existing institutions; and the partnership approach cutting across all three components in combination with capacity building activities that have proven effective according to the evaluation survey. However, the project lacks a sustainability plan addressing how the three ARC outcomes will be sustained in each country, considering the different levels of implementation. In particular, this plan should address how activities on the ground that have been recently initiated (in Nepal, for example) will produce sustainable results in only one year, or how the knowledge base and related policy advocacy will be enhanced in countries where there has been little collaboration with the central government mandated to comply with international obligations on children protection.

4.2 Recommendations

In line with the previous conclusions, the following recommendations are provided for the continuation of the ARC project at regional and country levels. These recommendations do not cover all the activities foreseen in ARC work plans, lists of corrective actions and strategy adjustments, but rather indicate some priority areas in the run up to the project's end. Such priorities emerge from the assessment of the project's implementation against the evaluation criteria and considering the ARC ToC as stated in the project document.

Regional level

1. Considering the delays accumulated in the project's implementation due to extraordinary circumstances, and how the project team has managed to make progress in most result areas in most countries, it is recommended that a time extension be negotiated with the donor. This extension could make it possible to go further in the implementation of the project ToC towards two types of effects:
 - a. In Component 1, the establishment of connections between ARC research products with dialogue on concrete policy measures.
 - b. In Component 3, the achievement of results on child labourers and the capitalization of concrete experiences on the ground that are likely to be replicated elsewhere.

Responsible Unit	Priority	Time Implication	Resource Implication
Regional Programme Team	Very High	Coming months	None

2. The second phase of the project should focus on ensuring sustainability of results and should include the elaboration of a sustainability plan with an exit strategy for every result area and country. This plan could be subject to monthly and quarterly follow-up according to the routines of the project team.

Responsible Unit	Priority	Time Implication	Resource Implication
Regional Programme Team	High	Second phase	None

3. Building on the results obtained from computerized content analysis, it is recommended that internet metrics be used more systematically to follow up on the project's effects its partners and stakeholders. While the original indicator framework included several indicators of policy change that cannot be guaranteed in the short turn, the analysis of web content and social media content produced by policymakers and stakeholders allows for measuring changes in policy discourse which precede policy change.

Responsible Unit	Priority	Time Implication	Resource Implication
Regional Programme Team	High	Second phase	CCA Algorithm

Nepal

- In Nepal, the remaining time could prioritize the actual implementation of CLFZ so as to produce some concrete results. Exit strategies should prioritize the search for additional support for local partners to continue with CLFZ beyond the timeframe of ARC.

Responsible Unit	Priority	Time Implication	Resource Implication
National PO	Very High	Second phase	None

- An exit strategy in Nepal should also consider how the ILO is going to preserve its technical assistance to the 8.7 Alliance, considering that the ARC national officer has been perceived by the Government of Nepal as a focal point for child labour issues beyond the boundaries of concrete projects.

Responsible Unit	Priority	Time Implication	Resource Implication
National PO	High	Second phase	None

Bangladesh

- Since the national child labour survey has been completed and a draft report ready, efforts in Bangladesh should prioritise policy dialogue around these new data and identification of evidence-based policy proposals in line with the research approach of the ARC project.

Responsible Unit	Priority	Time Implication	Resource Implication
National PO	Very High	Coming months	None

- Additionally, as in the case of Nepal, the agreement with ESDO should be implemented to produced concrete results on the ground by the end of the project and be underpinned with an exit strategy foreseeing new financial partners.

Responsible Unit	Priority	Time Implication	Resource Implication
National PO	High	Second phase	None

Pakistan

- The ILO and UNICEF could explore opportunities arising from research for taking steps by engaging other departments such as education, social protection, child protection and the Department of labour (DoL) in respective provinces, leading to the eradication of child labour. For instance, research on domestic work, which mainly affects girls, shows that this practice is only banned in two provinces.

Responsible Unit	Priority	Time Implication	Resource Implication
National PO	High	After finalisation	ILO and UNICEF teams

India

- India is the ARC country most likely to capitalize on concrete local measures impacting on child labourers. In particular, it would be worth measuring the impact on child labour on the work conducted in connecting social protection schemes with child labour case management, and the kitchen gardens programme

Responsible Unit	Priority	Time Implication	Resource Implication
National PO	High	Coming months	None

Myanmar

- Based on the project reports and surveys, it is imperative for the project to continue building capacity of social partners and communities to institutionalize child labour monitoring system at the community level.

Responsible Unit	Priority	Time Implication	Resource Implication
National PO	Very High	Coming months	None

5. Lessons learned and good practices

5.1 Lessons learned

Adding to the institutional learning approach of this evaluation, the following is a preliminary list of lessons learned and good practices that were further documented according to ILO guidance and formats.

- Data collection on CL is not perceived as a merely statistical work in some countries. The feasibility of such activities might require previous high-level dialogue as to give a political green light to statistical work
- Despite all countries being committed with the eradication of CL through the SDGs and international conventions and declarations, the Alliance 8.7 and the choice of a country to become Pathfinder of the Alliance provides momentum to the collaboration between ILO, a MS and other stakeholders in addressing child labour, force labour and trafficking in children effectively and efficiently.
- The focus of CL combat on hazardous jobs and key economic sectors might have hidden the existence of female child labourers in the domestic work sector and their own households. This could be taken into account in gender-balanced project design.
- The set-up of a large programme with and ad-hoc programme team within ILO takes time. This has to be considered when planning project implementation and result achievement.
- Improving knowledge, policymaking, and activities on the ground cannot always been done in a sequential manner, as challenges and opportunities in each area of work arise differently in each national contest

5.2 Good practices

- Institutionalizing CL under the umbrella of well-established institutions and institutional practices enables effectiveness and sustainability, as in the case of the child labour indicator integrated in Labour Force Surveys and child labour subcommittees integrated under legal child rights committees established by law.
- Partnerships with CSOs and authorities, allow for applying a holistic approach on the ground, and feedback research on child labour and how to combat its root causes
- Regional programmes facilitate exchange of information and experience on a similar topics, even when a same ToC does not work similarly in different countries.

Annex I. TOR



CALL FOR PROPOSAL INDEPENDENT MID-TERM EVALUATION

Title	Asian Regional Child Labour Project (ARC)
Countries Covered	Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan
Application deadline	5 February 2022
Type of Contract	External Collaboration or Sub-contract
Expected Duration	69 workdays from February to June 2022 (combined efforts of 41 days for international and 28 days for national consultants)
Languages required	Proficiency in written and spoken English (knowledge of local languages for national consultants)

The International Labour Organization (ILO) is seeking a brief techno-financial proposal from consultants (preferably a firm or a team of international and national consultants) to conduct a mid-term independent evaluation of the Program “Asian Regional Child Labour Project”.

Interested candidates are requested to submit their application with the following information:

1. A short technical and financial proposal (max 5 pages) describing evaluation methodology to be used, and anticipated challenges in conducting the evaluation, in particular COVID-19 related travel restrictions along with possible solutions.
2. A description of how the candidate’s skills, qualifications and experience are relevant to the required qualifications of this as described in the ToR.
3. A statement confirming the availability of all the team members along with team leader to conduct this assignment and the daily professional fees expressed in US dollars.
4. A copy of the CV of all the team members (which must include information about the qualifications held by the candidates) including a list of previous evaluations that are relevant in relation to the context and subject matter of this assignment.
5. A statement confirming that the candidates are not engaged or had any previous involvement in the delivery of the “Asian Regional Child Labour Project” in any of the mentioned countries or have a personal relationship with any of the ILO Officials who are engaged in this project.
6. An example of evaluation products for Project/Programs related to labour standards, child labour, skills and enterprise development of children and women preferably, related to ARC.
7. A list of two referees (including name, affiliation, phone number and email address). These referees must be evaluation manager of the relevant evaluations undertaken by the applicants.

The **deadline to submit an application** is 17:00 hrs Bangkok time Saturday, 5 February 2022. Please send an e-mail with the subject header “ARC Med-term Evaluation” to the Evaluation Manager, Mr. Jan Mohammad Dosti, dosti@ilo.org and copy to Ms. Pamornrat Pringsulaka, pamornrat@ilo.org

THE INTERNATIONAL LABOUR ORGANIZATION (ILO)
ASIA REGIONAL CHILD LABOUR PROJECT
TERMS OF REFERENCE –INDEPENDENT MID-TERM EVALUATION

PROJECT INFORMATION

Project title	Asian Regional Child Labour Project (ARC)
Project TC Code	RAS/19/04/GBR
Countries	Afghanistan, Bangladesh, India, Myanmar, Nepal, and Pakistan
Donor	Foreign Commonwealth and Development Office (FCDO)
DWCP Outcomes	Bangladesh Outcome 2&4; India Outcome 1.2; Myanmar Outcome 2.2; Nepal Outcome 2.1; Pakistan Outcome 1.3
SDG(s) under evaluation	SDG 8 (Specifically SDG 8.7)
Technical Field	FUNDAMENTALS
Administrative Unit	ILO – DELHI
ILO Responsible Official	Mrs. Dagmar Walter, Director, ILO DWT/CO India, Core 4B, Habitat Centre, Lodi Road, New Delhi – 110 003., India walter@ilo.org
Technical Backstopping Unit	Fundamental Principles and Rights at Work (FUNDAMENTALS)
Collaborating ILO Units	FUNDAMENTALS, ILO Regional Office and ILO offices in India, Afghanistan, Bangladesh, India, Myanmar, Nepal and Pakistan
External Implementing partners	Ministries of Labour, Women and Children, Social Welfare, Statistics, Employers’ Organizations, Workers’ Organizations, Civil Society Organizations working on children’s rights, UN agencies
Project time frame	November 1, 2019 to October 31, 2023
Project Budget (USD)	10,096,016.90
Type of evaluation	Independent Mid-Term Evaluation
Timing of Evaluation	January up to March 2022
Evaluation Manager	Jan Mohammad Dosti, ILO Kabul

INTRODUCTION AND RATIONAL FOR MID-TERM EVALUATION

This Terms of Reference (ToR) encompasses the independent mid-term evaluation of the Asia Regional Child Labour Project (ARC).

The Asia Regional Child Labour Project (ARC) aims to reduce vulnerability to child labour and enhance protection of children from exploitation in Afghanistan, Bangladesh, India, Nepal, Myanmar and Pakistan. It is a four-year project funded by the United Kingdom’s (UK) Foreign Commonwealth and Development Office (FCDO) in response to the need to accelerate the eradication of child labour, particularly its worst forms, with a view to achieving Sustainable Development Target Goal 8.7.

The program officially started in May 2019 and will last until September 2023. Actual implementation of Project activities, however, only started in July 2020 because of COVID-19 related challenges. Even though the project has been under the actual implementation for just over a year and half, it is agreed that it is a good time to review the progress made and see any possible adjustment needed, and hence this midterm evaluation is planned to be conducted.

This evaluation complies with the ILO Policy Guideline for Evaluation which requires all projects with budget of more than 5 million US dollars to undergo both independent mid-term evaluation and independent final evaluation. The mid-term evaluation will be conducted during March to June 2022 and will be managed by Monitoring and Results Measurement Officer of ILO-Afghanistan who has no prior involvement in the project and will be overseen by ILO Regional Evaluation Officer and with the final approval from ILO Evaluation Office (EVAL). The evaluation will be conducted by a team of independent evaluators (international and national) to be recruited by the evaluation manager. Key stakeholders, including tripartite constituents, donors, key partners and the ILO officials will be consulted throughout the evaluation process. The evaluation process and report will follow ILO guidelines and the ILO Evaluation Office will approve the final evaluation report. The evaluation will comply with the United National Evaluation Group (UNEG)'s Evaluation Norms and Standards¹.

BACKGROUND AND DESCRIPTION OF PROGRAMME TO BE EVALUATED

SUMMARY

The project works with its constituents in the six countries towards

Building a credible knowledge base on the causes and drivers of child labour and effective interventions to address them,

Aligning legislation and policies with international conventions on child labour, forced labour and trafficking in persons and enforcing and implementing them; and

Developing and applying a holistic approach to eradicating child labour, particularly its worst forms, in selected regions of each country.

It focuses on prevention with indirect facilitation of risk reduction for children above the minimum age for employment or withdrawal and rehabilitation of child labourers identified in the target areas. The strategy combines sector-specific research and action into an integrated area-based approach to make target areas child labour free. Consultation with constituents and other stakeholders in each country underlined the need for improved law enforcement and large-scale public awareness raising to make known the negative impact of child labour on the children concerned as well as on the country's economy. In addition to facilitating these in every country, the project will set up a child labour monitoring system combined with convergence of social protection on families vulnerable to child labour in areas with a high incidence of child labour.

As informality is widespread in the countries covered by the project, every effort will be made for labour inspection to intervene in informal workplaces and for trade unions and employers' organisations to cover residential areas as well as work sites.

Given the expected increase in natural disasters, mostly linked to climate change, and the resulting risk for children being displaced and obliged to make up for loss of land and livelihood of the family, the project also targets regions having experienced or being prone to earthquakes, floods or drought. Other vulnerable groups that need special focus are female-headed households, seasonal migrants, religious minorities, indigenous people, Dalit's, internally displaced persons, refugees and returnees.

Special attention is to be given to children working away from home as they face greater risk of exploitation.

Previous ILO projects have assisted the governments in adopting National Plans of Action to eliminate child labour. The project builds the capacity for implementing these plans and provide policy guidance to ensure that results are sustainable. Periodic exchange between the six countries allows successful strategies in one to guide implementation in the others and allow acceleration of the pace of elimination of child labour.

THEORY OF CHANGE

The diagram below, portraying the theory of change that underlies the strategy and logical framework of the project, traces a path from known causes of child labour on both the supply and demand sides, through the planned outputs, the expected results and the assumptions and risks that accompany them to the three outcomes of the project, namely:

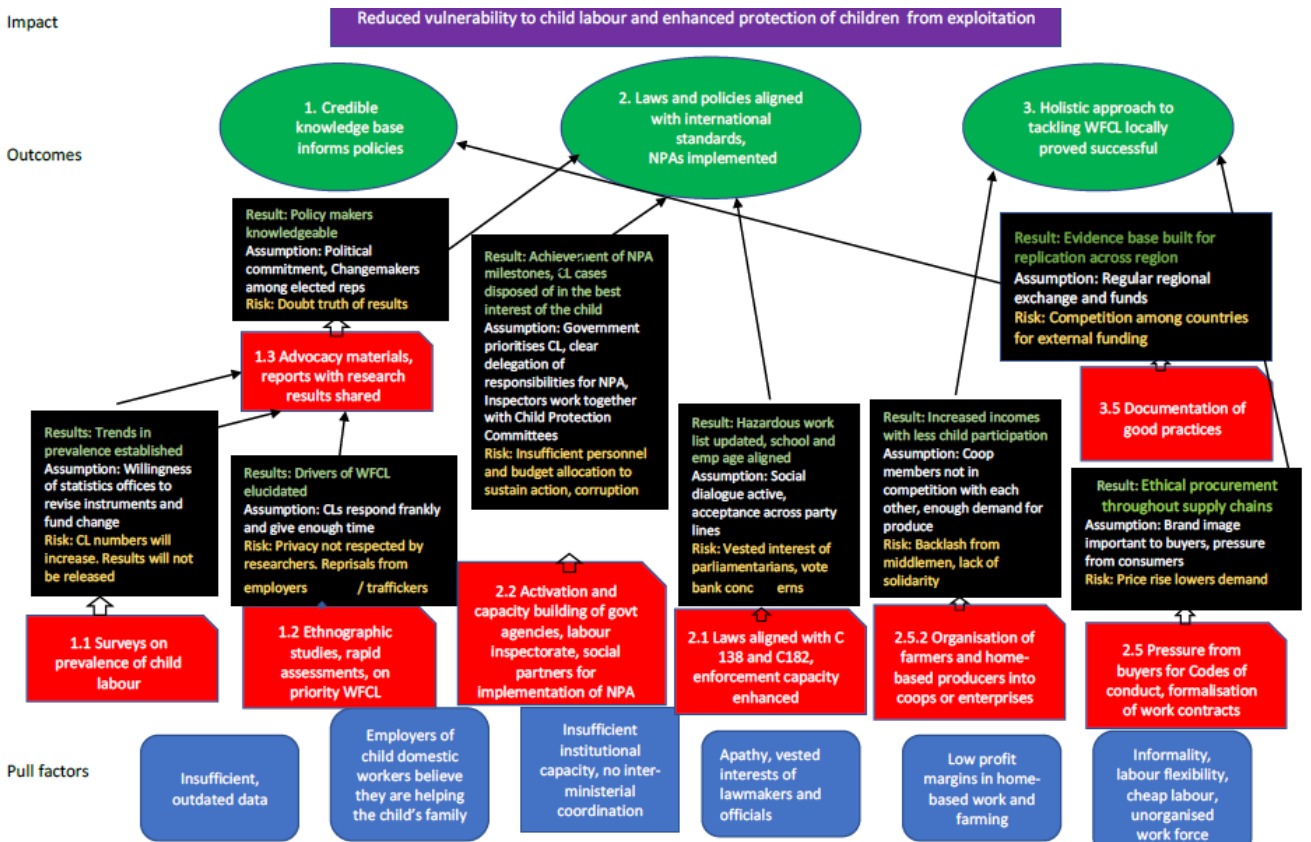
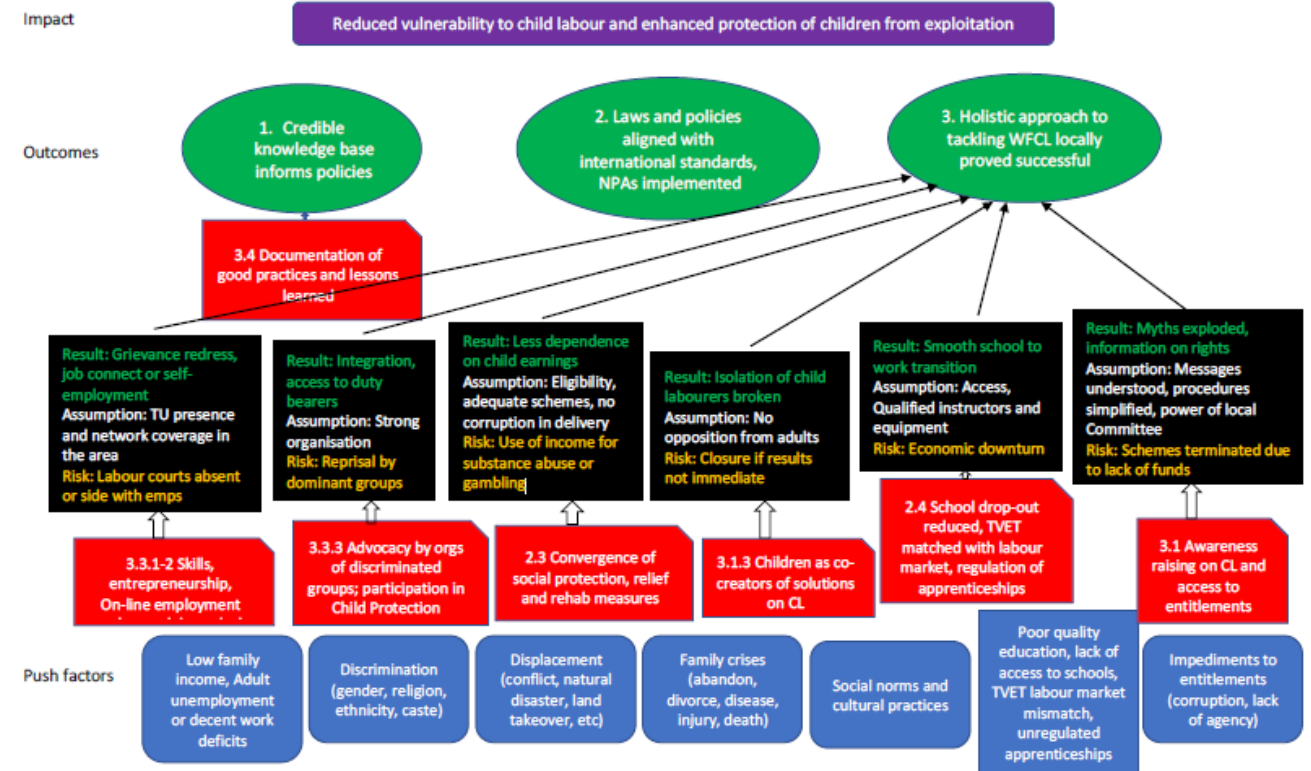
A credible knowledge base that informs policies

Laws and policies aligned with international standards, NPAs implemented, and

A holistic approach to tackling the worst forms of child labour proved successful.

There is a circular relationship between the three with the knowledge base informing revision of laws and adoption of policies whose implementation is promoted at the local level. The lessons learned and success obtained from interventions in target areas make up the evidence base that will reorient interventions to better address the push and pull factors that cause vulnerability to child labour.

Theory of Change to reduce vulnerability to child labour



STRATEGY AND LOGICAL FRAMEWORK

By reducing vulnerability to child labour, the project aims to contribute sustainably to its elimination and thereby, to the achievement of SDG 8.7. As stated earlier, child labour cannot be tackled in isolation. It must be mainstreamed into broader socio-economic policies and involve different government departments at national, provincial, and local levels.

The project addresses the causes and drivers of child labour while ensuring that two principles that derive from the UN convention on rights of the children (CRC) are respected:

That all interventions are in the best interest of the child, and

That children and young people have the right to freely express their views in all matters affecting them.

The overall strategy of the project is guided by ILO's Integrated Strategy on Fundamental Principles and Rights at Work which calls for a four-pronged theory of change that consists of: Public Policies and Governance, Knowledge and Data, Empowerment and Protection, and Partnerships and Advocacy. The Strategy emphasises the indivisible nature of human rights at work and encourages exploring and strengthening linkages to forced labour, discrimination, and (the lack of) freedom of association and collective bargaining in the pursuit of the elimination of child labour.

The FCDO Business case requires the building of an evidence base on what works and what doesn't. Ideally, strategies should be based on research. However, given the short time frame, research and action will be rolled out simultaneously. Strategies will initially be based on ILO's previous research and experience in eradicating child labour. As new research that make up the knowledge base of the project becomes available, these strategies will be adapted. The strategies deployed may be new strategies that have never been tried before or replication of good practices from one of the other countries covered by the project.

MANAGEMENT ARRANGEMENT OF THE PROJECT

This project is managed by a Chief Technical Advisor (CTA) under overall guidance of the director of DWT-CO New Delhi, supported by the Decent Work Team in South Asia that covers five of the six countries in which the project operates. The two FPRW Specialists based in Delhi and Bangkok provide technical guidance to the project with ILO -FUNDAMENTALS in Geneva playing a coordinating role with other technical departments as well as with FCDO and the Alliance 8.7.

The research team of FUNDAMENTALS technically oversee the research component in Bangladesh, India and Pakistan and also assist with child labour surveys, ethnographic studies and rapid assessments in the other countries.

The Chief Technical Advisor (CTA), a Monitoring and Evaluation (M&E) Officer and a senior admin and finance assistant are based in New Delhi in regional office. Each of the six ILO country offices have a National Project Coordinator (NPC) assisted by a part-time Finance and Administration Assistant. The NPC report directly to the ILO office Director under the technical supervision of the CTA. The M&E Officer in Delhi guided by the Senior Evaluation Officer in Geneva. Financial management is decentralised to the Delhi office.

EVALUATION PURPOSE

According to the ILO policy guidelines for evaluation, evaluations are conducted for three reasons: accountability, improvement, and learning.

This independent evaluation is conducted as per ILO evaluation policy guidelines, with the following main objectives:

Give an assessment of progress to date of the project across all outcomes; assessing performance as per the foreseen targets and indicators of achievements; strategies and implementation modalities chosen; partnership arrangements, constraints, and opportunities.

Provide strategic and operational recommendations as well as highlight lessons to improve performance and delivery of project results for the next two years.

In addition, specific objectives of the midterm evaluation are as follow

Determine the evaluability assessment of the program. To conduct a desk-based evaluability assessment based on ILO evaluability assessment [structure](#). Focus on whether the design of the program and its theory of change remain valid? Or adjustment is required? Why and what are they? How effective has been the program monitoring and performance framework in capturing the program achievements, outcomes, and impact?

To assess the followings: -

Assess the relevance and coherence of project's design with respect to original plan and COVID 19 circumstances.

Assess to what extent the project has progressed towards achieving objectives; and to provide an estimate of the status of results (achieved, in progress, pending) and percentage of progress per category (objective, output, activities) Assess the external and internal challenges and opportunities for the implementation of the project.

Review the efficiency and effectiveness of the project implementation framework and management arrangements.

Assess the relevance of the project in regards of country needs and how the project is perceived and valued by the target groups (communities) and other key stakeholders (policy makers, local, state and national governments)

Provide recommendations on how to build on the achievements of the project and ensure that the relevant stakeholders sustain it.

Review and provide recommendations regarding the sustainability strategy of the project for the remaining period, and if possible, suggest avenues for additional activities.

Identify the risks for the remaining period of the project and suggest its mitigation strategy based on project risk register.

Assess how the project has ensured gender mainstreaming at all levels (from project management to implementation)

Document lessons learned and good practices in order to maximize the experience gained.

CLIENTS OF THE EVALUATION

The primary intended users of this evaluation are ARC project teams in 6 mentioned countries, ILO Delhi, constituents and partners of ARC project, ILO HQ, FUNDAMENTALS, FCDO, and ILO Regional

Office for Asia and the Pacific (ROAP). The evaluation will provide other project stakeholders and partners who work with project and support the implementation of project in all of the six countries.

Secondary clients include other project stakeholders (key Ministries, NGO, embassies, etc) and other units within the ILO that may indirectly benefit from the knowledge generated by the evaluation.

A list of stakeholders is summarized in below table which can be explored during inception phase and incorporated in inception report by evaluators. The evaluators can adopt based changes to list of stakeholders (available stakeholders in national contexts) based on discussions with field teams of each country.

Stakeholders	Interest in the evaluation and likely uses of evaluation report to this stakeholder
INTERNAL STAKEHOLDERS	
Responsible ILO field offices in six countries the project is being implemented	Responsible for the planning and implementation of interventions at country level. Have a direct stake in the evaluation and an interest in learning from experience to inform future interventions in this area. Are also called upon to account internally as well as to its beneficiaries and partners for performance and results of its programmes.
Field technical specialist(s)	Responsible for technical guidance and support, the field technical specialists have an interest in an independent/impartial account of the operational performance as well as in learning from the evaluation findings to apply this learning to other projects and programmes
HQ [The project management team; and the ILO technical unit at headquarters, which backstop the project]	ILO HQ technical units are responsible for issuing and overseeing the rollout of normative guidance on corporate programme themes, activities and modalities, as well as of overarching corporate policies and strategies. They also have an interest in the lessons that emerge from evaluations, as many may have relevance beyond the geographical area of focus. Relevant HQ units should be consulted from the planning phase to ensure that key policy, strategic and programmatic considerations are understood from the onset of the evaluation. Internally to the ILO, in addition to PARDEV, BUD/CT, EVAL, JUR and PROCUREMENT, the project main collaborating units include: FUNDAMENTALS, ACTRAV, ACTEMP, STAT, DCOMM, and INWORK, for activities on Domestic workers in particular in Madagascar as well NORMS, LABADMIN/OSH, GED as ITC-ILO.
Evaluation office [EVAL]	EVAL has a stake in ensuring that decentralized evaluations deliver quality, credible and useful evaluations respecting provisions for impartiality as well as roles and accountabilities of various

	decentralised evaluation stakeholders as identified in the evaluation policy.
ILO Governing Body [GB]	The ILO governing body has an interest in being informed about the effectiveness of ILO programmes. This evaluation will not be presented to the Board but its findings may feed into thematic and/or regional syntheses and corporate learning processes. It will also feed into the Fair recruitment initiative and the P&B strategy for the biennium (outcome 7)
EXTERNAL STAKEHOLDERS	
National and global constituents [For example: Globally: workers and employers' organizations, ITUC and IOE, WEC, IFJ, and, at national level migrant workers associations, representatives of Ministries of labour, foreign employment, MFA, National migration institutes as relevant and more if appropriate.]	National constituents are partners in the design and implementation of activities, they have a direct interest in knowing whether activities in the country are aligned with their priorities, harmonised with the action of other partners and meet the expected results. Issues related to capacity development, handover and sustainability will be of particular interest.
UN and international organizations [World Bank and IOM and others]	Harmonized action with the UNCT and other international partners should contribute to the realisation of the government developmental objectives. The UN and international organisations therefore have an interest in ensuring that ILO programmes are effective in contributing to the UN concerted efforts. Various agencies are also direct partners of the ILO at policy and activity level, A lot of coordination with other agencies took place at global level within the framework of the FRI as well as interagency cooperation such as the UN network on migration or in relation with the GFMD..
NGOs and Civil Society actors [e.g MFA, IHRB]	NGOs and Civil society actors are ILO's partners for the implementation of some activities while at the same time having their own interventions. The results of the evaluation might affect future implementation modalities, strategic orientations and partnerships.
Target groups	Communities and target beneficiaries where the project is being implemented.

Beneficiaries	As the ultimate recipients of the intervention, beneficiaries have a stake in determining whether the assistance provided through the programme is appropriate and effective. As such, the level of participation in the evaluation of women, men, boys and girls from different groups will be determined and their respective perspectives will be sought.
Donor [FCDO]	Donors have an interest in knowing whether their funds have been spent efficiently and if the ILO's work has been effective and contributed to their own strategies and programmes.

SCOPE OF THE EVALUATION

The evaluation will focus on first two years of the project, namely from November 2019 to March 2022, assessing all the results and key outputs that have been produced in this period. The geographical scope will cover all geographical coverage of the project and will be in line with the national components of the project.

The evaluation will specifically assess how project have addressed or supported initiatives in order to promote and advance Global Goal 8 - *“supporting inclusive growth by reducing the vulnerability of women and men to modern slavery, trafficking, exploitation and abuse.”*

The evaluation will also give special attention to see how the project is relevant to ILO P&B 8.7 and UNSDCF.

The evaluation will integrate ILO's cross-cutting issues, including norms and social dialogue, gender equality, disability inclusion, other non-discrimination concerns, and medium and long-term effects of capacity development initiatives throughout the evaluation methodology and all deliverables, including the final report.

The evaluators will determine during inception phase, if certain part of project geographical coverage cannot be covered in Afghanistan and/or Myanmar.

EVALUATION CRITERIA

The evaluation should be carried out in adherence with the ILO Evaluation Framework and Strategy, the ILO Guideline, the UN System Evaluation Standards and Norms, and address the overall ILO evaluation criteria: (i) Relevance, (ii) Validity of the project's design (iii) Coherence, (iv) Effectiveness, (v) Efficiency, (vi) Impact orientation (vii) Sustainability.

The core ILO cross-cutting priorities, such as gender equality, disability inclusion, and non-discrimination, promotion of international labour standards, tripartite processes, social dialogue, disability and constituent capacity development should be addressed in this evaluation. In particular, gender dimension will 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, and further developed during the

inception phase of the evaluation but any fundamental changes should be agreed upon between the evaluation manager and evaluator. The evaluation instruments (to be summarized in the inception report) should identify the general areas of focus listed here as well as other priority aspects to be addressed in the evaluation. Preferably an evaluation matrix could be developed by evaluators during inception report and could be incorporated in inception report that details how evaluation questions are answered and what sources of information are used.

EVALUATION QUESTIONSⁱ

Explain the links between each of the following levels: interventions, expected changes in the wider market system expected outcomes such as economic growth or improved access to particular services.

Relevance

- To what extent the project's strategy and approach levels are consistent and pertinent to current and long-term development needs of countries being implemented?
- To what extent the project aligned to needs and priorities of tripartite constituents and policies of partners and the donor?
- How the project is perceived by the government, workers' and employers' associations, as an effort by the ILO to support the countries (region) in addressing the challenges of child labour?
- To what extent the project has adapted or prepared to adapt to respond to unexpected circumstance such as COVID19?
- The extent to which the project contributes to the Decent Work Country Programme and/or national priority programmes?

Validity of the project's design

- To what extent the ARC project design (objectives, outcomes, outputs, and activities) is relevant and realistic to the situation on the ground and its underlining theory of change, risk analysis, context analysis logical and coherent and address relevant priorities/need?
- How could the project design be improved to achieve more?

Coherence

- To what extent does the project support or undermines other interventions and vice versa?
- To what extent are the project's objectives aligned to other ILO and UN child labour initiatives? What are the coordination mechanisms and interlinkages with the project?
- How does the project align with regional or national policy development planning in regions and countries where the project focused on?

Effectiveness

- How effective the project has been in progressing to achieve its planned objectives?
- How involved have the project's public and private stakeholders been in the project implementation?
- How effectively has the project facilitated stakeholders to change the way they operate to deliver benefits to the target group?
- How effectively has the project addressed changes, constraints in the social, political, and cultural environment and in particular to the COVID19 pandemic and developing security situation?

- How flexible has the planning and implementation process been in addressing above mentioned changes and constraints?
- How effective the project management have been and how can it improve on project management approach? Recommendations?

Efficiency

- To what extent the M&E framework of the project has been effective and how effectively data collections have been?
- How efficiently have resources (human resources – men/women, time, expertise, funds etc.) been allocated and used to provide the necessary support and to achieve the broader project objectives and results?
- To what extent were the project activities cost-effective? What level of the project activities (individual, institutional, systemic) provided the most cost-effective benefits?
- Were the funding and timeframes sufficient to achieve the intended outcomes?
- Were resources allocated strategically to achieve results in different geographical locations and their unique needs?
- How can efficiency improve? What needs to be done differently?

Sustainability

- Do the project strategies and interventions, including the sustainability plan at the level of individuals, enterprises, and tripartite constituents ensure sustainability? What actions might the project take to help ensure sustainability of key outputs and outcomes in a possible second phase?
- Do the key institutions and partners organizations have the capacity and resources to sustain project activities? What challenges exist to doing so?
- Which outputs and outcomes are most likely to be sustained and how the impact is likely to look like based on progress so far?

EVALUATION METHODOLOGY

Based on the above criteria and questions, the evaluator will elaborate an information collection and analysis methodology. The methodology should include multiple methods, with analysis of both quantitative and qualitative data, and should be able to capture the project's contributions towards the achievement of the project's objectives.

Prior to conducting evaluation, the evaluator will conduct evaluability assessment of the project as per ILO [guidance note](#) for evaluability assessment of projects. The evaluability assessment report will serve as one specific source of information for midterm evaluation.

The evaluation fieldwork will be qualitative and participatory in nature. The evaluation will be carried out through a desk review and use of a variety of virtual meetings (skype, phone calls, WhatsApp calls...etc.) in all 6 countries that project is being implemented. The evaluation will be carried out in consultation with ILO offices, project team, national counterparts, as well as other relevant implementing partners, beneficiaries and other key stakeholders in all 6 countries. The evaluator should carry out stakeholders mapping to select who should be interviewed and specify the method of interview such as FGD, Survey, etc. The evaluator will review inputs by all ILO and non-ILO stakeholders involved in the project, from project staff, national counterpart and a range of partners from the private and civil sectors.

The draft evaluation report will be shared with all relevant stakeholders and a request for comments will be asked within a specified time (not more than 2 weeks). The evaluator will seek to apply a variety of evaluation techniques – desk review, meetings with stakeholders, focus group discussions, field visits, informed judgment, and scoring, ranking or rating techniques. The evaluation manager will support the evaluators in asking project stakeholders for comments and a consolidated version will be provided to evaluator.

The following principles will be applied during the evaluation process:

Methods of data collection and stakeholder perspectives will be triangulated to the greatest extent possible.

Gender and cultural sensitivity will be integrated in the evaluation approach.

Desk review:

A desk review will analyse project and other documentation including the approved log-frame, monitoring reports, progress reports provided by the project management to donor. These documents will be shared with evaluators by evaluation manager.

Quantitative data will be drawn from project documents including the Technical Progress Reports and other reports to the extent that it is available. A template for data collection could be developed and shared by evaluators with national officers in each country to provide quantitative data.

The desk review will suggest a number of initial findings that in turn may point to additional or fine-tuned evaluation questions. This will guide the final evaluation instrument which should be finalized in consultation with the evaluation manager. The evaluator will review the documents before conducting any interview.

During the desk review evaluator conducts evaluability assessment and determines if the project is evaluable.

List of Key Stakeholders and Informants:

The evaluator will consult the following stakeholders for information. An indicative list of persons to be consulted will be furnished by the evaluation manager after further discussion with the project team and will be provided to evaluator.

Interview with Director, ILO DWT/CO India.

Interview with Project CTA.

Interview with Project Staff.

Interview with Backstopping for the project in HQ (FUNDAMENTALS).

Interview with specialist from ILO DWT Delhi.

Interview with Project M&E officer.

Project national coordinators in 6 countries.

Constituents in each country (governments, employers' organization and workers organization in all 6 countries).

Implementing partners.

Donor, FCDO.

Around the end of the data collection from the field, the evaluator will make a debriefing to the Director, ILO DWT-CO New Delhi, India and CTA for ARC project along project team.

Ethical Considerations and Confidentiality:

The evaluation mission will observe utmost confidentiality related to sensitive information and feedback elicited during the individual and group interviews. To mitigate bias during the data collection process and ensure a maximum freedom of expression of the implementing partners, stakeholders, communities, and implementing partners' staff will generally not be present during interviews.

In cases where a minor child is being interviewed consent of their guardian is necessary and also whenever appropriate consents should be taken prior to interview or data collection.

MAIN DELIVERABLES

The expected deliverables are:

Below are expected deliverables, please refer to Annex 1 for formats, templates and guidelines.

An [evaluability assessment report](#) that includes revised log frame based on the review and interviews with project team, including baseline and milestone data and suggestions for improving the monitoring system as required. In addition, the evaluability assessment can include brief findings and recommendations of the project for improvements.

An inception report, including work plan and methodology (max 6 pages);

A draft evaluation report as per the proposed structure in the ILO evaluation guidelines.

A final and concise Evaluation Report as per the proposed structure in the ILO evaluation guidelines (max 25 pages):

- Cover page with key project and evaluation data
- Executive Summary
- Acronyms
- Description of the project
- Purpose, scope and clients of the evaluation
- Methodology
- Clearly identified findings for each criterion (responding to the evaluation questions)
- Conclusions
- Recommendations
- Lessons learned and good practices (Using the ILO template – to be provided by the project)
- Annexes
- List of persons met/consulted, description of focus group meetings.
- Conduct stakeholders' workshop to present evaluation report.

MANAGEMENT ARRANGEMENTS AND WORK PLAN

Evaluation Manager: Mr. Jan Mohammad Dosti (dosti@ilo.org), ILO Kabul, is designated to manage this independent evaluation with oversight provided by the Regional Evaluation Officer and the evaluation report will be approved by ILO Evaluation Office. A qualified independent international

consultant, along with national consultants, will be commissioned to conduct this evaluation. The evaluation will be funded from the project budget. A list of tasks of the evaluation manager are the following:

Draft and finalize the evaluation ToR upon receiving inputs from key stakeholders.

Review CVs and proposals of the proposed evaluators.

Liaise with the project team and provide project background documents to the evaluator.

Coordinate with the project team on the field visit agenda of the evaluator.

Brief the evaluation consultants on ILO evaluation procedures.

Circulate the draft report to all concerned for their comments.

Review and provide comments of the draft evaluation report; and

Consolidate comments and send them back to the evaluators.

Project Team: The project team will handle administrative contractual arrangements with the evaluator and provide any logistical and other assistance as required. They will be responsible for the following tasks:

Provide project background materials to the evaluator.

Prepare a list of stake holders and recommended interviewees.

Schedule meetings for field visit and coordinate in-country logistical arrangements.

Be interviewed and provide inputs as requested by the evaluator during the evaluation process.

Review and provide comments on the draft evaluation reports.

Organize and participate in the stakeholder workshops; and

Provide logistical and administrative support to the evaluator, including travel arrangements and all materials needed to provide all deliverables.

The Evaluation Team: The evaluation team consists of an International evaluation consultant as team leader and national consultants as team members. The evaluation team reports to the evaluation manager. The evaluators will be selected through a competitive process from qualified independent consultants (both international and national consultant). The international consultant will lead the evaluation and will be responsible for delivering the above evaluation deliverables using a combination of methods as mentioned above. National consultants will be part of the evaluation team with the specific tasks as per annex 1.

Required Qualification:

An independent consultant with the following relevant, skills, experience and qualifications are being sought:

No previous involvement in the delivery of the Asia Regional Child Labour Project.

University Degree (preferably advanced level) with minimum eight years' experience at the national level and/or five years' experience at the international level in matters child labour, human rights and/or fundamental rights, and/or social dialogue.

Minimum four years of experience in conducting project or project evaluations.

Knowledge of, and experience in applying, qualitative and quantitative research methodologies.

Knowledge of ILO's roles and mandate and its tripartite structure as well as UN evaluation norms and its programming.

Excellent analytical skills and communication skills.

Demonstrated excellent report writing skills in English.

Working experience in South Asia.

Required Qualification for National Consultants:

No previous involvement in the delivery of the ARC project

To be citizen of the relevant country, proficient in national language and familiar with English Language.

University Degree (at least level 1) with minimum 4 years of experience at national level of the relevant country preferably in matters of child labour, human rights, fundamental rights, and/or social dialogue.

Knowledge of data collection methods and practical experience

Previous experience in M&E will be an asset.

Work Plan

The total duration of the evaluation process is estimated to 69 working days for the independent international and national consultants (combined), but the consultant can propose a different duration in their proposal. The evaluation is planned to be conducted during March until end of June 2022.

TIMEFRAME AND PAYMENT

The evaluation will be undertaken from 1 March 2022 and no later than 30 June 2022.

The evaluation should take place according to the following schedule (tentatively) and the evaluator shall be remunerated for the following working days:

No.	Task	Responsible person	Time frame	Number of days	
				Team Leader	National
1	Preparation, sharing and finalization of the TOR, and ToR approved	Evaluation Manager/Regional Officer M&E	By 10 January 2022 2021		

2	Issuance of EOI, advertisement of consultant, and selection of consultant	Evaluation Manager/ Regional Evaluation Officer	By 15 January 2022	NA	
3	Review of proposals and selection of consultant(s).	Evaluation Manager/ Regional Evaluation Officer	By 15 February 2022		
3	Issuance of contracts	Project	By 25 February 2022		
4	Kick off meeting between evaluators and project CTA	Evaluation manager	By 28 February 2022		
5	Draft mission itinerary for the evaluator and the list of key stakeholders to be interviewed	Project	By 15 March 2022		
6	Brief evaluators on ILO evaluation policy and the project (Evaluator to start desk study, Skype calls with project CTA/team)	Evaluation Manager and Project CTA	By 20 March 2022		
7	Documents review and evaluability assessment inception report submission	Evaluator	By 10 April 2022	10	NA
8	Submission of final evaluability assessment report	Evaluator	By 20 April 2022		
9	Document review and development of the inception report submitted to Evaluation Manager	Evaluator	By 30 April 2022	5	
10	Approve Inception report	Evaluation Manager and Regional Evaluation Officer	By 5 May 2022	NA	NA
11	Conduct Evaluation Mission (data collection) and Stakeholder Workshop	Evaluator	By 30 May 2022	20	28
12	Draft report submitted to Evaluation Manager	Evaluator	By 5 June 2022	4	0
13	Share the draft report with all concerned stakeholders for comments for one week	Evaluation Manager	By 20 June 2022	NA	NA
14	Consolidate comments into the draft report and send to the evaluator	Evaluation Manager	By 25 June 2022	NA	NA
15	Finalize the report and submit to Evaluation Manager	Evaluator	By 30 June 2022	2	0
16	Review and approval of the final report	Evaluation Manager and Regional Evaluation Officer	By 10 July 2022	NA	NA

Note1: The above-mentioned dates are tentative and will be changed after kick-off meeting.

Note2: The above suggested 28 days of work for national consultants are for India, Pakistan, Nepal, and Bangladesh, 7 workdays for each country, in case of Afghanistan and Myanmar, the evaluator should contact evaluation manager and arrange distance data collection due to current/on-going security and political issues in these countries.

The evaluation would need to be flexible considering the insecurity of some geographical areas covered by the project, inaccessibility of beneficiaries for interview and/or current covid19 pandemic. Therefore, the evaluators should consult the evaluation manager if any changes need to be made on the evaluation methodology and process.

LEGAL AND ETHICAL MATTERS

The evaluation will comply with UN Norms and Standards. The evaluator will abide by the EVAL's Code of Conduct for carrying out the evaluations. UN Evaluation Group (UNEG) ethical guidelines will be followed. The evaluator should not have any links to project management, or any other conflict of interest that would interfere with the independence of the evaluation.

Evaluators should have personal and professional integrity and abide by the UNEG Ethical Guidelines for evaluation and the Code of Conduct for Evaluation in the UN system to ensure that the rights of individuals involved in an evaluation are respected. Evaluators must act with cultural sensitivity and pay particular attention to protocols, codes and recommendations that may be relevant to their interactions with women. Evaluators will be expected to sign the respective ILO Code of Conduct to show that they have read and understood the UNEG Code of Conduct for Evaluation in the UN System process.

Ownership of data from the evaluation rests jointly with the ILO and the consultant. The copyright of the evaluation report will rest exclusively with the ILO. The use of data for publication and other presentations can only be made with written agreement of the ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

ANNEX I

Relevant ILO evaluation guidelines and standard templates

Code of conduct form (To be signed by the evaluators)

http://www.ilo.org/eval/Evaluationguidance/WCMS_206205/lang--en/index.htm

Guidance Note 1.3: Procedure and Tools for Evaluability

https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_746707.pdf

Checklist No. 3 Writing the inception report

http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang--en/index.htm

Checklist 5 Preparing the evaluation report

http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm

Checklist 6 Rating the quality of evaluation report

http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm

Template for lessons learnt and Emerging Good Practices

http://www.ilo.org/eval/Evaluationguidance/WCMS_206158/lang--en/index.htm

http://www.ilo.org/eval/Evaluationguidance/WCMS_206159/lang--en/index.htm

Guidance note 7 Stakeholders participation in the ILO evaluation

http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

Guidance note 4 Integrating gender equality in M&E of projects

http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

Template for evaluation title page

http://www.ilo.org/eval/Evaluationguidance/WCMS_166357/lang--en/index.htm

Template for evaluation summary:

<http://www.ilo.org/legacy/english/edmas/eval/template-summary-en.doc>

Annex II Evaluation matrix

Criteria	EQ#	EQ	Task / tool	Operationalization (within each task. The number indicates order in the tool supporting each task)
Relevance	EQ1	Country relevance	I. Country doc review	1. To what extent the project's strategy and approach levels are consistent and pertinent to current and long-term development needs of countries being implemented?
			III. Interviews with implementing partners	1. Please describe your implementation agreement with ILO and how it responds to local needs and priorities
			IV. Focus groups with beneficiaries	1. Identify cases of child labour, work conditions and income, as well as motives and root causes?
			V. General doc review	1. To what extent the ProDoc and ToC contains a clear description of countries' needs and a consistent response is proposed?
			VII. Survey with project participants	1. The following is a list of outputs to be produced by the ARC project in your country. Please assess score from 1 to 5 each output according to their relevance to needs of the country's fight against child labour, with 5 being completely relevant and 1 completely irrelevant. (Display list) 2. Please use the following space to elaborate on your response and further comment on the relevance of the ARC project
EQ2	Alignement	I. Country doc review	2. To what extent the project aligned to needs and priorities of tripartite constituents and policies of partners and the donor? 5. To what extent does the project contribute to the Decent Work Country Programme and/or national priority programmes?	
		V. General doc review	2. Which strategic and normative frameworks are considered in the ProDoc?	
		VI. Interviews with project team	1. How does the issue of child labour and the project strategic approach fit into Decent Work Country Programmes and National Priorities?	
EQ3	Perceived relevance	I. Country doc review	3. To what extent is the project perceived by the government, workers' and employers' associations, as an effort by the ILO to support the countries (region) in addressing the challenges of child labour?	
		II. Interviews with national informants	1. Please describe your country's challenges regarding child labour and how this project contribute to address such challenges.	

Criteria	EQ#	EQ	Task / tool	Operationalization (within each task. The number indicates order in the tool supporting each task)
	EQ4	Adaptability	I. Country doc review	4. To what extent the project has adapted or prepared to adapt to respond to unexpected circumstance such as COVID19?
			V. General doc review	3. What changes have been made in the project log frame and work plan as a result of unexpected circumstances such as COVID-19?
	EQ5	Relevance to women	II. Interviews with national informants	2. To what extent does the problem of child labour affect girls and women differently, and how projects like address gender differences?
			V. General doc review	4. What references are made to specific needs of women and girls in the ProDoc and ToC?
			VI. Interviews with project team	2. To what extent does the problem of child labour affect girls and women differently?
	Validity of design	EQ6	Overall design	I. Country doc review
V. General doc review				5. To what extent the ARC project design (objectives, outcomes, outputs, and activities) is relevant and realistic to the situation on the ground and its underlining theory of change, risk analysis, context analysis logical and coherent and address relevant priorities/need?
VI. Interviews with project team				3. In retrospect, how do you assess the internal consistency of the project design and the feasibility of its three outcomes?
EQ7		Gender mainstreaming	III. Interviews with implementing partners	2. To what extent does the agreement identify specific needs and priorities of girls and women?
			V. General doc review	6. Which gender indicators were included in the project design?
			VI. Interviews with project team	4. What outputs and activities are / could be included in the project design to tackle the specific needs of girls and women?
Coherence	EQ10	Development planning	I. Country doc review	10. To what extent does the project align with regional or national policy development planning in regions and countries where the project focused on?
	EQ8	Complementarity	I. Country doc review	8. To what extent does the project support or undermines other interventions and vice versa?

Criteria	EQ#	EQ	Task / tool	Operationalization (within each task. The number indicates order in the tool supporting each task)
			II. Interviews with national informants	3. What other interventions are currently addressing child labour in the country and how do they complement / overlap with the ARC project?
			III. Interviews with implementing partners	3. What other interventions complement your specific work for the ARC project? Are there any overlaps or gaps to be addressed?
			V. General doc review	7. Which references are made to other projects in the ProDoc, work plans, and progress reports?
	EQ9	Coordination	I. Country doc review	9. To what extent are the project's objectives aligned to other ILO and UN child labour initiatives? What are the coordination mechanisms and interlinkages with the project?
			II. Interviews with national informants	4. How is your work coordinated with that of ILO, including the ARC project, and other partners?
			V. General doc review	8. Which references are made to other coordinating bodies and activities in the ProDoc, work plans, and progress reports?
Effectiveness	EQ11	Achievements	I. Country doc review	11. To what extent did the project achieve its planned objectives?
			II. Interviews with national informants	5. From your perspective, how is the ARC project improving the knowledge on child labour and its drivers, and how is such knowledge being transferred to policymaking? Please, provide concrete examples. 6. From your perspective, how is the ARC project contributing to align national laws and policies with international standards against child labour? 7. How do you assess direct action taken by the ARC project on the ground to address the WFCL? (Indicate specific locations) 8. Which specific contributions would you expect from ILO to further enhance national action against child labour in the coming years?
			III. Interviews with implementing partners	4. What outputs and outcomes of the implementation agreement have already been achieved? Please identify factors enabling/limiting achievements.
			IV. Focus groups with beneficiaries	2. Verify or test the effectiveness or likely effectiveness of the activities conducted or foreseen for the target group
			V. General doc review	10. Which of the milestones foreseen by now have been actually met? 11. Which enabling and limiting factors are highlighted in progress report when reporting on indicators and milestones? 9. What is the degree of achievement of project indicators (% by outcome and country)?
			VI. Interviews with project team	5. Which are, in your opinion, the main achievements of the project so far, and what are the factors that have enabled such achievements? 6. Which are, in your opinion, the main shortcomings of the project so far, and what can be done to overcome them?
			VII. Survey with project participants	4. Please use the following space to elaborate on your response and further comment on the effectiveness of the ARC project 3. The following is a list of outputs already delivered by the ARC project and their main targets. Please assess score each output from 1 to 5 according to the effects observed on the groups

Criteria	EQ#	EQ	Task / tool	Operationalization (within each task. The number indicates order in the tool supporting each task)
				targeted by each output, with 5 being completely effective and 1 completely ineffective. (Display list)
	EQ12	Gender effectiveness	III. Interviews with implementing partners	5. How have the project achievements specifically benefitted women?
			V. General doc review	12. What achievements and challenges are reported in progress report with regards to gender equality?
	EQ13	Impact indications	I. Country doc review	13. To what extent did stakeholders change the way they operate to deliver benefits to the target group?
			VI. Interviews with project team	7. Have you witnessed any positive change of behaviour on project stakeholders that can be related to the project performance?
	EQ14	Adaptation	I. Country doc review	14. To what extent did the project address changes, constraints in the social, political, and cultural environment and in particular to the COVID19 pandemic and developing security situation?
Efficiency	EQ15	Flexibility	I. Country doc review	15. To what extent was the planning and implementation process flexible in addressing above mentioned changes and constraints?
			III. Interviews with implementing partners	6. How do you assess the project implementation in terms of flexibility?
			VI. Interviews with project team	8. How do you assess the project planning and implementation process in terms of flexibility?
	EQ16	Management	I. Country doc review	16. To what extent was the management adequate to ensure project effectiveness and efficiency?
			III. Interviews with implementing partners	7. How do you assess the project implementation in terms of management?
			VI. Interviews with project team	9. Describe the internal management of the project and how it controls project effectiveness and efficiency
	EQ17	M&E	I. Country doc review	17. To what extent the M&E framework of the project has been effective and how effectively data collections have been?
			III. Interviews with implementing partners	8. How do you assess the project implementation in terms of monitoring, evaluation and learning?
			V. General doc review	13. Were the M&E plan and tools effective in collecting relevant data for accountability and learning purposes?
			VI. Interviews with project team	10. How do you assess the project M+E in terms of accountability and learning?
	EQ18	HR	I. Country doc review	18. To what extent were resources (human resources – men/women, time, expertise, funds etc.) allocated and used to provide the necessary support and to achieve the broader project objectives and results?
			III. Interviews with implementing partners	9. How do you assess the project implementation in terms of human resources and expertise?
			VI. Interviews with project team	11. To what extent were resources (human resources – men/women, time, expertise, funds etc.) allocated and used to provide the necessary support and to achieve the broader project objectives and results?
EQ19	Participation & balance	I. Country doc review	12. To what extent were project’s public and private stakeholders involved in the project implementation?	
		III. Interviews with implementing partners	10. How do you assess the project implementation in terms of participation of stakeholders and gender balance?	

Criteria	EQ#	EQ	Task / tool	Operationalization (within each task. The number indicates order in the tool supporting each task)	
			V. General doc review	14. What references are made in progress reports and monitoring tools to participation of key public and private stakeholders involved in project implementation, and what is the gender balance of participants?	
			VI. Interviews with project team	12. To what extent were project's public and private stakeholders involved in the project implementation, and how a gender balance ensured in project participants?	
	EQ20	Timing	I. Country doc review	20. To what extent were funding and timeframes sufficient to achieve the intended outcomes?	
			III. Interviews with implementing partners	11. How do you assess the project implementation in terms of timing?	
			V. General doc review	15. What was the degree of implementation of the workplans (% of activities implemented in time)?	
			VI. Interviews with project team	13. What were the main delays in project implementation?	
	EQ21	Resource allocation	I. Country doc review	19. To what extent were the project activities cost-effective? 21. To what extent were resources allocated strategically to achieve results in different geographical locations and their unique needs?	
			II. Interviews with national informants	9. How does the issue of child labour differ in the targeted locations compared to other areas of the country?	
			III. Interviews with implementing partners	12. How do you assess the project implementation in terms of financial resources and resource allocation?	
			VI. Interviews with project team	14. How were resources allocated strategically to different geographical locations and why?	
	Sustainability	EQ22	Sustainability plans	I. Country doc review	22. To what extent are strategies and interventions - including the sustainability plan at the level of individuals, enterprises, and tripartite constituents - ensuring sustainability?
		EQ23	Ownership and capacity	I. Country doc review	23. To what extent did key institutions and partners organizations take ownership and show the capacity and resources to sustain project activities?
II. Interviews with national informants				10. To what extent do national institutions have the capacity and will to sustain project outcomes regarding research, policy alignment, and direct action on the ground?	
III. Interviews with implementing partners				13. To what extent does the project foster local ownership and capacity-building?	
VI. Interviews with project team				15. How do you assess national institutions and partners in terms of capacity and ownership to sustain and further enhance the project outcomes with ILO support?	
EQ24		Expected impact	I. Country doc review	24. To what extent are outputs and outcomes likely to be sustained and how the impact is likely to look like based on progress so far?	
			III. Interviews with implementing partners	14. How likely will local actors sustain the project results without support from the ARC project and how likely will the project have a significant impact on cases of child labour?	
			VII. Survey with project participants	5. The following is a list of long term effects sought by the ARC project and ILO in the coming years. Please score each impact from 1 to 5 according to their likelihood of being achieved and further sustained by the country, with 5 being very likely and 1 very unlikely. (Display list) 6. Please use the following space to elaborate on your response and further comment on the likely impact and sustainability of the ARC project	

Annex III. Documentary sources

Publications

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Annex IV. Evaluation informants

Interviewees

#	Name	Position	Institution	Country
1	Mr. Sayeda Munira Sultana	National Project Coordinator	ILO	Bangladesh
2	Mr. Saddam Hossain Khan	Deputy Director	Bangladesh Bureau of Statistics (BBS) Ministry of Planning	Bangladesh
3	Mr. Kabir Uddin Ahmed	Director & Project Director Population and Housing Census-2021	Bangladesh Bureau of Statistics(BBS) Statistics and Informatics Division (SID)	Bangladesh
4	Mr. Zaman Shahid	Executive Director	ESDO	Bangladesh
5	Mr. Abdus Shahid Mahmood	Director	BSAF(Bangladesh Shishu Adhikar Forum)	Bangladesh
6	Dr Mustafiz	Joint Inspector General	DIFE	Bangladesh
7	Narasimhan	NPC	ILO, New Delhi	India
8	Itishree Sahoo	M&E Officer	ILO, New Delhi	India
9	Giovanni Soledad	CTA, India	ILO, New Delhi	India
10	Abhishek Verma	Labour Superintendent	Labour Department, Jharkhand	India
11	Mr. M P Sinha	Lead person	Janhit Vikas Samiti	India
12	Dr Vijay Jain	Country Director	Responsible Mica Initiative	India
13	MarK and Thangam	Program Manager	TdH	India
14	Baidyanath Mahto and Sarmila Kumari	Lead persons	Jago Foundation, Giridih	India
15	Tek Raj Khadka	Program Coordinator	Pauwadungma Rural Municipality	Nepal
16	Nabin Kumar Bhattarai	Chief Administrative Officer	Pauwadungma Rural Municipality	Nepal
17	Kiran Rai	Chairperson	Paueadungma Rural Municipality	Nepal
18	Bunu Rai	Child Welfare Officer	Bhojpur Municipality	Nepal
19	Surendra Rai	Chief Administrative Officer	Bhojpur Municipality	Nepal
20	Dhan Bahadur B K	Project Focal Person	All Nepal Trade Union Federation	Nepal
21	Indra Deo Yadav	PM Executive Officer	Nepal Trade Union Congress	Nepal
22	Bidur Karki	Vice President	General Federation of Nepalese Trade Unions	Nepal
23	Narayan Prasad Bhattarai	National Project Coordinator	ARC Project	Nepal
24	Writtu Bhatta Rai	Officer-In-Charge	Swantrata Abhiyan Nepal	Nepal
25	Basanta Kumar Karna	Under Secretary	MoLESS	Nepal

#	Name	Position	Institution	Country
26	Nutan Sharma	Secretariat Facilitator (SF)	Alliance 8.7 Secretariate	Nepal
27	Shiva Dangol	Child Protection Officer	UNICEF Nepal	Nepal
28	Bishowmani Pokharel	Project Coordinator	Worldview Nepal	Nepal
29	Ms Munawar Sultana	National Project Coordinator	ILO Pakistan	Pakistan
30	Ms Rabia Razzaque	Senior Program Officer	ILO Pakistan	Pakistan
31	Mr Insaf Nizam	Specialist, Fundamental Principles and Rights at Work	DWT, Country Office, New Delhi	Pakistan
32	Mr Lorenzo Guarcello	Project Manager, FUNDAMENTALS	FUNDAMENTALS, ILO Geneva	Pakistan
33	Ms Maria Gabriella Breglia	Project Technical Officer (Policy-oriented research) FUNDAMENTALS	FUNDAMENTALS, ILO Geneva	Pakistan
34	Ms Ingrid Christensen	Country Director (former CD for ILO CO, Pakistan)	ILO Country Office, Hanoi	Pakistan
35	Mr Peter Buwembo	Officer-in-Charge	ILO Country Office, Islamabad	Pakistan
36	Ms. Farrah Ilyas	Child Protection Specialist	UNICEF	Pakistan
37	Mr Zahoor Ahmed Taran	Monitoring & Evaluation Officer	SDG Unit-Balochistan	Pakistan
38	Dr. Ali Muhammad Awan	External Collaborator	ILO Consultant	Pakistan
39	Mr Amir Murtaza	External Collaborator	ILO Consultant	Pakistan
40	Mr Rao Zahid Mahmood	Deputy Secretary	Labour & Human Resources Department – Punjab	Pakistan
41	Mrs Maria Maud Sabri	National Commissioner	Pakistan Girl Guides Association (PGGA)	Pakistan
42	Ms Valerie Khan	Executive Director	Group Development Pakistan (GDP)	Pakistan
43	Mr. Saad Chaudhary	Deputy General Secretary, Central Punjab Region, Titular Member, ITUC Youth Committee CSI IGB	Pakistan Workers Federation	Pakistan
44	Ms Hkun Sa Mun Toi	NPC	ILO	Myanmar
45	Ms. Mi Hlaing Non	Programs Manager	MNEC	Myanmar
46	Mr. Insaf Nizam	Fundamentals specialist	ILO	Regional
47	Ms. Seema Sharma	Senior admin and finance officer	ILO	Regional
48	Ms. Itishree Sahoo,	M+E Officer	ILO	Regional
49	Mr Giovanni Soledad	CTA	ILO	Regional

Focus groups

India

The following target groups were consulted through focus groups:

- Program staff of 3 partner organizations
- Children's club (Bal Manch) at 5 villages
- Self Help Group (SHG) formed in the project in 5 villages

Nepal

The following target groups differentiated by gender were consulted through focus groups:

- Pauwabungma Rural Municipality
- Pauwabungma Students

Annex V. Survey

Welcome message

You have participated in an ILO training session aimed at addressing child labour and organised in the framework of the Asia Regional Child Labour (ARC) Project. The ARC project aims to reduce child labour in six countries: Afghanistan, Bangladesh, India, Myanmar, Nepal and Pakistan. As a participant in project activities you are invited to complete a short questionnaire as part of the project's independent mid-term evaluation. Completing the questionnaire will take about five minutes and your response is considered an important contribution to the evaluation process. Many thanks for your collaboration.

Survey Question 0. Respondent background

Please select your country:

Bangladesh	19
India	3
Myanmar	41
Nepal	12
Pakistan	5
Not available	38
Total	118

Please select your gender:

Female	49	61%
Male	31	49%
Not available	38	
Total	118	

Please select the training topic:

Capacity building for civil society organisations	11
Capacity building for employers' and workers' organisations	2
Child labour data analysis	7
Child labour inspection	27
Child labour laws and policies	17
Data collection processes (labour force survey/survey/research	1
Developing media and communication material	4
Sensitization and capacity building of media professionals	10
Not available	39
Total	118

Please select the category that applies to you:

	Bangladesh	India	Myanmar	Nepal	Pakistan	N/A	Total
Child protection case manager			6	1			7
Civil society representative	1		18		1		20
Community member	1		4				5
Department of Inspection official	9						9
Employers' organisation representative	2		4				6
Human resources professional, mica mining sector		1	1				2
Journalism or communication professional	6	1	1	11	4		23
Workers' organisation representative		1	6				7
Not available			1			38	39
Total	19	3	41	12	5	38	118

Survey Question 1. Relevance

Please indicate your level of agreement with the following statements on the **relevance** of the training you received, with 1 indicating no agreement and 5 strong agreement.

N = 56	Bangladesh	India	Myanmar	Nepal	Pakistan	Total
I knew little about child labour before attending the training.	2.22	3.00	3.41	3.42	2.40	3.11
The training contents were applicable to my sector.	4.17	2.67	4.08	4.08	3.00	3.92
The contents of the training took into account the COVID-19 pandemic and offered an appropriate response to child labour given this context	3.33	2.33	3.50	3.42	2.75	3.33
The responses proposed to address child labour in my country were appropriate given the national context	3.67	2.50	3.00	3.75	2.75	3.22
The training modality was appropriate given the target audience	4.00	3.00	3.88	4.00	2.50	3.78
The training contents were set at the right level given my prior knowledge and expertise on child labour.	3.67	3.00	4.16	4.17	3.00	3.96
Total, average	3.41	2.73	3.67	3.81	2.72	3.54
Female	3.56	0.00	3.72	4.33	2.00	3.79
Male	3.37	2.73	3.38	3.54	2.75	3.26

Survey Question 2. Effectiveness

Please indicate your level of agreement with the following statements on the **effectiveness** of the training you received. with 1 indicating no agreement and 5 strong agreement.

N = 52	Bangladesh	India	Myanmar	Nepal	Pakistan	Total
Following the training I had a better understanding of child labour in the national/sub-national context.	3.29	3.00	4.12	4.33	2.75	3.88
Overall, the training met with my expectations	2.83	3.00	4.26	4.33	3.25	3.94
The training provided me with practical tools and knowledge that I can apply in the workplace.	3.80	2.67	4.22	4.42	2.75	4.00
Following the training, I felt more empowered to collaborate/work on the issue of child labour.	4.00	2.67	4.09	4.42	2.50	3.94
I can carry out aspects of my job related to child labour to a higher standard due to the capacity building training I received.	4.20	2.67	3.83	4.17	2.25	3.74
Total, average	3.57	2.80	4.10	4.33	2.70	3.90
Female	3.50	0.00	4.13	4.70	0.00	4.18
Male	3.60	2.80	3.93	4.15	2.70	3.57

Survey Question 3. Impact on journalists

At the beginning of the questionnaire, you indicated that you are a **journalism or communication professional**. Please indicate to what extent you agree with the following statements on the **impact** of the training you received, with 1 indicating a low level and 5 a high level of agreement.

N = 15	Bangladesh	India	Myanmar	Nepal	Pakistan	Total
I have published more work/contributed to more publications on the subject of child labour since completing the training.	3.00	1.00	4.10	2.00		3.40
I have incorporated knowledge and/or perspectives gained during the training in the materials/reports I produce.	3.00		4.10	2.67		3.71
I have advocated for an increased focus on child labour in the organisation where I work.	3.00		3.90	1.67		3.36
I have expanded my information sources related to child labour since the training.	3.00		4.10	2.33		3.64
I am better able to follow the national agenda related to child labour since the training.	3.00		3.90	2.67		3.57
Total, average	3.00	1.00	4.02	2.27		3.54
Female	0.00	1.00	4.90			4.55
Male	3.00		3.80	2.27		3.35

Survey Question 4. Impact on government (Labour inspection)

At the beginning of the questionnaire, you indicated that you work in the **Department of Inspection**. Please indicate to what extent you agree with the following statements on the **impact** of the training you received, with 1 indicating a low level and 5 a high level of agreement.

N = 4	Bangladesh	India	Myanmar	Nepal	Pakistan	Total
I have been able to apply what I learned during the training to my day-to-day work.	4.25					4.25
I have advocated within my organisation for an increased focus on child labour during national labour inspection.	4.50					4.50
My ability to contribute to child labour inspection has improved as a result of the training.	4.75					4.75
I have shared knowledge acquired during the training with my colleagues.	4.50					4.50
Total, average	4.50					4.50
Female	5.00					5.00
Male	4.33					4.33

Survey Question 5. Impact on CSOs

At the beginning of the questionnaire, you indicated that you work as a **civil society representative**. Please indicate to what extent you agree with the following statements on the **impact** of the training you received, with 1 indicating a low level and 5 a high level of agreement.

N = 16	Bangladesh	India	Myanmar	Nepal	Pakistan	Total
I am able to advocate on child labour issues more effectively as a result of the training.	1.00		3.29		3.00	3.13
I have advocated within my organisation for an enhanced focus on child labour.	2.00		3.69		3.00	3.53
I have contributed to an increase in campaigns related to child labour implemented by my organisation.	2.00		3.92		2.00	3.67
I have contributed towards enhanced data collection practices related to child labour within by organisation.	4.00		3.50		3.00	3.50
Total, average	2.25		3.59		2.75	3.45
Female	0.00		3.62			3.62
Male	2.25		3.25		2.75	2.75

Survey Question 6. Impact on mica companies (HR professionals)

At the beginning of the questionnaire, you indicated that you are a **human resources professional in the mica mining sector**. Please indicate to what extent you agree with the following statements on the **impact** of the training you received, with 1 indicating a low level and 5 a high level of agreement.

N = 1	Bangladesh	India	Myanmar	Nepal	Pakistan	Total
I have been able to apply knowledge from the training at work.		3,00				3,00
I have contributed to implementing child labour due diligence practises following the training.		3,00				3,00
I feel more motivated to contribute to the fight against child labour.:At the beginning of the questionnaire, you indicated that you are a human resources professional in the mica mining sector. Please indicate to what extent you agree with the following		3,00				3,00
I have shared knowledge acquired during the training with my colleagues.		3,00				3,00
Total, average		3,00				3,00
Female		0,00				0,00
Male		3,00				3,00

Survey question 7. Impact on workers' unions

At the beginning of the questionnaire, you indicated that you are a **workers' organisation representative**. Please indicate to what extent you agree with the following statements on the **impact** of the training you received, with 1 indicating a low level and 5 a high level of agreement.

N = 3	Bangladesh	India	Myanmar	Nepal	Pakistan	Total
I have been able to apply knowledge gained during the training in my work.		4.00	1.50			2.33
I have pushed for my organisation to contribute to the implementation of National Action Plans on child labour.		3.00	1.50			2.00
I have advocated for an increased focus on child labour within my organisation.		2.00	1.50			1.67
I have shared knowledge acquired during the training with my colleagues.		4.00	3.50			3.67
Total, average		3.25	2.00			2.42

Female	0.00	2.00	2.00
Male	3.25	0.00	3.25

Survey Question 8. Impact on employers' organisation

At the beginning of the questionnaire, you indicated that you are an **employers' organisation representative**. Please indicate to what extent you agree with the following statements on the impact of the training you received, with 1 indicating a low level and 5 a high level of agreement.

N = 3	Banglades h	Indi a	Myanma r	Nepa l	Pakista n	Tota l
I have been able to apply knowledge gained during the training in my work.			3,00			3,00
I have pushed for the incorporation of knowledge acquired during the training in my organisations' practices at an institutional level.			4,00			4,00
I have advocated within my organisation for a strong contribute to the implementations of National Action Plans on child labour.			3,50			3,50
I have shared knowledge acquired during the training with my colleagues			3,67			3,67
Total, average			3,55			3,55
Female			3,55			3,55
Male			0,00			0,00

Survey Question 9. Impact on social workers

At the beginning of the questionnaire, you indicated that you are a **child protection case manager**. Please indicate to what extent you agree with the following statements on the **impact** of the training you received, with 1 indicating a low level and 5 a high level of agreement.

N = 5	Banglades h	Indi a	Myanma r	Nepa l	Pakista n	Tota l
I have been able to apply knowledge on child labour gained during the training to my case management work.			2.75	5.00		3.20
I have advocated for enhancements in my organisations child labour related practices as a result of knowledge acquired during the training.			2.75	5.00		3.20
I have pushed for greater alignment of child labour monitoring tools to the existing child protection monitoring framework within my organisation.			3.00	5.00		3.40
The training has enabled me to manage cases without having to engage with the Factories and General Labour Laws Inspection Department.			2.25	1.00		2.00
Total, average			2.69	4.00		2.95
Female			2.38	4.00		2.92
Male			3.00	0.00		3.00

Survey Question 10. Impact on community representatives

At the beginning of the questionnaire, you indicated that you are a **community member**. Please indicate to what extent you agree with the following statements on the **impact** of the training you received. with 1 indicating a low level and 5 a high level of agreement.

N = 2	Banglades h	Indi a	Myanma r	Nepa l	Pakista n	Tota l
I have been able to apply knowledge on child labour gained during the training to activities I have carried out in the local community.			3.00			3.00
I have increased the amount of time spend on advocacy related to child labour since completing the training.			3.00			3.00
I have passed on the knowledge I have gained to other community members active in the field of child labour. :At the beginning of the questionnaire, you indicated that you participated in the training as a community member. Please indicate to what ex			4.00			4.00
I have a better understanding of child labour issues since completing the training.	1.00		4.00			2.50
Total, average	1.00		3.50			3.00
Female	1.00		3.50			3.00
Male	0.00		0.00			0.00

Annex VI. Computerized content analysis

Computerized content analysis (CCA) was conducted to measure evolution in the appearance and frequency of words related to child labour in the social networks of the entities that were key agents in the project, as well as the appearance and frequency of words on the websites of these organisations, with the aim of establishing a baseline. The measurement was done with support of big data algorithms programmed in R by the ECOOPER team. It consisted in (1) elaborating a dictionary of key terms related to child labour, (2) measuring the appearance and frequency of words related to child labour in social media and webpages, and (3) analyse its trend in the analysis on Twitter and show the results per month during the period covered by the project (2020-2022).

Dictionary

children right*	out-of-school child*
children's right*	WFCL
rights of children	economically active child*
fundamental rights of children	Convention on the Rights of the Child
child labour	CRC
child labourer*	1989 Convention
child worker*	1989 UN Convention
forced labour	Convention on the Worst Forms of Child Labour
economic exploitation of child*	C182
protection of children from exploitation	1999 Convention
international conventions on child labour	1999 ILO Convention
minimum age for employment	Convention on the Minimum Age for Employment (1973)
World Day Against Child Labour	1973 Convention
WDAFL	1973 ILO Convention
hazardous work*	C138

Sources

For the Twitter analysis, sources were obtained from two of the project's implementing countries: Nepal and India.

In the case of Nepal, five institutions participating in the project were analysed, of which one was a civil society organisation (CSO), two were government institutions, one was in the media category, and one was a workers' organisation.

In the case of India, the Twitter accounts of six institutions were analysed: five CSOs and one government institution.

For each of the accounts, the algorithm analysed the text of the last 3200 tweets published on the social network, resulting in a total of 31,161 analysed tweets.

Country	Type of institution	Institution name	Twitter account
India	CSO	Action Aid	ActionAidIndia
		Centre for Responsible Business	Centre4RespBiz
		Indian National Trade Union Congress	INTUCnational
		TdH Netherlands	TdHAsia
		V. V. Giri National Labour Institute	VVGNI1
	Govt	Ministry of Labour and Employment	LabourMinistry
	UNICEF India	UNICEFIndia	
Nepal	CSO	Swantrata Abhiyan Nepal	SwatantrataA
	Govt	Alliance 8.7 Secretariate	Alliance87Nepal
		Ministry of Labour, Employment and Social Security (MoLESS)	MoLESS_Nepal
	Media	World View Nepal	worldview_nepal
Workers' org	General Federation of Nepalese Trade Unions	GEFONT	

Results

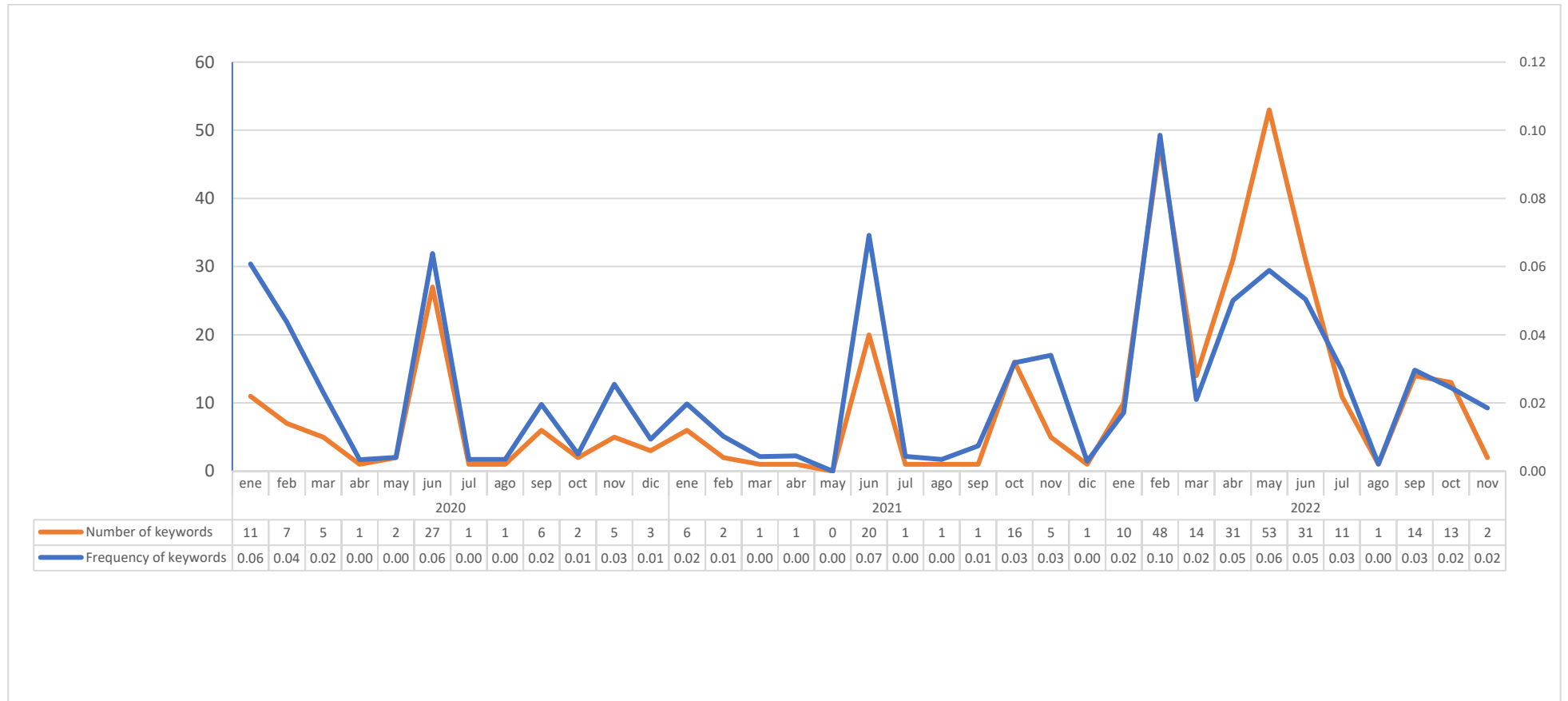
The results, both in relative and absolute terms, show an increasing trend in the appearance of child labour-related terms in the accounts of CSOs, government organisations, media and workers' organisations in Nepal and India.

The graph and table below, which covers this trend over the project implementation period from 2020 to 2022, also shows three peaks indicating a sudden increase in the mention of these terms around the World Day Against Child Labour on 12 June each year.

If we look at the number of occurrences of dictionary words in absolute terms, we can also see this increase in the months of June and in the whole of 2022, which is visibly higher than in previous years.

Figure 8. References to child labour key words in twitter accounts of target institutions in India and Nepal

Monthly occurrences (0-60) and monthly frequency (0-0,12), 2020-22



Source: computerized content analysis on Twitter accounts of target institutions in Nepal and India

Annex VII. Good practices and lessons learned

GOOD PRACTICE ELEMENT	TEXT
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	<p>Institutionalizing action against child labour (CL) under the umbrella of well-established entities and practices enables effectiveness and sustainability of ILO projects, as in the case of Nepal, where CL indicators were integrated in Labour Force Surveys and CL subcommittees were embedded in legally-established child rights committees.</p> <p>The National Labour Force Survey (NLFS) conducted by the competent authority – the Central Bureau of Statistics (CBS) - was the only data source on labour force and used to include only a few paragraphs on child work. The ARC Project supported the CBS in having CL integrating indicators developed by the ILO in the NLFS questionnaires. This will produce data on CL every four years and help fill the country’s knowledge gaps on this issue. Similarly, the ARC Project institutionalized its declaration of Child Labour Free Zone approach with the establishment of the Child Labour Monitoring Subcommittee within the Legal Child Right Committee established under the Children Act, 2018.</p>
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	<p>Institutionalizing action against CL is possible only in a favourable environment where advocacy or lobbying is an ongoing process and key stakeholders share a common understanding of CL issues. In addition, relevant institutions with competencies in labour and child issues must be in place. Hence, this good practice could be applied in a context where favourable legal and policy environments exist.</p>
Establish a clear cause-effect relationship	<p>The National Child Labour Report 2021 acknowledges the support provided by the ILO under the ARC Project. It was published jointly by the CBS, UNICEF and the ILO.</p>
Indicate measurable impact and targeted beneficiaries	<p>The report has provided a knowledge base on CL and its causes and drivers, and is being used widely for strategy development by many key stakeholders, including activists for raising voice to address CL issues effectively. Hence, further impact will likely be found in interventions made by key stakeholders in coming years.</p>
Potential for replication and by whom	<p>There is potential for replication by ILO constituents in any country that has ratified ILO Conventions Nos. 138 and 182.</p>
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO’s Strategic Programme Framework)	<p>This practice has a direct link to the Nepal Decent Work Country Programme., ILO P&B Outcome 2 ‘International labour standards and authoritative and effective supervision’, and SDG 8.7. to ‘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’.</p>
Other documents or relevant comments	<p>See Nepal Child Labour Report 2021 and ILO CBS Joint Press Release “Need for a rigorous effort to eliminate child labour in Nepal”</p>

GOOD PRACTICE ELEMENT	TEXT
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Partnerships with Civil Society Organizations (CSOs) and government authorities allows the application of a holistic approach on the ground, and feedback for research on child labour and how to combat its root causes. This good practice was found in India and linked to the ARC project Outcome 3 (developing and applying a holistic approach to eradicating child labour, particularly its worst forms). With well-planned programming, which included the ILO joining hands with different CSOs that were already working on CL and related issues, this practice helped in leveraging their strength towards a common goal of addressing the worst forms of child labour. While some had strength in advocacy with government, others were very effective in achieving integrated development in villages by addressing varied needs. Unlike at the national or state level, the programme was more successful in engaging authorities at the block and district level to garner their support on child labour.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	With widespread poverty and limited reach of government programmes in Jharkhand and Bihar states of India, child labour issues could not have been addressed in isolation. A child labour programme could not have been successful without addressing livelihood, education, food and nutrition, migration etc. among the affected households. While convergence of programmes helped at a higher level, partnerships built with CSOs with diverse expertise was crucial to the implementation of a holistic programme on the ground.
Establish a clear cause-effect relationship	Child labour is a multifactorial issue that has its main root in poverty, emanating from lack of economic opportunities and social protection. A holistic approach helps in addressing different causal factors and building livelihood resilience among the affected families and communities.
Indicate measurable impact and targeted beneficiaries	The programme worked with women, children, <i>Panchayat Raj</i> system and leaders in the community to address the child labour issue. Women members of self help groups (SHGs) were able to take a loan to start livelihood activities such as goat rearing, growing crops and nutrition gardens for self-consumption and selling. Through <i>Baal manch</i> (Children’s club), children were able to engage with parents, leaders and <i>Panchayat</i> in villages to address the issue of children missing schools and engaging in labour.
Potential for replication and by whom	India has a strong CSO movement in different development sectors. The government is also making efforts to involve CSOs in different programmes implemented directly. Often CSO initiatives suffer from a shortage of funds and a lack of coordinated efforts to address issue like child labour. Since many CSOs work on multiple themes, it is possible to replicate the holistic approach in addressing complex problem like child labour.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO’s Strategic Programme Framework)	It has direct links with Decent Work Country Programme and its priority as well as ILOs’ Global Strategic Programme Framework. The ILO continues to emphasize improved income generation, decent employment opportunities, and social protection in communities as essential elements of integrated approach to addressing child labour.
Other documents or relevant comments	Ending child labour through a multisectorial approach (UNICEF) ,

GOOD PRACTICE ELEMENT	TEXT
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>Regional programmes facilitate exchange of information and experience on similar topics in the project, even when the common intervention logic does not work the same way in different countries.</p> <p>The ARC Project is a regional intervention operating in different countries with different contexts and socio-economic backgrounds and aiming to address child labour, forced labour and trafficking in person. The outcomes of the project are broad and designed for regional achievement in totality but the countries where the project operates have different outputs and activities contributing to the regional outcomes. The inter-project learning opportunities were used by the project team, enriching their knowledge and encouraging them to replicate or scale up the knowledge in their own countries. Inter country information and experience sharing contributed to achieving the objectives, and knowledge was shared with other programme partners.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>An annual meeting or workshop of all project teams from all countries where the regional project is being implemented should be planned at the beginning. The team should review the applicability or replicability of the emerging good practices identified in a peer review with similar socio-economic context in the country.</p>
<p>Establish a clear cause-effect relationship</p>	<p>The opportunity to learn from different groups in different or similar contexts enriches the experiences of the team and improves their knowledge base, which can then contribute to implementing the components of the project. Further, this creates a continuous process of learning.</p>
<p>Indicate measurable impact and targeted beneficiaries</p>	<p>It affects the capacity building of the project team, including by developing a common understanding among the regional team, which in turn imparts effective, efficient and quality deliverables of the project.</p>
<p>Potential for replication and by whom</p>	<p>It has high potential for replication in other ILO regional projects.</p>
<p>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)</p>	<p>It has a link to develop DWCPs and Country Programme Outcomes as the project team has gained experience and capabilities from their colleagues from other countries.</p>
<p>Other documents or relevant comments</p>	<p>Asia Regional Child Labour Programme (ARC)</p>

LESSON LEARNED ELEMENT	TEXT
Brief description of lessons learned (link to specific action or task)	Data collection on child labour (CL) is not mere statistical work. The feasibility of such activities might require prior high-level dialogue to give a political and administrative green light for statistical work. This lesson was drawn from Component 1 of the Asia Regional Programme on Child Labour intending to create a credible knowledge base on the extent of child labour, its drivers and causes that informs policies. The proposal was fully relevant for India where there had been no fresh data on child labour in India since 2011. The programme had planned to conduct national and state surveys on child labour, with disaggregated data by gender and age group and a technical and financial proposals with a national agency. However, the proposal received a lukewarm response from the government due to the sensitivity associated with child labour and the implementation was delayed. It was concluded that high-level engagement of policy makers and bureaucrats would have been needed since very beginning of the programme.
Context and any relatedpreconditions	COVID-19 also had some influence on this reluctance, as focus was on the impact of the pandemic on the economy. The pandemic hampered almost every aspect of the programme in India, and was cited as the major obstacle to carrying out the surveys., and authorities were less enthusiastic about participating in virtual mode, which was a norm during the pandemic.
Targeted users / Beneficiaries	Development Partners, CSOs, Researchers/ILO constituents
Challenges /negative lessons - Causal factors	The Government of India was not predisposed to allocating resources to generating knowledge on CL because of the sensitivity of this issue at the national level. Engaging with government authorities in support of implementation of child labour survey became a challenge, and the COVID-19 response was often presented as the reason for not going ahead with the survey.
Success / Positive Issues -Causal factors	The ILO has continued to make consolidated efforts through different ongoing programmes in the country to engage with the political and administrative authorities to impress upon them the urgent need for conducting survey on child labour.
ILO Administrative Issues (staff, resources, design, implementation)	The project design did not foresee advocacy activities specifically to raise government support to data collection on CL.

LESSON LEARNED ELEMENT	TEXT
Brief description of lessons learned (link to specific action or task)	Despite all countries being committed to the eradication of CL through the SDGs and international conventions and declarations, the Alliance 8.7 and the choice of a country to become Pathfinder of the Alliance provides momentum to the collaboration between ILO, a MS and other stakeholders in effectively and efficiently addressing child labour, force labour and trafficking in children. While all countries are committed with the eradication of child labour, pathfinder countries intend to go further and faster in achieving Target 8.7; they accelerate efforts, try new approaches and collaborate with others.
Context and any related preconditions	After the implementation of National Master Plan I from 2004 to 2014, Nepal could not initiate coordinated and collaborated efforts in eradicating child labour. Hence, National Master Plan II (NMP II) was developed and adopted by the Ministry of Labour, Employment and Social Security (MoLESS). The ARC Project was also designed to contribute to eradicating child labour by supporting the government in the implementation of NMP-II and addressing reforms in laws and policies.
Targeted users / Beneficiaries	Development Partners, CSOs, Researchers/ILO constituents. More than 60 are implementing child labour, forced labour and trafficking eradication programmes in cooperation with development partners and CSOs.
Challenges /negative lessons - Causal factors	Orienting and coordinating several actors and time required for the development of a joint action plan.
Success / Positive Issues - Causal factors	Once the plan of action is developed, all stakeholders initiate actions to achieve the outcomes outlined jointly and contribute in achieving SDG 8.7, whereas the Alliance Secretariat documents processes and builds strong relationship with all actors
ILO Administrative Issues (staff, resources, design, implementation)	By allocating a national project officer in Nepal, Alliance 8.7 benefitted from an ILO focal point on child labour

LESSON LEARNED ELEMENT	TEXT
Brief description of lessons learned (link to specific action or task)	<p>The focus of CL measures on hazardous jobs and key economic sectors may have hidden the existence of female child labourers in the domestic work sector. This could be taken into account in gender-balanced project design.</p> <p>Pakistan carried out a qualitative study on child labour in domestic work commissioned by the ILO for the ARC project. The study offered pertinent insights into the current landscape of child labour in domestic work in Pakistan and determined that one in every four households in the country employs a child in domestic work, predominantly girls, aged 10 to 14 years. The project team has therefore found that gender is being taken into consideration in the formulation of activities, in capacity building work, in the establishment of child labour protection committees and the production of data. Moreover, it has been explained that there is a growing interest in understanding the economic exploitation of girls behind early marriage and within the family household.</p>
Context and any related preconditions	<p>Gender was not included as a variable in the project's initial formulation. It did not cover gender mainstreaming or gender inclusion, or include gender indicators. This did not result from a lack of gender sensitivity on the part of project designers, but rather available data informing that child labour was mainly affecting boys in the target countries. This data was mainly collected in key economic sectors, where female participation rates remain low, and domestic work, traditionally developed by women in almost all contexts, was not taken into account. In the context of the ARC programme, the ILO commissioned a study in Pakistan: Child Labour in domestic work in Pakistan: A scoping study`.</p>
Targeted users / Beneficiaries	<p>Development partners, CSOs, researchers and ILO constituents</p>
Challenges /negative lessons - Causal factors	<p>The fact that gender was not included in the original design of the intervention has led to unaddressed issues, such as the measurement of child labour disaggregated by gender, as well as the causes that explain this disaggregation and the consequences of child labour in contexts such as domestic work as a consequence of child marriage.</p>
Success / Positive Issues - Causal factors	<p>A study was carried out on domestic work in Pakistan and shed light on the prevalence of female child labour in this sector. A key partnership established with the Pakistan Girl Guides Association (PGGA) will sustain related advocacy work.</p>
ILO Administrative Issues (staff, resources, design, implementation)	<p>Lack of personnel specialized in gender approaches at the country level, who would facilitate the implementation of the project by taking into account the gender perspective in all phases. Due to the lack of initial planning of this approach, and a lack of homogenization of data, studies and results lower levels of child labour in girls may have been detected.</p>

LESSON LEARNED ELEMENT	TEXT
Brief description of lessons learned (link to specific action or task)	<p>Setting up of a large research programme with an ad-hoc team within the ILO takes time. This has to be considered when planning project implementation and achievement of results.</p> <p>The project, with an immense amount of research, particularly in collaboration with the government statistical authority entrusted with credible research and data gathering, requires continuous coordination and technical inputs and a versatile team with appropriate skills and high levels of competence. The effective implementation of such a large research project requires a team that can work for long periods, dedicating time and energy on the implementation and achievement of results. This would be more effectively achieved by lightening the administrative procedures for hiring personnel. It was decided to give the responsibility for working on the research component to the Fundamentals Research Unit. However, this team has had many other issues to tackle and has had limited time to dedicate to the project. Hence, it would be beneficial to have a separate project team for implementation of large research projects.</p>
Context and any related preconditions	<p>The size of the project team and the duration for which it is in place depends on the project's results framework. This is to say that contextual analysis and outcomes, along with outputs, are the main issues to be considered for determining the size and duration of the project team.</p>
Targeted users / Beneficiaries	<p>ILO constituents, the project management team, the project designer(s) and development partners.</p>
Challenges /negative lessons - Causal factors	<p>Challenges are resources and the external environment and how the Project can operate to overcome them. Sometimes negative lessons are also learnt while implementing a large research project.</p>
Success / Positive Issues - Causal factors	<p>Recruitment of the whole project team and their orientation on the projects' deliverables, including setting up an oversight monitoring plan with full support of the ILO administration, will aid in achieving successful outcomes.</p>
ILO Administrative Issues (staff, resources, design, implementation)	<p>Continuous review of the project activities and obstacles jointly with the project team and supporting them for adjustment in the action plan and resource allocation, including administrative support in coping with external environment.</p>

LESSON LEARNED ELEMENT	TEXT
Brief description of lessons learned (link to specific action or task)	<p>Improving knowledge, policymaking, and activities on the ground cannot always be done in a sequential manner, as challenges and opportunities in each area of work arise differently in each national context.</p> <p>The sequential manner of implementation, particularly in terms of research, policymaking and direct activities is difficult and do not always work on the ground. The research certainly contributes towards improving knowledge and informing policy makers, although the time taken to conduct research, including validation of findings, is more dependent on the current status of the country or contextual analysis. The direct interventions following research and policy-making for victims of child labour, forced labour and trafficking are not effective in positively affecting their lives as they hinder continuous monitoring and leave less time for linking with services for achieving sustainability. In some implementing countries, especially India and Pakistan, Outcome 1 related to credible knowledge on child labour, was underdeveloped or late, while Outcome 3, on holistic approach developed, applied and successful on the ground, was already being implemented.</p>
Context and any related preconditions	<p>The project is designed to improve knowledge and policy making and to direct activities at beneficiaries following contextual analysis and the identification of gaps. Though it is important to be logical in the implementation of the project, the management has also had to be pragmatic and flexible in terms of time, resources and duration of the project, contextual challenges and opportunities; it has not been possible to deploy project activities in a sequential manner.</p>
Targeted users / Beneficiaries	<p>ILO Constituents, development partners and civil society organizations, including the ILO project management team.</p>
Challenges /negative lessons - Causal factors	<p>In some countries, the research component faces challenges that have not allowed work against CL to start with data collection. In other cases, political instability has impeded dialogue and collaboration required to design and implement policy measures.</p>
Success / Positive Issues - Causal factors	<p>In some countries, collaboration opportunities for concrete action on the ground have emerged before the research and policy activities are on track.</p>
ILO Administrative Issues (staff, resources, design, implementation)	<p>Flexibility in project implementation allows the project to tap into opportunities at country level and move forward with the different components of the project depending on their feasibility, and adapting to national contexts and events.</p>

ⁱ The evaluator can add more questions. These are suggestive questions.