



International Labour Organization

iTrack
Evaluation

ILO EVALUATION

Evaluation Title	Mid-Term Evaluation Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye
ILO TC / Symbol:	TUR/20/02/FER
Type of Evaluation:	Independent Midterm Evaluation
Country:	Türkiye
Date of Evaluation:	June 15 – October 5, 2022
ILO Administrative Office:	ILO Ankara, Türkiye
ILO Technical Backstopping Office:	Fundamentals
Other agencies involved in joint evaluation:	-
Date project ends:	March 2024
Donor: Country and budget EUR:	Ferrero Company (PPP) 3,570,020 EUR
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Key Words:	Child labour, Worst Forms of Child labour in Seasonal Agriculture, Public Private Partnership, Elimination of Child Labour, Child Labour.

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

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Acronyms and Abbreviations

CAOBISCO	Association of Chocolate, Biscuit and Confectionery Industries of Europe
CLU	Unit of Combating Child Labour (Labour Unit)
ECHL	ILO Elimination of Child Labour Programme
EU	European Union
E-METIP	Seasonal Agricultural Workers Information System
ILO	International Labour Organization
ILS	International Labour Standards
İŞKUR	Turkish Employment Agency
METIP	Seasonal Agricultural Workers Project
MTE	Mid-term Evaluation
MoLSS	Ministry of Labour and Social Security
MNE	Ministry of National Education
RBM	Result-based Monitoring
SDGs	Sustainable Development Goals
SSI	Social Security Institute
TOR	Terms of Reference
UN	United Nations
UNDCS	United Nations Development Cooperation Strategy
USD	United States Dollar
WFCL	Worst Forms of Child Labour

Executive Summary

This Mid-term Evaluation (MTE) covers the implementation of the “Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting” for the period of November 2020 through the end of September 2022. The project is implemented by the ILO and funded by Ferrero, and the MTE was carried out between June 15, 2022 and October 5, 2022 by independent evaluators Asude Örüklü and Aşiyen Süleymanoğlu.

In Türkiye, ILO has been sustaining technical support since 2012 with a programme for the elimination of child labour and responding to child labour with stand-alone projects in seasonal agriculture, particularly the hazelnut sector, through public-private partnership projects in collaboration with the Ministry of Labour and Social Security (MoLSS). The ILO plays a significant catalytic role in creating interest, collaboration, and coordination among the strategic institutions acting on child labour, developing replicable models of direct action, and contributing to the national strategy for the elimination of child labour. In this regard, the project aims to contribute to the elimination of the worst forms of child labour (WFCL) in seasonal agriculture. More specifically, it aims to facilitate engagement between public and private sector actors for the withdrawal of children from, and the elimination of the worst forms of child labour in, seasonal agriculture in hazelnut harvesting.

The project is based on three outputs:

Output 1: Strengthened national and local capacity for the elimination of WFCL in seasonal agriculture in hazelnut harvesting.

Output 2: Direct intervention mechanism implemented and scaled up in areas where seasonal hazelnut harvesting exists.

Output 3: Raised awareness on the elimination of WFCL in seasonal agriculture in hazelnut harvesting among the general public, national and local stakeholders, and supply chain actors.

The main objective of this MTE was to assess the implementation of the project to date and report on the results, as well as define the lessons learned for enhanced implementation of the remaining part of the project. The scope of the evaluation encompasses all activities and components implemented by the project for the period from October 2020 to the end of June 2022.

Based upon the detailed analysis and findings of the MTE; below are the summary conclusions and recommendations:

- The project design and implementation were well aligned with the ILO policy framework, UN Country Programme Frameworks, and national programs, as well as the 2030 Agenda for SDGs by addressing the elimination of child labour in seasonal agriculture (in hazelnut harvesting) through a three-pronged strategy: (a) strengthening the national and local capacity for the elimination of WFCL, (b) implementing and scaling up direct intervention mechanisms, and (c) raising awareness about the elimination of WFCL in seasonal agriculture in hazelnut harvesting among general public, national and local stakeholders, and supply chain actors. Overall, the evaluation team found that the project’s design, objectives, and outputs were relevant to the child

labour context in Türkiye. As seasonal migrant workers' children represent a diverse group of beneficiaries, the project interventions help support a tailored approach by Government and national/local stakeholders, including the private sector, to meet the needs of different age and gender groups, to target the children that are highest at risk of child labour, and address the root causes of child labour.

- Over the past two years, the project has shown good progress and moved towards achieving the indicators. The stakeholders were highly satisfied with the project activities. The project strengthens collaboration and cooperation among public institutions, whereas the various capacity-building and public awareness events have been a critical input and proved to be very influential in gaining the engagement of the stakeholders, as well as “sensitizing” the target groups to child labour. Nevertheless, child labour is a complex issue, and a considerable number of organizations are responsible for various stages of the interventions for referral and monitoring at central and local levels. There is room for improvement in the synergies and coordination at the grassroots level between child labour policies and interventions (in particular, those conducted by the private sector), and other welfare and poverty alleviation programs and for improved access to services, referral, and project mapping. The stakeholders can see value in wider systematic cooperation, and are seeking deeper analysis, examples of best practices, case studies, and different approaches to combating child labour. Enhanced cooperation and collaboration are needed among all actors and interventions targeting child labour - not only to provide a consistent message but also to ensure the continuity of services provided to children and efficient use of public and private sector resources.
- The overall project steering and management, and synergies with ILO's other projects were found to be effective. The work of the resource partner, Ferrero, and the implementing agency are strengthened by the vast resources, knowledge, and network built on past experience in the regions. Despite some challenges, the project also initiated active engagement with governmental agencies, and the project activities were delivered as expected with promising results.
- The project's theory of change is consistent with the findings of, and data obtained, during the project implementation periods. There are a few overestimations and assumption gaps between the project documents and implementation; these issues were identified and addressed in a timely manner. The project aims to measure its impact by the number of children withdrawn from working/who avoid working in seasonal agriculture and are referred to education or childcare services. This indicator is useful in assessing the project's progress and will contribute to measuring its impact at the national level. These indicators should be supported by a valid means of verification.
- In terms of coherence with other ILO projects and social partners, there are good synergies among the projects under the Elimination of Child Labour (ECHL). The project's main partner is MoLSS and all activities are conducted in close collaboration. The project is also able to create good partnerships with the Ministry of National Education, the Ministry of Youth and Sports, and the Ministry of Tourism and Culture and their directorates in the project cities.
- The current intervention model serves its purpose well by keeping the children away from the hazelnut orchards and providing them safe spaces throughout the harvest period. It also helps children to stay in school and acquire useful social skills. In particular, child monitoring activities and their results demonstrate that project efforts

help children to access education outside of their city of origin. Yet, it is still difficult to assess the overall social and educational impact of the project on children's education because of the limitations of the evaluation and it would be helpful to conduct an impact assessment at the end of the project.

- How sustainable the project is on the elimination of child labour is highly dependent on the level of local and national ownership. Overall, the project established a foundation of sustainability through an intervention model based on the existing policy framework and rooted in government-supported structures, raising awareness, and facilitating communication among local authorities and stakeholders. The existing regulations assign clear responsibilities, still, a great part of the intervention activities is conducted by the implementing partner. According to some informants, it is not fully clear who will fill in for the project or take on the project implementation role to encourage and promote cooperation among various actors once the project is completed. The interest level of the local authorities to carry out the intervention is promising. National and local ownership and cooperation should be strengthened to ensure that they are not diluted at the end of the project.

Some of the lessons learned from the project are as follows:

- Local ownership is significant for ensuring the efficiency and sustainability of the project, and it often takes time and requires awareness-building.
- Creating a trustful environment among community decision makers is key to ensuring children continuing their schooling.
- Collaborating with agricultural intermediaries was a strong strategic approach for persuading the families about education referral.
- Successful interventions require a longer commitment and continuous engagement; the project recognized the importance of regular personal meetings with all stakeholders in all phases of implementing the project activities.

The Project has the ability to demonstrate some good practices:

- Social support centers and project schools provide safe environments for all children working in seasonal agriculture.
- The project supported the emotional, psychosocial, and physical well-being of the children, especially for younger age groups; it improved children's willingness to attend school.
- In-kind supports, such as vouchers to buy food and hygiene materials, educational materials and stationery, have proven to be effective to some extent, persuading families to send their children to school.

Recommendations

1. **Continue promoting education through a direct intervention model among seasonal migrant workers' children and identify windows of opportunity for**

tailoring approaches for the withdrawal of children in the high-risk age group:

Many stakeholders recognized the project's success in terms of providing a safe space for children during the harvest season. Some informants noted limitations of the intervention model in reaching children aged 14-18. Economic factors such as multidimensional poverty, affect the prevalence of child labour among this age group as it is one way for families to manage poverty and deprivation risk. School meals and in-kind programmes may have limited effects to reduce children's engagement in work.¹

2. **Over the remaining project period, identify local public partners' critical needs in terms of institutional capacity and focus on an exit strategy with a gradual transition of project responsibilities to active local partners/governors and Child Labour Elimination Units:** While the local partners provide support at various levels to the project, the intervention model is mainly organized and coordinated by the implementing partner such as referring children to social support centres and mobilizing public resources for project activities. The interest level of the local authorities to carry out the intervention is promising. To ensure a smooth exit, it is advised to plan a gradual transition of project activities to active local partners/governors before the project comes to an end. This may be done by **selecting one pilot region/district and providing direct access to human and financial resources** for public authorities/local governance (e.g., in the form of grant management based on TOR and/or direct contracting.) Given the significant experience of ILO in the hazelnut growing regions, **documenting, systematizing, and disseminating knowledge among different practices** can be highly valued by local governors.
3. **Further enhance cooperation with other social partners, in particular with the private sector, on the elimination of child labour:** The project has taken the first steps to facilitate the coordination of initiatives conducted for the elimination of child labour. Furthermore, the project is in a strategic position to mobilize synergies and resources of both private and public authorities. In order to enhance cooperation, the following activities would support the project: mapping existing projects and interventions on child labour, promoting cross sectoral collaboration and sharing good practices, more frequent coordination meetings with action-planning agenda, assessing the collective impact, coordination and communication on child labour data noted as need areas by many stakeholders.
4. **Engage with direct beneficiaries in communication campaigns, awareness-raising activities and decision-making processes:** In the context of Türkiye, migrant seasonal workers, often women and youth, are the groups who have no representation through official unions. It is not always easy for these groups to represent their voices due to various challenges, such as cultural, social, and legal barriers. Considering the cultural root causes of child labour, engaging with these beneficiaries through suitable communication channels will be crucial to transmit the message.
5. **Strengthen child monitoring activities at the city of origin and continue enhancing cooperation with district commissions of MoNE:** The project is successful in keeping and monitoring the data of children who directly benefited from the intervention, the long-term impact of the project is highly dependent on how children will be kept in education through monitoring activities at the city of their origin.

¹ ILO, [The role of social protection in the elimination of child labour](#), 2022

The project is aiming to monitor 100 children from harvest activities to their city of origin. These monitoring activities are often done through telephone calls and school visits. The Ministry of National Education has also district commissions in place to monitor seasonal agriculture workers' children. In this context, child monitoring efforts could be strengthened. Cooperation between different public authorities and project implementing partner already exists yet can be enhanced.

1. Introduction

This Mid-term Evaluation (MTE) covers the implementation of the “Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting” for the period of November 2020 through the end of September 2022. The project is implemented by the ILO and funded by Ferrero, and the MTE was carried out between June 15, 2022, and October 5, 2022 by independent evaluators Asude Örüklü and Aşiyen Süleymanoğlu.

MID-TERM EVALUATION: KEY INFORMATION	
Project Title:	Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye - TUR/20/02/FER
Contracting Organization:	International Labour Association
ILO Responsible Office:	ILO Ankara, Türkiye
Funding Source:	Ferrero Trading Luxembourg
Project Time Frame:	November 2020 – March 2024
Project Budget:	3,534,673 EUR
Type of Evaluation:	Mid-term Evaluation as per the Terms of Reference (ToR) given in Annex 1
Name of the Evaluators	Aşiyen Süleymanoğlu and Asude Örüklü

1.1. Project Background

In Türkiye, ILO has been providing technical support with a programme for the elimination of child labour and responding to child labour in seasonal agriculture with stand-alone projects, particularly the hazelnut sector, through public-private partnership projects since 2013 in

collaboration with the Ministry of Labour and Social Security (MoLSS). The ILO plays a significant catalytic role in creating interest, collaboration and coordination among the strategic institutions acting on child labour, developing replicable models of direct action, and contributing to the national strategy for the elimination of child labour.

Child labour appears as a problem in Turkey. Turkish Statistical Institute (TurkStat) conducted Child Labour Force Surveys in 1994, 1999, 2006, 2012 and 2019. Considering the results of Child Labour Force Surveys, there is a decreasing trend in number of children in economic activity. According to the results of 2019 Survey, 720 thousand children in the age group of 5-17, which account for 4.4 % of total child population in the same age group, were engaged in economic activity. 30.8 % of those children (221 thousand) were engaged in economic activity in agriculture sector while 23.7 % in industry (171 thousand) and 45.5 % in services (328 thousand). Among the 221 thousand children working in agriculture, 78 thousand are girls constituting 35 % of child labour in agriculture.

For economic and social reasons, children of seasonal agriculture workers usually accompany their parents from place to place who travel for a period of 4-7 months to work in plant production such as weeding, cleaning, harvest. As a result, children alongside their parents and other adults are found in work that is unsuitable for their age in order to secure the subsistence of their families. They live in temporary settlement areas that mostly lack basic infrastructure and in living conditions that are below minimum standards. Children do not maintain regular school attendance and fall behind in their classes.

In this regard, the project aims to contribute to the elimination of the worst forms of child labour (WFCL) in seasonal agriculture. More specifically, it aims to facilitate engagement between public and private sector actors for the withdrawal of children from, and the elimination of, the worst forms of child labour in seasonal agriculture in hazelnut harvesting.

This public private partnership project, co-chaired with Ferrero and the Ministry of Labour and Social Security (MoLSS) Directorate General of Labour further complements the existing ILO activities dedicated to the elimination of child labour in Turkey and implemented in Zonguldak, Trabzon and Samsun.

The project is based on three outputs:

Output 1: National and local capacity for the elimination of WFCL in seasonal agriculture in hazelnut harvesting strengthened.

Output 2: Direct intervention mechanism implemented and scaled up in areas where seasonal hazelnut harvesting exists.

Output 3: Raised awareness on the elimination of WFCL in seasonal agriculture in hazelnut harvesting among the general public, national and local stakeholders, and supply chain actors.

Theory of Change

The project seeks to support the partnership between public and private actors for the withdrawal of children from, and the elimination of, the worst forms of child labour in seasonal agriculture in hazelnut harvesting through capacity development, direct intervention

mechanism, and awareness-raising activities. The project targets a wide range of groups, governmental agencies, local and national authorities, employers, the private sector, farmers, and seasonal migrants and their children. This will be done through active involvement of project stakeholders in the development and implementation of the National Programme Actions and the Government's commitment to eliminating child labour.

1.2. Evaluation Background and Methodology

As per ILO evaluation policy, the project is subject to both an independent mid-term evaluation and a final evaluation. The evaluation is conducted as part of a cluster evaluation covering all projects that are being implemented in parallel under the ILO Child Labour Programme with integrated program outcomes, jointly planned activities in the same provinces, similar indicators, a joint monitoring system in place, and having the Ministry of Labour and Social Security as the main implementing partner of the interventions.

Independent consultants carried out the evaluation in accordance with the guiding questions based on the OECD/DAC criteria of relevance, effectiveness, efficiency, coherence, impact, and sustainability. The evaluation has been carried out in accordance with the ToR prepared by the ILO Türkiye Country Office ([Annex 1](#)) under the overall supervision of the ILO Evaluation Office.

The purpose of the independent mid-term evaluation is two-fold; evaluating accountability for beneficiaries, donors, and key stakeholders: The evaluation will seek to establish the extent to which the projects have been effective and efficient in producing the anticipated result and identifying learning: the evaluation aim to identify project and non-project-related explanations for success and failure to be translated into more effective, efficient, and sustainable project interventions and promote organizational learning within ILO and among key stakeholders.

The main objective of this MTE was to assess the implementation of the project to date and report on the results, as well as define the precautions for enhanced implementation of the remaining part of the project. The scope of the evaluation encompasses all activities and components implemented by the project for the period from October 2020 to the end of June 2022. The evaluation is conducted for the ILO Türkiye Country Office.

The evaluation used the Result-based Monitoring (RBM) approach as the evaluation methodology. The evaluation process adhered to the [OECD/DAC Principles](#) and [UNEG Norms and Standards for Evaluation](#) and applied the key OECD/DAC criteria of relevance, effectiveness, efficiency, coherence, (potential) impact, and sustainability. It was guided by the [ILO policy guidelines for results-based evaluation](#) and adhered to ILO principles for evaluation, namely usefulness, impartiality, independence, quality, competence, transparency, and consultation. Consultants followed the [ILO's Code of Conduct for Evaluators](#). Gender equality, non-discrimination, social dialogue, and International Labour Standards were considered cross-cutting priorities and taken into account throughout the process. Relevant ILO guidelines were followed. For children's focus groups, the evaluation team adhered to the [UNICEF Ethical Reporting Guidelines](#) and followed the safeguarding

measures and procedures of the implementing partner. The evaluation process also considered the effects of COVID-19.

The evaluation team carried out their process using primarily qualitative research. The team addressed the evaluation questions using multiple sources of evidence. The following methods were used to collect information:

Desk Review: The evaluation team reviewed and obtained the project proposal document, project progress reports, and publicly available information on the project and project-related activities, communication products, social media, and implementing partners' websites.

Key Stakeholder Interviews: Qualitative in-depth interviews with a wide range of stakeholders, who have first-hand knowledge of the project's operation and context, were organized online with computer-assisted systems in a semi-structured way. These interviews were facilitated to gather additional information for a better understanding of the strategy, implementation approach, processes, and perceptions of the stakeholders. A total of 25 (11 women and 14 men) people were interviewed as part of the key stakeholder interviews. The full list of interviewees is provided in [Annex 2](#).

Table 1: List of Key Informant Interviewees

Institution	No. of Interviews	Model
ILO	4	Online
Implementing Partner (Pikolo)	5	Onsite
Donor (Ferrero)	2	Online
Ministry of Labour and Social Security	1	Online
Ministry of National Education	2	Online/Onsite
Ministry of Culture and Tourism	1	Online
ISKUR	1	Online
District Governor	1	Onsite
Private Sector Representatives (Hazelnuts)	5	Online
School Managers	2	Onsite
Farmer	1	Onsite

Focus Groups: Focus group discussions were organized with seven (7) groups of stakeholders. A total of 47 people were covered by focus group questions.

Table 2: Focus Groups Participants

Group	Number of Focus Groups	Number of Participants	Location	City
Teachers	3	12	Arsin/Mollabey/Kasımlı	Trabzon/Zonguldak
Children	2	9	Arsin/Alaplı	Trabzon/Zonguldak
Seasonal Migrant Workers	2	26	Fındıklı/Arsin	Trabzon

Site Visit: Between August 2022 and September 2022, the team conducted site visits to Samsun, Trabzon, Zonguldak, and Şanlıurfa. During site visits, the evaluation team visited and observed social centre activities in Trabzon (Arsin) and Zonguldak (Kasımlı and

Mollabey). The team did not visit the social support centre located in Samsun because the activities had not started at the time of the visit.

Limitations: The implementing partner is the main point of contact for project activities in the field, and therefore, also the first point of contact for the local authorities. As a result of protocol, local hospitality, and logistical challenges, implementing partner representatives were often present during the meetings with local government representatives and workers. Secondly, the team was aware of the potential biases associated with qualitative data collection methods. For instance, in certain interviews, the team encountered selection bias in which interviewees were selected by the project or project partners from the list of potential interviewees. While their efficiency and support in organizing these meetings were much appreciated by the evaluation team, discussions could not take place in a truly confidential environment and the selection of the beneficiaries could not be conducted independently. Lastly, due to data protection measures, the evaluation team did not have the chance to see any types of data set on workers' and children's records/registrations.

Although some of these constraints may seem challenging, the evaluation team used their combined expertise and a strong commitment to high-quality evaluation to find appropriate techniques that could ensure the credibility of the evaluation. These included testing controversial observations with stakeholders and the project team, conducting additional desk-based reviews following site visits, and triangulation of information through publicly available resources.

Analysis of Data and Reporting: The feedback received from interviews, focus groups and surveys, and reviewed documentation were analysed and triangulated. Findings were formulated based on the collected and validated data. The final report is composed of eight sections. After the executive summary, including the overview and summary of key findings and recommendations, the introduction outlines the background of the project and overview of the evaluation methodology. The following three sections describe, analyse, and discuss the main findings of the assessment arranged by evaluation questions, lessons learned, and future recommendations.

1.3. Evaluation criteria and questions

Table 3: Evaluation Questions

	<p>1.To what extent is the project addressing key relevant components of and is contributing to; ILO results framework (including P&B 2022-2023), the ILO mandate and relevant policies, including gender equality and non-discrimination, international labour standards, social dialogue and disability inclusion, National development strategies and UN Country programme frameworks (UNSDCFs) in piloting countries and, the achievement of the relevant Sustainable Development Goals-especially SDG8?</p> <p>2.Are the original project strategy, objectives and assumptions appropriate for achieving planned results? Outcomes: were the projects' objectives (as</p>
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<p>Relevance and Strategic Fit</p>	<p>indicated on the LFMs) appropriate for achieving the impact-level objective? Outputs: were the specified outputs (as indicated on the LFMs) appropriate for achieving the outcomes?</p> <p>3.To what extent has the project addressed the needs of the target group and stakeholders in Türkiye which were identified during the intervention design?</p> <p>4.Were the original project strategy, objectives and assumptions appropriate for promoting gender equality and inclusion of disadvantaged groups?</p> <p>5.What mechanisms are considered in the design and implementation to ensure active engagement of stakeholders, such as active participation in activities and contributing in the decision-making process?</p>
<p>Effectiveness</p>	<p>1.How far the Projects interacted and possibly influenced national level policies, debates and institutions working on child labour? Have there been any unintended results (positive and negative)?</p> <p>2.How well has each project comparatively performed as assessed through the satisfaction of the tripartite constituent project partners and beneficiaries? To what extent are the tripartite constituents and the project stakeholders satisfied with the services and deliverables and outputs delivered by each of the project?</p> <p>3.Did the project implementation change the nature of social dialogue among the Project partners? To what extent?</p> <p>4.How well have the Projects coordinated and collaborated with each other and other child focused interventions supported by the other organizations?</p> <p>5.To what extent have the project activities, products and tools benefited from the participation of constitutes and have been disseminated to them for utilization, policy advocacy or service delivery?</p> <p>6.Which alternative strategies towards gender equality would have been possible or are still possible?</p> <p>7.How effective is the monitoring mechanism set up, including the regular/ periodic meetings among project staff and with the beneficiary, donor and key partners?</p> <p>8.Is there any communication strategy available? If yes, how effective was the communication strategy implemented?</p> <p>9.What obstacles did the projects encounter during implementation? How did they affect progress? Could the projects have better addressed these challenges?</p> <p>10.To what extent has the project adapted its approach to respond to the COVID-19 crisis and what have the implications been on the nature and degree of achievement of the project and project targets after the COVID-19 crisis?</p>
	<p>1. Have resources (funds, human resources, time, expertise etc.) been allocated strategically and efficiently to achieve outcomes? Could they have been allocated more effectively and if so, how?</p>

<p>Efficiency</p>	<p>2. Given the size of the project, its complexity and challenges under the Covid-19 environment, has the existing management structure and technical capacity been sufficient and adequate?</p> <p>3. Were there adequate political, technical and administrative support from the national stakeholders? If not, why? How can it be improved?</p> <p>4. Did the project benefit from complementary resources at the global and country levels that supported the achievement of its intended objectives?</p> <p>5. To what extent did the project leverage resources (financial, partnerships, expertise) to promote gender equality, social inclusion, inclusion of children with special needs, refugees, people with disabilities and other disadvantages?</p>
<p>Coherence</p>	<p>1. Are the Projects' overall Theory of Change consistent with the data/findings obtained during the project implementation?</p> <p>2. Are the indicators and milestones useful in assessing the projects' progress and achievements?</p> <p>3. Are the objectives and targets of the project clear, realistic and likely to be achieved within the established time schedule and with the allocated resources (including financial and human resources)?</p> <p>4. To what extent were external factors and assumptions identified at the time of project design? Have those proven to be true?</p> <p>5. How well does the interventions of the project fit with other interventions of the ILO Office for Türkiye? What synergies have been created? To what extent are synergies and interlinkages between the project interventions and other interventions carried out by ILO, public actors and social partners in place?</p> <p>6. How well did the design of Projects take into account local, national and sub-regional efforts already underway addressing elimination of child labour (particularly those engaged in seasonal agriculture) and promote educational opportunities for targeted children and the existing capacity in the addressing the issue?</p> <p>7. Has the project established partnerships with the relevant organizations/institutions at the global and country level throughout its implementation? What were their roles and what were their expectations? To what extent have these partnerships been useful in the achievement of the intended results?</p>
	<p>1. What are the major high-level changes that the projects have contributed towards preventing child labour in seasonal agriculture at national and local levels?</p> <p>2. How successful the interventions to withdraw and prevent children from seasonal agriculture child labour in creating long lasting impact on the beneficiaries. Will there be additional interventions needed in withdrawal of children from, or involvement in seasonal agriculture?</p> <p>3. Have the interventions made a real contribution in the policy improvement for the prevention and elimination of child labour?</p> <p>4. To what extent has the involvement of ILO-Türkiye on preventing child labour in seasonal agriculture had social, economic, and educational effects?</p>

<p>Impact Orientation and Sustainability</p>	<p>5.Has the intervention generated unintended impacts on child labour prevention and elimination?</p> <p>6.To what extent have results contributed to advance sustainable development objectives (as per UNSDCFs, similar UN programming frameworks, national sustainable development plans, and SDGs)?</p> <p>7.To what extent has the project contributed to advance the ILO's core principles (ILS, tripartism and social dialogue, gender equality)?</p> <p>8.Which strategies have the projects put in place to ensure continuation of mechanisms/tools/practices provided, if the support from the ILO (and/or donor institutions) ends? To what extent are these strategies likely to be effective?</p> <p>9.What is the level of ownership of the programme by partners and beneficiaries? How effective have the three projects been in establishing and fostering national/local ownership?</p> <p>10.What contributions the Projects have made in strengthening the capacity and knowledge of national and local stakeholders and to encourage ownership of the Project to partners.</p> <p>11.Will the improved e-METIP system function as a collaboration and monitoring mechanism in future?</p>
<p>Gender Equality Non-Discrimination, ILC, Environment</p>	<p>1.To what extent does the project mainstream gender equality in its approach and activities?</p> <p>2.To what extent does the project use gender/women-specific tools and products?</p> <p>3.Does the project align with ILO's mainstreaming strategy on gender equality?</p> <p>4.How effective was the project in using ILS promotion and social dialogue tools and products?</p> <p>5.To what extent did the project mainstream social dialogue in its approach and activities?</p> <p>6.To what extent does the project mainstream environmental aspects in its planning and activities?</p>
<p>Lesson Learned</p>	<p>1.Is the project successful in terms of advocating and promoting good practices through innovative communication tools?</p> <p>2.What lessons and good practices from the project are relevant for the COVID-19 response?</p>

2. Main Findings

2.1. Relevance and Strategic Fit

The project design and implementation were well aligned with the ILO policy framework, UN Country Programme Frameworks, and national programs, as well as the 2030 Agenda for SDGs by addressing the elimination of child labour in seasonal agriculture (in hazelnut harvesting) through a three-pronged strategy: (a) Strengthening the national and local capacity for the elimination of WFCL, (b) implementing and scaling up direct intervention mechanisms, and (c) raising awareness about the elimination of WFCL in seasonal agriculture in hazelnut harvesting among general public, national and local stakeholders, and supply chain actors. Overall, the evaluation team found that the project's design, objectives, and outputs were relevant to the child labour context in Türkiye. As seasonal migrant workers' children represent diverse groups of beneficiaries, the project interventions help a tailored approach to be sustained mainly by the Government and national/local stakeholders including the private sector to meet the needs of different age and gender groups, to target the children that are at risk of child labour and address its root causes.

2.1.1. Project's alignment with international and national policy and programme frameworks

The evaluation assessed the project design and intervention in the extent to which they were aligned and contributing to the ILO results framework (including P&B 2022-23), ILO Policy framework, UN Country Programme Frameworks (UNSDCFs), national programs, and the 2030 Agenda for Sustainable Development Goals (SDG 8). The process also evaluates the relevance of the project design and intervention in relation to promoting international labour standards, non-discrimination, gender equality and social dialogue.

Based on the desk review documents and up-to-date results of the project, it was observed that the project design and implementation were well aligned with ILO Programme and Budget covering 2022 – 2023. By targeting the elimination of the worst forms of child labour, the project is specifically contributing to Outcome 7: Adequate and effective protection at work for all, in particular in the context of Output 7.1. Increased capacity of Member States to ensure respect for, promote and realise fundamental principles and rights at work.² By targeting the elimination of the worst forms of child labour through capacity-building among national actors, the project design also supports implementation of the ILO Core Conventions N.138 and N.182 as well as implementation of the international labour standards, and it is integrated within ILO's broader program on Elimination of Child Labour in Türkiye 2021-2025.³

The project outcomes contribute to the localisation of SDG 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all." In particular, SDG 8.7: "Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour." Due to the temporary nature of the work, children of the seasonal

² ILO, [Programme and Budget for the Biennium 2022-2023](#)

³ ILO, [ILO's Programme on the Elimination of Child Labour in Türkiye 2021-2025](#)

migrant workers often do not start school on time, start late or drop out early. By promoting schooling among seasonal migrant workers' children, the project is also indirectly contributing to SDG 4: "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all," and SDG 4.1: "By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes."

United Nations Sustainable Development Cooperation Framework (UNSDCF) (2021-2025) in Türkiye Outcome 2.1. noted: "By 2025, public institutions and private sector contribute to a more inclusive, sustainable and innovative industrial and agricultural development and equal and decent work opportunities for all, in cooperation with the social partners." Interventions under the Outcome 2.1. support the promotion of decent work in line with the future of work, elimination of all forms of child labour and its root causes, including socio-economic factors.⁴ Within this framework, the expected project outcomes also fit into the UNSDCF.

The project is contributing to the objectives of the national programs on elimination of child labour. It is designed to contribute to the elimination of worst forms of child labour (WFCL) in seasonal agriculture, specifically to facilitate engagement between public and private sectors for withdrawal of children from, and the elimination of, the worst forms of child labour in seasonal agriculture in hazelnut harvesting. In this respect, objectives and design of the Project are addressing the key components of the 11th National Development Plan (2019-2023) for the elimination of the worst forms of child labour in seasonal agriculture and raising awareness. The project activities also contribute to the Plan Section 609, which promotes "creating social awareness on combating child labour (609.1), expanding the units combating child labour in 81 provinces and making them more effective for developing cooperation and coordination with relevant institutions and organizations working in the field of combating child labour at the local level (609.2), and ensuring regular and continuous activities that will contribute to the development of the children of seasonal agricultural workers and increasing access to these opportunities (609.4)."⁵

One of the expected outputs of the project is "strengthening national and local capacity for the elimination of WFCL in seasonal agriculture in hazelnut harvesting." Therefore, the project design also addresses National Employment Strategy (2014-2023), which targets the elimination of the worst forms of child labour in industry, heavy and dangerous jobs, out on the streets and seasonal temporary agriculture; and reducing child labour to below 2% in other areas by 2023. The National Programme on the Elimination of Child Labour (2017-2023) reflects the overall strategy of Türkiye for the elimination of child labour. By targeting seasonal agricultural workers' children in hazelnut harvesting, the project is supporting the Programme's priority of tackling child labour in seasonal and temporary agriculture work.

Women and girls in seasonal agricultural work often represent a more disadvantaged group in terms of access to education. The project design refers to the gender-sensitive intervention without having an explicit explanation of how it will be implemented. On the other hand, to a certain extent it indirectly contributes to gender equality by providing equal educational opportunities for girls and boys and requiring gender-sensitive indicators for SCREAM training participation.

⁴ Türkiye, [UNSDCF](#), 2021-2025

⁵ TCCSBB, [11th National Development Plan](#)

In terms of supporting social dialogue, the project framework refers to the trade unions as part of stakeholders and notes that the social dialogue aspect will be covered by facilitating implementation of national policies and coordination of support at local levels through stakeholder consultation meetings.

2.1.2. Clarity of the project design and appropriateness for achieving planned results

In terms of outcome level objectives, the project aims to enhance and facilitate partnership between public and private sector actors for the withdrawal of children from, and the elimination of, the WFCL in seasonal agriculture in hazelnut harvesting. To achieve this outcome, the project has a three-pronged strategy: (a) Strengthening national and local capacity for the elimination of WFCL, (b) implementing and scaling up direct intervention mechanisms, and (c) raising awareness regarding the elimination of WFCL in seasonal agriculture in hazelnut harvesting among general public, national and local stakeholders, and supply chain actors.

Overall, the evaluation team found that the project's design, objectives and outputs were relevant to the child labour context in Türkiye. Stakeholders (project implementing partner, government representatives, and beneficiaries [seasonal agricultural workers and their children, and farmers]) confirmed this through interviews and focus group discussions. Implementation of direct mechanisms and awareness-raising outputs were found highly relevant for the context of hazelnut harvesting.

The emphasis on implementing direct intervention mechanisms through the tools of the national and public authorities is the project's principal strategy for sustainability. The project plans to withdraw or prevent 3000 children from child labour. The implementing partner is a civil society organisation named Pikolo. Ministries and local authorities are the main partners of the project. The project was initially started in Trabzon and Zonguldak. In July 2022, the Steering Committee decision decided to include Samsun in the project scope. Currently, the project is implemented in three cities (Samsun, Trabzon, Zonguldak) and five specific communities (Alaplı [Mollabey, Kasımlı]; Arsın; Salıpazarı, Tekkeköy, Terme).

The problem of child labour is multi-dimensional and multifactorial. WFCL is observed in several agricultural products in Türkiye and is not limited to hazelnut harvesting. Therefore, actions which contribute to the elimination of WFCL, in particular through the public-private partnership model, ideally adopt a multi-sectoral approach that addresses social, educational, legal and economic dimensions of the problem. Within this context, the project design, as well as theory of change have certain limitations in terms of regional scope because activities are mainly targeting hazelnut growing regions.

The project outputs aimed to contribute to the elimination of WFCL through only focusing its interventions in defined regions. Given the size of the hazelnut growing areas in Türkiye, selected regions' share in overall production and hosting seasonal migrant workers, as well as widespread private sector initiatives, the expected outcomes and results of the project could be achieved at a pilot level, however the project may only have a limited effect in creating country-wide outcomes. Nevertheless, the project was formulated based on ILO's solid field

experience in combating WFCL in seasonal agriculture and was integrated into the broader programme of the ILO, Elimination of Child Labour in Türkiye (ECHL). The project design complements the other projects' actions implemented under the Programme and are effective in extending the work of the ECHL.⁶

The project's theory of change envisages bringing the public and private sector together through project activities, which will allow the project to achieve the main outcome of enhancing and facilitating partnerships between private and public sectors. Based on the document review, the evaluation team noted that the project proposal refers to the due diligence and CSR policies in several places and presents a set of actions targeting mainly Ferrero employees (1.1.1- 1.1.7). The project created training modules for Ferrero Field Team and local stakeholders and is planning to provide training sessions in the near future. During the field visit, the evaluation team also observed that there are several direct intervention mechanisms conducted by other private sector initiatives. In this context, the project documents lack an explicit strategy on how to engage with other private entities, ensure coordination to achieve public and private partnerships at a broader level, and most importantly, promote due diligence.

The project outputs aim to strengthen capacity and raise awareness among local administrative authorities and a broad cross-section of society at national, provincial, and local levels on the negative consequences of child labour. At the national level, the elimination of child labour requires an appropriate legal framework, policy development and coherence, as well as collaborative efforts on the part of multiple local authorities and ministries. In this context, stakeholders, in particular, local governance actors, noted on several occasions a multitude of responsible actors and the necessity of the coordination of activities. Within this context, activities that are mainly focusing on coordination are considered highly relevant. On the other hand, in terms of developing capacity among national and local authorities' staff, the stakeholders also noted limitations in terms of human and financial resources as a major constraint. Training and communication activities will definitely strengthen the capacity of national authorities and be considered effective by the stakeholders. Nevertheless, the mentioned efforts need to be supported through national resources and guided with clear national policy frameworks

2.1.3. Relevance of the project design with target group needs including gender-sensitivity

The problem analysis, as reflected in the project document adequately, describes the child labour issues in seasonal agricultural work and child labour. It also describes the causes of the main problems, the need for assistance and the cultural, economic, social, labour and legal factors contributing to the identified problems.

Children engaged in seasonal agriculture face various risks, particularly concerning their safety, by travelling and accompanying their parents from one place to another for a period of four to seven months. Even in cases where they do not work, they live in temporary settlement

⁶ The evaluation team conducted a cluster evaluation; therefore, it is a challenge to evaluate the project as an individual effort and is important to note the synergies and complementing areas.

areas that mostly lack basic infrastructure and adult supervision during working hours. These children often do not maintain regular school attendance and fall behind in their classes.

Within this context, the project planned a direct intervention mechanism, which allows the identification of children travelling with their parents for seasonal agriculture and registering them to social support centres/schools. A significant strength of the project is that these centres/schools provide a safe space for children who would have been either brought to the hazelnut gardens or left behind in the common settlement areas without adult supervision. During the evaluation process, all stakeholders agreed that the direct intervention mechanism is successful in identifying and referring children (in particular between the ages of 5 and 12) to these centres and providing safe spaces and therefore, minimising the risks to children's health and safety. It was also supported by observations during site visits that the children were provided with resources and training to support their development.

On the other hand, it is worth noting that children in seasonal agriculture also have diverse profiles based on their ages, schooling status (enrolled, dropped out), and gender. In this context, the relevance of the activities under Output 2 to beneficiary needs differ, in particular, based on the children's age profile. Given the diverse groups of beneficiaries, a more tailored approach for direct intervention is likely to be needed to meet the needs of different age and gender groups and to address the root causes of child labour.

The project aims to reduce child labour through a direct intervention model. The intervention model builds upon the engagement of all social actors around the child (e.g. family, teachers, labour intermediaries, and local authorities). This approach is highly relevant considering the multitude of actors around a child and various responsibilities. Nevertheless, the risk of child labour is often highest among children between the ages of 14 and 18. During evaluation visits, based on the interviews with children as well as families working in seasonal agriculture and teachers, children under this age group come to the hazelnut growing regions for motivation to work and support their families. Given the transportation cost and other relevant living expenses, unless a child in this group is responsible for taking care of their younger siblings, their presence is considered as an additional cost by their families and especially by labour contractors.⁷ In this frame, while mobilizing and sensitizing social actors addresses the awareness level of the problem well, educational opportunities, in-kind benefits and counselling have limitations in addressing complex root causes of child labour in relation to poverty. Furthermore, the program and teachers demonstrate significant flexibility to accommodate children of older ages (15 to 18) when they come to the centre/schools on rainy days.⁸ Most of these children (aged 15 to 18) come to harvest to save money for their university studies, and those who already dropped out of school look for vocational opportunities. Within this context, direct intervention and training and wellbeing activities require more customized tools to target and prevent child labour among these groups.

⁷ During the children focus groups, most children confirmed that their brothers and sisters who are between the ages of 14 to 18 are not coming to school and working in the hazelnut orchards. Those who are between the ages of 12 to 13 indicated that most likely they will not come to school but work next (2023) or upcoming harvest season (2024).

⁸ They also accept younger children and babies accompanying older siblings. However, relevance of the activities and facilities to the younger age group needs is not elaborated since the main risk for their case is safety rather than child labour and schools provide adult supervision.

The evaluators also assessed the relevance of activities for beneficiary needs through interviews and site observations. Overall, a great number of activities, such as counselling services for seasonal migrant agricultural workers, distribution of hygiene kits and training sessions, were found relevant to the intervention model.

2.1.4. Coordination and active stakeholder engagement

The project plans a series of meetings to ensure active engagement of stakeholders with Activity 1.1.2. Support coordination for the elimination of WFCL in seasonal agriculture in hazelnut harvesting at local levels. This activity includes several provincial meetings, field visits and consultation with stakeholders with the purpose of ensuring coordination among different actors. Provincial meetings were carried out in 2021 and 2022 before hazelnut harvests. The project also set up a Steering Committee co-chaired by MoLSS, Ferrero and ILO to review the progress and provide guidance for future activities. The Steering Committee already concluded its first meeting in November 2021. Representatives from donor organisations, project implementing partners and government representatives confirmed through interviews that mechanisms exist that can promote the engagement of the project stakeholders. The project also organizes harvest coordination meetings and end-of-year evaluation meetings with the private sector. These meetings were found useful by the informants.

Nevertheless, the list of stakeholders provided in the project document is extensive. Not all stakeholders are fully aware of the project mechanisms/structure in place including teachers, field officers, and farmers. Direct beneficiaries (children and seasonal migrant workers) do not have representative organisations. This may create a barrier to their active engagement in the decision-making processes. The implementing partner is the intermediary organisation between direct beneficiaries and Steering Committee members. Therefore, most engagement takes place through monitoring and reporting channels.

2.2. The Project's Effectiveness

Over the past two years, the project has shown good progress and has moved towards the achievement of its indicators. The stakeholders were highly satisfied with the project activities. The project strengthens collaboration and cooperation among the public institutions whereas the various capacity-building and public awareness events have been a critical input and proved to be very influential in gaining the engagement of the stakeholders, as well as “sensitizing” the target groups on child labour. Nevertheless, child labour is a complex issue, and a considerable number of organizations are responsible for various stages of the interventions for referral and monitoring at the central and local levels. There is room for improvement of the synergies and coordination at grassroots level between child labour policies and interventions (in particular, those conducted by the private sector), and other welfare and poverty alleviation programs and for improved access to services, referral, and project mapping. The stakeholders can see value in wider yet systematic cooperation, and are seeking deeper analysis, examples of best practices, case studies, and different approaches to combating child labour. Enhanced cooperation and collaboration are needed among all actors and interventions targeting child labour, not only to provide a consistent message but

also to ensure the continuity of the services provided to children and use public and private sector resources efficiently.

2.2.1. Effectiveness of the project in terms of influencing (directly and indirectly) policies on the elimination child labour

Discussions with the key stakeholders, firstly, underscored the importance of the project “sensitizing” the target groups on child labour and ILO’s significant and important role, through its implementing partner in the field, in facilitating the implementation of national policies by coordinating the national and local actors. As it is commonly stated, there is still a general lack of awareness regarding the national policies on child labour, despite the fact that the policies have been in place since 2017. For instance, even though the National Program on the Elimination of Child Labour (2017-2023) clearly assigns several roles and responsibilities to each public institution, the stakeholders stated that they paid more attention to a detailed review of the national policies after their involvement in this project. Therefore, it is critical to give priority to the awareness-raising activities for stakeholders and encourage them with some of the best practices in the field, as early as possible, to ensure a high level of commitment.

The field visits and interviews with stakeholders demonstrated the project’s contribution to collaboration and cooperation among public institutions and how it strengthened public-private partnerships. The local governorates of Trabzon and Zonguldak were inspired to replicate the regional coordination meetings, thereby expanding the project’s reach and sustainability. The number of projects concerning child labour have increased in the region. In addition to the Ministry of National Education and Ministry of Labour and Social Services, public agencies like the Ministry of Youth and Sports and Ministry of Culture and Tourism increased their support and activities with the private partnerships within the hazelnut supply chain.

The various capacity-building and public awareness events have been critical inputs and proved to be very influential in gaining the engagement of the stakeholders, including the private sector as it gave them an opportunity to share their experiences and knowledge with each other. Private sector representatives highlighted the appreciation of their involvement in policy discussions. Although these events were praised to have quite a positive impact on information-gathering from the field and increasing awareness on child labour, three main topics were commonly stated during the interviews. Firstly, since the number of attendees were high and the timeframes were limited, the discussions do not reach a conclusion or result with concrete outputs such as a roadmap/action plan. A more structured, and solution-oriented approach is needed for creating some common ground and collaborative actions. Continuous (follow-up) communication is the key to make the discussions grounded and getting and sharing the feedback with the stakeholders for further interaction after the meetings.

Secondly, like the seasonal workers, direct interventions were diffused across the region; data collection and sharing within the frame of coordination of educational activities during hazelnut harvesting periods remains problematic. Despite the hazelnut market’s competitiveness and short harvesting time frame for ensuring and assisting children’s access to services and support, there is room for improvement in coordination and cooperation at all levels and between various sectors, including local levels. Stakeholders shared the desire to map the

interventions from other institutions, including their educational programs, incentives and any type of material support concerning child labour to have a better view and coordinate their actions. This issue will be further discussed under the Coherence Section.

The number of projects/initiatives were high for identifying working children and/or children at risk of child labour and providing education and childcare services at social support centres/schools during hazelnut harvest period. The project implements a child monitoring system. In the last season (1st of Sept. to 31 December 2021), 161 children were monitored for the Ferrero project. 114 enrolled and continued to school in their city of origin or where they travelled. The project could not receive information from 15 of them and 32 were unattended to the school (meaning not return to city of origin and not transferred to another school). Enhanced efforts are needed to support educational attainment of the children and monitoring. Stakeholders are becoming increasingly aware of the challenges and need for sustainable solutions to ensure and uphold children's right to access education.

2.2.2. Effectiveness of the project in terms of satisfying partners, beneficiaries, tripartite constituents and stakeholders

Over the past two years, the project has shown good overall progress and has moved towards the achievement of its indicators, and the stakeholders were satisfied with the project activities.

Although there were some delays in the project's implementation phase (first year), which aimed to introduce project activities to national and local stakeholders in target provinces, planned activities started immediately after the complementation of the implementation agreement with the implementing partner. To date, most of the activities have been implemented successfully. Interventions, such as including agriculture intermediary trainings and expanding target provinces like Samsun, were timely and in line with the needs and priorities of the stakeholders and target groups.

Output 1 of the project aims to strengthen national and local capacity for the elimination of WFCL in seasonal hazelnut agriculture through various meetings, and these meetings were initiated and implemented in accordance with the project work plan. Moreover, the project organized several meetings to improve overall coordination and collaboration among the stakeholders. The attendees of various activities, who were personally interviewed, reported that the skills and knowledge they gained during the trainings and the information they got from the meetings motivated them to better provide services in their region.

Most stakeholders noted that there were a high number of participants and volume of topics covered in these sessions. Therefore, sessions should be designed to be at least 2-3 days long, groups should be divided into smaller teams, and incorporating more interactive discussions alongside presentations could increase their effectiveness. In addition, collaborating with the village leader (Muhtar) could help a lot as they can support the improvement of the situation and facilitate access to more seasonal workers. Therefore, the project may consider involving them more in the activities.

This output is also effective in promoting sharing of good practices, not only at the national but also at the international level. A Ferrero representative participated at the global level Annual Child Labour Platform Meeting on October 21, 2021 at the “Driving local action to eliminate child labour” session and made a presentation about the objectives and activities of the PPP. The Child Labour Platform (CLP) is a thematic membership-based workstream of the UN Global Compact Labour Working Group which aims to identify the obstacles to the implementation of the ILO Conventions in supply chains and surrounding communities, identify practical ways of overcoming these obstacles, and catalyse collective action.

The project’s performance has been strong in Output 2, implementing a direct intervention mechanism in areas where seasonal hazelnut harvesting exists as the project enabled ILO, through its implementing partner, to reach a high number of children and worked directly with the families and agricultural intermediaries at a large scale. Until the MTE review, 1689 children had been withdrawn or prevented from working in seasonal agriculture and provided with education and social support services, which were conducted in the five provinces of the Black Sea region. The implementing partner’s field staff reached out to 735 families and provided counselling and awareness-raising activities.⁹

The intervention mechanism was effective not only in numbers but also in enhancing children’s emotional, physical, psychological and social well-being, especially for the younger age groups (4-12). As confirmed through interviews, the educational programs increased children’s willingness to attend school. Families were also provided with counselling sessions by the field staff, and their children benefited from transportation services, nutrition support and hygiene and stationery kits.

Concerning the nutrition support and stationery kits, the consulted stakeholders highlighted that the content of the kits were sometimes unsuitable for the age of the target groups, and that the nutritional needs are different, particularly for the younger age groups. Due to unfavourable living conditions and poverty, children of seasonal migrant workers may also suffer from underdevelopment or malnutrition. The social support centres/schools provide breakfast and lunch for children. However, there are concerns regarding the extent to which meals are prepared in accordance with the children’s nutritional needs. It was noted that the meals could consist more of protein and vitamin-rich foods, such as milk, fruits, and vegetables. In addition, children had to wait for their parents until 7pm for dinner (they have their previous meal at 1pm at school). As children consume food more often in smaller portions, snack times are needed, especially for younger age groups, just as is provided in regular schools operating from 8am to 4pm.

SCREAM training module activities were practical, easy to implement, and partly responded to the needs of the children. The current training programme of the Public Training Centre is tailored for children aged 6-15 (and also covers the ages 3-6 when pre-school facilities and teachers are available.) The existing training programme presents activities based on the assumption that segregated age groups have similar educational levels and capacities. However, in practice, children participating in social support centres/schools have different levels of learning and they represent mixed age groups. Furthermore, centres/schools operate

⁹ Data provided by ILO on 05.10.22.

in an environment that is constantly changing in terms of children's profiles. In this context, teachers noted that the supporting educational materials, including the curriculum, do not always meet the educational needs of the targeted children (e.g. materials not applicable for use with preschool children, activities that are not possible for illiterate children to participate) or are not easy to apply in big groups (e.g., ball games, board games that could only occupy two to four children at once) and require teachers to use their creativity and flexibility to the maximum extent. Teachers highlighted that they need a specific plan and direction, especially more practical exercises and that games should be available before getting to start educational programs. Most of the materials were either delayed or not yet present during the MTE visits.

It is crucial to provide educational services in a continuous and consistent way to promote children's education and eventually preventing child labour. The project's educational services are limited to 30 days of hazelnut harvest. Among the interviewed children, several indicated that they have worked before the hazelnut harvest and will work on different products before going back to school. Therefore, due to its time limits and regional scope, the project only addresses the children's needs for a definite time period. Furthermore, since the hazelnut harvest takes place over longer hours (8am to 6/7pm), some consulted families (in particular those who are not staying in camping areas) indicated concerns about leaving their children alone from 4pm to 8pm.

Progress on Output 3, "raising awareness on the elimination of WFCL in seasonal agriculture in hazelnut harvesting among the general public, national and local stakeholders and supply chain actors," is on track in terms of project indicators. After several discussions, a communication strategy, including the visibility of activities, and work plans were prepared before starting project activities. Several awareness-raising field visits, meetings, and promotional activities, including video interviews, were conducted and published online in line with the projects' work plan. An awareness-raising field visit was organized on the occasion of 12 June World Day Against Child Labour on 12 June 2021 in Ankara. A visit was paid to the site where agricultural workers and families stayed in Ankara's Polatli district by a high-level delegation including the Minister of Labour and Social Security; Director of the ILO Office for Türkiye; UN Türkiye Resident Coordinator; and UNICEF Representative. Additionally, as part of the World Day Against Child Labour events, a planning and coordination event was held in Ordu on 17 June 2021 to raise awareness of the ongoing projects concerning the elimination of the worst forms of child labour in seasonal agriculture in hazelnut harvesting in the Black Sea region of Türkiye. The ILO project team and stakeholders underlined the importance and high impact of these events in raising awareness at the national level. A series of other communication events were also organized in collaboration with three projects under the elimination of child labour programme. In June 2022, a child labour awareness event was organized in Atakule, Ankara with the participation of UN agencies. SCREAM modules were implemented at Bestepe College in Ankara and an exhibition was organized. These efforts were also supported by the social media campaigns with the hashtag "raiseyourhandsforkids".

Changing the public's attitudes and practices concerning child labour is a long-term effort. Successful interventions require a long commitment and continuous engagement. Stakeholders highlighted the importance of personal meetings with all target groups in the planning stages, active involvement in all phases of implementing the project activities, and continuation of the dialogue efforts with further follow-up discussions.

One of the considerable achievements of the project noted by the stakeholders was that the project made key contributions to their work by allowing them to reach out to extended supply chain actors of the hazelnut market, identify children at risk, and observe and practice examples of how education and childcare services established upon existing regulation covering seasonal migrant workers. A multitude of child labour elimination initiatives led by hazelnut suppliers was initiated based on a similar direct intervention model and stakeholders underlined the importance of relevant regulations as well as projects' direct intervention in the facilitation of the partnership with relevant local authorities. The lack of adequate financial and human resources was a commonly cited concern, as was the lack of training and knowledge for those who work with or care for children, whereas the project's reliance on the implementing partners' prior expertise in the region and fostering local relationships helped achieving outcomes. The implementing partner created a strong network of contacts, mainly with labour contractors, which allows them to locate and register children in an efficient manner.

For the families, one of the most valued contributions of the project is providing a "safe space" for their children. The evaluation team's interviews with the families noted a deep appreciation for the school programs since, most of the time, the families had to leave their children in the camp areas alone or bring them to the field with them. However, the project helped alleviate their concern about their children's security as they were at school and under the protection/monitoring of their teachers. The families and children also welcomed the incentives. The stationary equipment, clothing sets and hygiene kits contributed to the family's income and to some extent encouraged them to send their children to school.

The schoolteachers described the educational programs as a two-way learning process; they had the opportunity to meet a group of students with whom they have not had teaching experience before, and now they had a better understanding of the seasonal workers, their children's life conditions, and challenges for schooling.

Teachers noted that children who joined the educational programs were quite joyful, and their self-confidence was increasing day by day. Living in difficult conditions, not having the chance to attend school regularly, and working on farms make the children feel worthless according to their evaluations. The focus groups with the children also confirmed that the project makes them feel cared for and valued.

It is commonly acknowledged by the private sector representatives and farmers that the project become much more important because of the due diligence requirements on human rights. Therefore, all the producers will have to collaborate even closer with extended value chain actors. Within that frame, capacity-building activities for the agriculture intermediaries highly benefited the hazelnut producers.

Consistent with the information presented in the project progress reports and confirmed in the interviews with the project team and stakeholders, most of the project activities are on track and show positive results. There is no negative result observed, so far; the comments by the informants were all positive.

2.2.3. Effectiveness of the project in terms of collaboration and social dialogue

A significant advantage of this project is the high number of synergies existing not only at the local level but also the regional level. The resource partner, Ferrero, ILO, and the implementing partner have had existing work, projects, and more importantly, presence in the region for a long time. The project has secured alliances with public institutions and organized a number of meetings to improve overall coordination and collaboration among the various stakeholders in cooperation with the ILO's EU and CAOBISCO Projects. The overall project synergies with other ILO's projects were found to be operational and effective. However, some of the stakeholders noted that they had limited information about the project and its specific intervention areas and targeted locations. They see value in wider yet systematic cooperation between ILO and private sector initiatives.

As stated by the hazelnut producers, capacity-building programs by the private sector are increasing for the agriculture intermediaries, farmers, and seasonal workers, and cooperation with Province / District Directorates of National Education has already started through education and childcare services. However, the lack of coordination and mapping sometimes caused confusion among the target groups. Enhanced cooperation and collaboration are needed among all actors and interventions targeting child labour not only to provide a consistent message but also to facilitate continuity of the services provided to children and use public and private sectors resources efficiently.

2.2.4. Effectiveness of the project in terms of monitoring and communication

The project monitoring plan mainly focuses on tracking management of the project activities, whereas ILO records the achievement of the direct intervention mechanisms in terms of number of children monitored through the tracking system and database, as well as the number of families/children who received incentives. The project team is in close contact with the implementing partner, key partners, as well as the donor, Ferrero. As confirmed by the donor, other than the steering committee meetings, ILO receives regular feedback from all stakeholders.

Activity 1.1.5 proposes to develop, document, and pilot models of child labour monitoring and integrate service delivery. The current monitoring structure monitors the number of children benefiting from the services. It also monitors overall progress in child labour numbers through public data from ISKUR and E-METIP. The project may consider including qualitative indicators in the system. Impact-oriented monitoring requires a good combination of qualitative and quantitative indicators.

Furthermore, all communication channels that allow beneficiaries to reach out to the project are established through the implementing partner. There is no mechanism under the current monitoring term of the project that allows the direct beneficiaries to reach out to the project management or assess the quality of the services provided through the contracted service providers of the implementing partner.

The project has a communication strategy which was developed in May 2021. As a part of that communication strategy, the project designed and conducted several awareness-raising events targeting a large array of audiences, organized frequent meetings and site visits with

the stakeholders and produced several promotional materials. All these efforts were also supported by social media campaigns.¹⁰

2.2.5. Project responsiveness to evolving context and ongoing learning

Based on consultations with the donor, stakeholders, and the project team, it is clear that the pandemic has created delays and challenges, especially in the preparation and implementation of early project activities. However, the project has shown a flexible and responsive approach to the emerging needs after COVID-19. Despite the delays, the project has progressed toward the achievement of its indicators. A review of the progress reports also suggests that the project is on track in terms of the indicators.

Although the project could fulfil its target numbers, several challenges have been identified in relation to the full implementation of the project. Although some of these challenges are not new, others have arisen from developing trends in Türkiye. While the COVID-19 pandemic has created challenges all around the world, families of seasonal migrant agricultural workers have also been deeply affected by increasing poverty and deprivation. The distance-learning model used in formal education in 2020-2021 has made it even more difficult for these children to access education. As a result, according to the consulted stakeholders, school dropout rates have increased. Additionally, the current economic downturn and high inflation have also affected families negatively. The seasonal agricultural migrant workers' livelihood is highly dependent on daily labour, therefore, increasing prices also put more pressure on children to work. Although parents underlined that their children should continue their education instead of working, they stated that their children have to work due to financial difficulties.

There are also challenges that include high turnover of the public institution's staff, and changes of local governors that often result in subsequent loss of institutional memory as well as weak information flow within the governmental agencies. In the last two years of the project, there were decisions published during the harvest period by the governors' offices, which can be considered controversial, identifying the age limit for children as 15 years for working during the harvest period, in addition to long working hours. Moreover, there are gaps in legal frameworks and policies and limited investment in assessing the impact of law and policies upon children and seasonal workers. Even when these legal frameworks exist and in place, they are not always implemented and monitored in an effective and child rights-sensitive manner.

Finally, the synergies and coordination at the grassroots level between child labour policies and interventions and other welfare and poverty alleviation programs are limited. This is mainly due to service and project mapping. Some stakeholders are becoming increasingly aware of the need for, and challenges of sustainable solutions to ensure and uphold children's rights. Data collection, disaggregation, and sharing remain problematic across a range of activities: From ensuring and assisting children's access to services and support, starting from when they leave their residence until their return. Related to this, there is room for improvement in

¹⁰ [A web story](#) and a press release has been published following the project kick-off in November 2020. Posts regarding awareness raising workshops and field missions were published in social media channels. <https://twitter.com/iloankara/status/1405495350975250434>

coordination and cooperation at all levels and between various sectors, including at local levels.

2.3. The Project's Efficiency

The overall project steering and management, synergies with ILO's other projects were found efficient. The resource partner, Ferrero, and the implementing agency's work was strengthened by the vast resources, knowledge, and network that came from past experiences in the regions. Despite some challenges, the project initiated active engagement with governmental agencies, and the project activities were delivered as expected with some promising results.

2.3.1. Efficiency of using project resources

Based on the review of project process reports, compared with the feedback received from the stakeholders during interviews, by considering the range of the number of awareness-raising activities, capacity-building activities conducted and promotional materials during the first two years of the project, the evaluation team concludes that, overall, project activities were delivered as expected. Despite the challenges in Zonguldak and Trabzon in reaching 1000 children after the first year of implementation, the project team proved to be responsive by including the province Samsun, making the necessary adjustments to increase the project's efficiency in all selected provinces. The project is also putting efforts to use its resources by jointly organizing some of the activities such as labour contractors' training and coordination meetings.

Based on the feedback from stakeholders, it should be noted that project activities incurred several delays due to the high number of service providers (implementing partner, nutrition, stationery, training equipment, transfers) and prolonged contracting/tender processes.

In terms of resources, headteachers noted a lack of public resources to conduct such activities like: additional cleaning, painting the walls, changing some of the school equipment that got damaged or broken during the education, or social support activities. It is important to note that these are already the responsibility of local authorities and there should be an allocated budget, nevertheless in practice; it is expected from the project.

In terms of project resources, informants also noted a lack of training materials or the necessary training equipment for teachers. The schoolteachers commented that training materials and the necessary equipment for teachers were limited and arrived late at the schools. Therefore, teachers sometimes had to use their own or their schools' resources. Since there should be some funds allocated to the schools, the headteachers of the schools in the targeted provinces also highlighted certain expenses. In addition, it was also stated that the contracts set up for the service of food and transfer could have been done more efficiently if managed by the school management themselves. During the formal education period, schools have already had service agreements for the food and beverages, transfers, materials, and stationery equipment, mainly from the local suppliers. It was also suggested that, as the number of children attending the educational programs was changing day by day,

time could be used more efficiently, quality control should be done first-hand, and that using local service providers might be more convenient.

2.3.2. Efficiency of the project leveraging partners and national partners

The overall project steering and management, and synergies with ILO's other projects were found to be effective to a good extent. The resource partner, Ferrero, and the implementing agency gained strength from the vast resources, knowledge, and network that came from past experiences in the regions.

ILO, Ferrero, and the implementing partner have executed projects before with each other and the stakeholders. As observed in the field and confirmed through interviews, they have been working efficiently, getting strength from the resources, network, and knowledge in the field, and communicating closely. The project initiated active engagement with the governmental agencies, however the interaction with the employers and farmers were limited as far as observed during the MTE.

To some extent, the project has been particularly effective at motivating and creating interest in the field. There is a significant commitment among many of the field staff; from educational coordinators to the teachers operating in the districts. They explain their work with passion and real interest, especially for the project's cause. The government agencies' presence at a higher level in project activities also showed their support for the project.

2.4. The Coherence of the Project Design

The project's theory of change is consistent with the findings of, and data obtained during the project implementation periods. There are a few overestimations and assumption gaps between the project documents and implementation; these issues were identified and addressed in a timely manner. The project aims to measure its contribution through the number of children withdrawn/prevented from working in seasonal agriculture and referred to education or childcare services. This indicator is useful in assessing the project's progress and will contribute to measuring its impact at the national level and should be supported by valid means of verification.

In terms of coherence with other ILO projects and social partners, there are good synergies among the projects under the Elimination of Child Labour (ECHL). The project's main partner is MoLSS and all activities are conducted in close collaboration. The project is also able to create good partnerships with the Ministry of National Education, the Ministry of Youth and Sports, and the Ministry of Tourism and Culture and their directorates in the project cities.

2.4.1. Coherence of the project design in terms of objectives, indicators, milestones, and assumptions

The project's theory of change is consistent with the findings of, and data obtained, during the project implementation periods. There are a few overestimations and assumptions gaps

between the project documents and implementation; these issues were timely identified by the project team and noted in the progress report. Regardless of these assumption gaps, the project will very likely achieve its targets with the allocated resources. Current output numbers received through the project dashboard support this assumption.

In the first year of the project, the project team identified gaps between project assumptions and existing migrant workforce targeted numbers for activity 1.2.1., however, they took necessary measures by adding additional regions to the project. The project assumed that seasonal agricultural worker families were willing to send their children to benefit from education, social support services and cultural activities. Some informants noted that the assumption was valid for a certain group of children (ages 6-14), and the project team developed communication techniques and adopted methods to convince the families through labour contractors. The project theory of change and assumptions did not explicitly consider existing initiatives conducted by other hazelnut companies and civil society organisations and how they would impact the project (both negatively and positively).

The project mainly identified quantitative indicators for assessing the project's progress and achievements. The project impact indicator is observing a decrease in the number of children engaged in economic agricultural activities based on a baseline study conducted in 2019 assuming that the government continues its commitment to implement the National Program on the Elimination of Child Labour and MoLSS, and other relevant national and local stakeholders continue their support to and ownership of project activities.

The project aims to measure its contribution through the number of children withdrawn/prevented from working in seasonal agriculture and referred to education or childcare services. This indicator is useful in assessing the project's progress and will contribute to measuring its impact at the national level. On the other hand, project indicators are meaningful and provide evidence if they are supported by relevant means of verification. In this context, the evaluation team noted a few points. The project activities are mainly organised during hazelnut harvest season in selected pilot regions only for a limited time (four weeks) and the project monitors 100 children. Considering the continuous nature of the seasonal agriculture work and the diverse profile of the child labourers (there are certainly safety risks for all children however, not all age groups are at the risk of child labour), the means of verification (e.g., school attendance lists, social support centre logs) may fall short in providing evidence on the total number of children withdrawn/prevented from working in seasonal agriculture, and they may only provide results limited to the "hazelnut harvesting season" (for which there is no baseline). During the evaluation process, it was also noted that the e-METIP system was not functioning for the hazelnut region for the 2022 season, therefore there will certainly be data lost.

2.4.2. Partnership and synergies with ILO interventions, social partners and other stakeholders

There are three projects that are currently implemented under the ECHL. The ILO's first intervention started as a pilot project "An Integrated Model for Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye" in Public Private

Partnership (PPP) with CAOBISCO in 2013.¹¹ The project is built on the knowledge and lessons learned from this model project and complemented this intervention by covering other hazelnut growing regions.

There are good synergies between the projects under the ECHL. The evaluation team observed through document review and interviews that joint events, such as stakeholder meetings, workshops and training sessions, have been organised by the projects in common intervention areas. Some illustrative examples include labour contractor training sessions (Şanlıurfa, February 2022) and the coordination and planning meeting for the elimination of child labour in the Western Black Sea Region (Sakarya, July 2022) organized as joint events.¹²

The project's main partner is MoLSS and all activities are conducted in close collaboration. The project is also able to create good partnerships with the Ministry of National Education, Ministry of Youth and Sport and the Ministry of Tourism and Culture and their directorates in the project cities. There exists effective cooperation between the services provided by the directorates and project activities, and these partnerships are particularly successful in achieving the intended results. Throughout the harvesting season, various cultural and social activities, such as swimming courses (everyone will swim campaign) and museum visits, were supported by partnering organisations. Mobile libraries were provided by the Directorate of Libraries and Publications in Trabzon to locations where seasonal migrant workers' children are located, including social support centres. On the other hand, both ministries have a considerable number of services for children. For example, the Directorate of Libraries and Publications offers a number of training and workshops for children in city public libraries. These opportunities can also be further explored.

At the regional level, while the project is successful in building partnerships with public actors, there is room for enhanced cooperation with social partners and stakeholders. The theory of change envisages bringing the public and private sector together through project activities that will allow the project to achieve the main outcome of enhancing and facilitating partnerships between private and public sectors. First steps have already been taken this year by organising a coordination workshop between civil society organisations, private sector and public actors. The evaluation team noted that the workshop was found useful by most of the stakeholders. Nevertheless, private sector representatives, in particular, noted the need for a mapping study of existing initiatives led by both private and public actors, efficient follow-up of these meetings, and a clear roadmap for collaborative actions.

The awareness level of child labour among the private sector representatives is relatively high in hazelnut growing regions and there have been ongoing projects by different actors. Despite the evaluation team having observed only one school targeting seasonal migrant children in the Zonguldak region (outside the project activities, financed by a private company), given the fact that families are travelling from one district to another throughout the harvesting season, there can still be possibilities for cooperation.¹³ Based on a short desk-based review and interviews with a few private sector representatives, the evaluation team came across nine

¹¹ This [project](#) is still ongoing until 31 December 2023.

¹² ILO, [Sakarya'da Çocuk İşçiliği Koordinasyon Toplantısı](#), July 2022

¹³ There was already some support by the project for the workers camping area.

initiatives organised by seven organisations. The number may likely be higher since not all activities are published online (e.g., websites.)

Table 4: List of Other Initiatives on Child Labour (based on desk-based review)¹⁴

Organisation	Type	District	City	Region	Active Since
Y****	Company	Alaplı- Aşağıdağ Sakarya Gülyalı- Kestane	Zonguldak Sakarya Ordu	Western Black Sea Eastern Black Sea	2016
D****	Company	İkizce	Ordu	Eastern Black Sea	2018
O****	Company	Piraziz	Giresun	Eastern Black Sea	2015
B****	Company	Akçakoca (Mobile Trainings)	Düzce	Western Black Sea	2015
S*****	Company	Ünye	Ordu	Eastern Black Sea	2017
H****H*****	CSO	Akçakoca	Düzce	Western Black Sea	2016
S****T*L***	CSO	Viranşehir	Şanlıurfa	South East	2015

2.5. Impact Orientation and Sustainability of Interventions

The current intervention model serves its purpose well by keeping the children away from the hazelnut orchards and providing them safe spaces throughout the harvest period. It also helps children to stay in school and acquire useful social skills. In particular, child monitoring activities and their results demonstrate that project efforts help children to access education outside of their city of origin. Yet, it is still difficult to assess the overall social and educational impact of the project on children's education because of the limitations of the evaluation and it would be helpful to conduct an impact assessment at the end of the project.

The sustainability of the contributions the project has made to the elimination of child labour highly depends on the level of local and national ownership. Overall, the project established a foundation for sustainability by creating an intervention model based on the existing policy framework and rooted in government-supported structures, raising awareness, and facilitating communication among local authorities and stakeholders. The existing regulations assign

¹⁴ These initiatives are in the form of summer school and courses for seasonal migrant workers' children. The listed activities do not cover other actions conducted by these organizations such as training for workers, labour contractors and internal monitoring visits.

clear responsibilities, still, a great part of the intervention activities is conducted by the implementing partner. According to some informants, it is not fully clear who will fill in for the project or take on the project implementation role to encourage and promote cooperation among various actors once the project is completed. The interest level of the local authorities to carry out the intervention is promising. National and local ownership and cooperation should be strengthened to ensure that they are not diluted at the end of the project.

2.5.1. Observed Potential, Direct and Indirect Impact of the Project

The project will contribute toward preventing child labour in seasonal agriculture at national and local levels. The current intervention model serves its purpose well by keeping the children away from the hazelnut farms and providing them safe spaces throughout the harvest. It also helps children to stay in school and acquire useful social skills. Furthermore, stakeholders noted significant improvements in children's adaptation to school. Focus groups with children confirmed the benefits of the social support centres for children.

The most significant achievement of the project has been observed to be the trust of the migrant seasonal workers in social support centres and their increasing willingness to send their children (in particular younger children) to schools. This is built upon effective communication between the project field staff and families. The project is very likely to reach the targeted number of children, which is a considerable number, and contribute to SDGs and the National Plan on Elimination of Child Labour.

On the other hand, there are only estimations on how many children are working in specifically hazelnut harvests. Additionally, due to the mobile nature of the work, the continuity among the target group (children) is limited. There are families who registered their children to social support centres both for the 2021 and 2022 periods. The percentage of this group was not available yet. To date, there is limited data on the extent of children and households receiving project services who achieved improved education and were able to keep their children outside of work in other agricultural products. Informants noted positive effects, nevertheless these are based on their observations. In particular, child monitoring activities and their results demonstrate that project efforts help children to access education outside of their city of origin. According to the results of 2021 August to 2022 June, out of 161 monitored children 114 of them continued their education during the formal school year, while 32 of them make unattendance. The project team could not receive information from 15 of them. The monitoring results are promising. Nevertheless, it is still difficult to assess the overall social and educational impact of the project on children's education because of the limitations of the evaluation and it would be helpful to conduct an impact assessment at the end of the project. Since the project is more successful in targeting younger age groups, the main impact may likely be seen in the medium to long term.

2.5.2. Sustainability, ownership, and exit strategy

The sustainability of the contributions the project has made to the elimination of child labour highly depends on the level of ownership, institutionalisation and mainstreaming, as well as capacities at national, state and local level organisations. Project interventions are transient and designed based on the notion that successful practices can be owned and taken over by existing local systems and will be managed by public authorities. This approach was found effective by most stakeholders to a certain extent. It was noted by a number of interviewees that the local authorities may lack awareness as well as expertise to implement and make effective relevant regulations (2017/6 – 2016-5) addressing living conditions of seasonal migrant workers and their children. One interviewee noted that after seeing the examples from the project, local authorities started to have more concrete and practical ideas on how the intervention can be designed and may continue. In this scope, the project has already managed to provide a pilot for the selected districts.

The evaluation team noted through interviews and observations that the project is successful in fostering local ownership in Trabzon and Zonguldak, which is also newly established in Samsun. Despite the project being rooted in the intervention model in government or government-supported structures, the activities are carried out mainly by the implementing partner and external support is involved. The mobilisation of the field teams, registration of the children to the schools/social support centres and follow-ups with the seasonal migrant family members require significant human resources. In the current context, the implementing partner employs a minimum of two full-time field officers per district to engage with families and register children for a duration of one to two months, and one Education Coordinator responsible for all district activities and coordination. Furthermore, transportation of the children and daily food require financial resources. In addition, the project also provides stationary kits, clothing sets, hygiene kits and food cards support for families, which are used as a means to convince them of the benefits of their children's schooling. There was wide agreement amongst the key stakeholders consulted that additional financial and technical resources are needed to sustain results; specifically, the continuity of implementation of the intervention model would be less assured without the necessary human and financial resources. One of the local governors confirmed that “we may be able to open up the schools and can also finance educational activities, however, we definitely lack resources to keep up with the demand, namely finding children, registering them into school, and providing transport”.

Raising awareness and engaging with community members and leaders are important to promote ownership. The project has been able to produce communication materials to increase awareness of the existence and negative effects of child labour. However, except for the visual and published communication materials, the project does not have a specific strategy for community ownership, particularly from the beneficiary side. Considering the socio-cultural roots of the issues, such a cultural paradigm shift has not been achieved; there will be a need for a more strategic communication approach and eventually more resources.

Promoting the use of the E-METIP system has crucial importance for the sustainability of the project. Widespread use of the E-METIP system will be able to ensure coordination and

provide data flow among different actors. However, it is currently not used at the same level in all districts and further technical support is needed for improved functioning of the system.

Overall, the project established a foundation for sustainability by (1) creating an intervention model based on the existing policy framework, rooted in government-supported structures, and (2) raising awareness and facilitating communication among local authorities and stakeholders. Nevertheless, it is rather unclear who will fill in for the project or take on the project implementation role to encourage and promote cooperation among various actors once the project is completed. The interest level of the local authorities to carry out the intervention is promising. National and local ownership and cooperation should be strengthened to ensure that they are not diluted at the end of the project. If this interest is complemented by a practical and scalable public model, it will serve the sustainability of the project well. Ultimately, further external technical and financial support will likely be necessary for public authorities to consolidate the project achievements and strengthen their sustainability.

2.6. Gender Equality, Non-discrimination, International Labour Standards, and Social Dialogue

Gender Equality: In terms of gender, the project documents refer to the need to integrate gender concerns into the direct intervention mechanism. The project monitoring indicators reflect gender equality. However, the evaluation team did not find any evidence of gender mainstreaming being systematically addressed by the project or integrated as a cross-cutting concern throughout its methodology and deliverables. However, the team also noted that gender mainstreaming was not a main focus of the project, but the “children” as stated by most of the interviewed stakeholders. The project is able to achieve gender balance results in its activities. Among 1689 children referred to educational services, of whom 809 were girls. In particular, girls represent a more vulnerable group among seasonal migrant workers. Girls who are working in seasonal agriculture work are often required to do housekeeping tasks, take care of their siblings, and forced to leave school early due to cultural reasons and may be subject to early marriage. During the evaluation process, the evaluation team came across girls between the ages of 15 and 18 years who dropped out from school. Given the practice of early marriages among seasonal agricultural migrant workers, the project may consider developing particular intervention models.

While there is no gender-based gap among the wages of male and female seasonal agricultural workers, it should be highlighted that female workers almost never get paid directly. Their wages are paid to the head of their household, who is usually the father or the husband. In the case of young girls, they never have access to their salaries, and consequentially, they have very limited opportunities to use their earnings for their schooling or vocational training. According to the information conveyed from the field staff, women cannot express themselves comfortably when they are near their husbands during counselling sessions. Within that framework, ILO’s regular program interventions, such as counselling sessions with the families, meetings, training, or awareness-raising events, can put a special emphasis on women’s participation in future planning.

Non-discrimination and International Labour Standards: The project is mainly targeting a vulnerable and disadvantaged group of workers and their children, therefore implicitly addressing non-discrimination. The social support centres are also open for the local

communities' children, which allows an opportunity for children to overcome cultural prejudices. Many children continue to be discriminated against based on their gender, race, migration or minority status, or disability. The teachers and children interviewed felt that prejudicial attitudes and peer bullying were serious problems.

Concerning international labour standards, the project focus is on the elimination of child labour, and in this regard, successful in raising awareness among public authorities and private entities on not only child labour in seasonal agriculture but also in general for decent work and other fundamental conventions (C.105, C.100).

Social Dialogue: Project activities were not designed based on the traditional tripartite approach. This may be due to the lack of representation of seasonal migrant workers by trade unions. The project initiated active engagement with governmental agencies and local governors, however, participation of trade unions and worker representatives was limited, eventually leading to the use of social dialogue. Labour contractors are often the main contact points for workers. Despite being one of the crucial stakeholders in the process, engaging with labour contractors does not fully allow worker representation (particularly considering their conflicting interests at some level.) The project should consider involving a more participatory approach and alternative ways of engaging with workers for the remaining time.

3. Lesson learned and Emerging Good Practices

<p>Challenges</p>	<ul style="list-style-type: none"> ▪ Financial downturn; deepening poverty and deprivation. ▪ High turnover of public intuition staff, loss of institutional memory, weak information flow within the governmental agencies. ▪ Gaps in legal framework and policies, penalties. ▪ Lack of digitalization of data on child labour, mapping of the projects / programmes for combating child labour. ▪ Cultural, social, ethical barriers / bias for seasonal workers. ▪ Inadequate synergies and coordination efforts at grassroots levels between child labour policies and interventions. ▪ COVID-19 impact on high-school drop-out rates.
<p>Lessons Learned</p>	<ul style="list-style-type: none"> ▪ Local ownership is significant for ensuring the efficiency and sustainability of the project, and it often takes time and requires building awareness. ▪ Creating a trust environment among community decision-makers is key to ensuring continuity of schooling of the children. ▪ Collaborating with agricultural intermediaries was a strong strategic approach in persuading families for referral to education. ▪ Successful interventions require a longer commitment and continuous engagement; the project recognized the importance of regular personal meetings with all stakeholders in all phases of implementing the project activities.

<p>Good Practices</p>	<ul style="list-style-type: none"> ▪ Social support centers and project schools provide safe environments for all children working in the seasonal agriculture. ▪ The project supported the emotional, psychosocial, and physical well-being of the children, especially for younger age groups; it improved children's willingness to attend school. ▪ In-kind supports, such as vouchers to buy food and hygiene materials, educational materials and stationery, have proven to be effective to some extent, persuading the families to send their children to schools.
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4. Conclusion and Recommendations

This report was prepared based on a wide variety of opinions, views, insights, and thoughts presented during the interviews; it aims to help stimulate further thinking, discussions and more in-depth analysis to further develop the project. The MTE highlighted the most significant insights about the project in relation to the evaluation criteria and key questions.

Overall, the relevance of the Project is high as the project activities are well aligned with the project objectives. The MTE reveals that the Project has shown good overall progress and a flexible and responsive approach to the changing circumstances.

The Project has a high potential to bring a positive change. A great majority of the interviewed stakeholders indicated that the project activities allowed them to get to know the seasonal migrant workers' working conditions better and the importance of the elimination of child labour.

The sustainability of the project results is highly linked to the ownership of the public institutions but also to the external factors such as establishing the institutional capacity, which could take over project activities.

The following recommendations were developed based on the findings and conclusions of the evaluation and comments from the stakeholder interview

Criterion	Conclusion	Recommendations	Priority	Timing	To Whom	Resource Implications
Relevance, Effectiveness and Gender	<p>The project aims to reduce child labour through a direct intervention model. The risk for child labour is often highest among the children between the ages of 14 and 18. During evaluation visits, based on the interviews with children as well as families working in seasonal agriculture and teachers, children under this age group come to the hazelnut growing regions to work and support their families. Therefore, educational opportunities, in-kind benefits and counselling, do not fully address root causes of the child labour among these age groups and only to a limited level in terms of their educational needs. Most of these children (aged 15 to 18) come to harvest to save money for their university studies, and those who already dropped out of school look for vocational opportunities. Within this context, the direct intervention and training and leisure activities lack customized tools to target and prevent child labour among these groups.</p>	<p>1. Continue promoting education through a direct intervention model among seasonal migrant workers' children and identify windows of opportunity for tailoring approaches for the withdrawal of children at the high-risk age group: Many stakeholders recognized the project's success in terms of providing a safe space for children during the harvest season. Some informants noted limitations of the intervention model targeting children between the ages of 14 and 18 years. Factors such as financial and multidimensional poverty highly influence child labour prevalence among this age group as it is one way for families to manage poverty and deprivation risk. School feeding and in-kind programmes may have limited effects to reduce children's engagement in work. In this frame, the project may consider:</p> <p>Tailoring vocational training for children in high school and those who dropped out and supporting university preparation studies through in-kind support and other types of scholarships in cases of full attendance to the summer courses.</p> <p>Piloting a cash transfer model in consultation with the MoLSS and Ministry of National Education for the children under the monitoring group at the city of origin with the</p>	High	Within the second half of the project	Project Management Team, Implementing Partner	Within the existing budget

		<p>pre-condition of full attendance to the school year.</p> <p>Developing a gender-sensitive approach and special training programs for girls who drop out of school and are at high risk of child labour and early marriage.</p>				
Sustainability & Impact	<p>The existing regulations assign clear responsibilities, still a great part of the intervention activities is conducted by the implementing partner. The interest level of the local authorities to carry out the intervention is promising. National and local ownership and cooperation should be strengthened to ensure that they are not diluted at the end of the project. If this interest is complemented by a practical and scalable public model, it will serve the sustainability of the project well. Ultimately, further external technical and financial support will likely be necessary for public authorities to consolidate the project achievements and strengthen their sustainability.</p>	<p>2. Over the remaining project period, identify local public partners' critical needs in terms of institutional capacity and focus on an exit strategy with a gradual transition of project responsibilities to active local partners/governors and Child Labour Elimination Units: While the local partners provide support at various levels to the project, the intervention model is mainly organized and coordinated by the implementing partner such as referring children to social support centres and mobilizing public resources for project activities. Local authorities show promising interest in carrying out the intervention. To ensure a smooth exit, it is advised to plan a gradual transition of project activities to active local partners/governors before the project comes to an end. This may be done by selecting one pilot region/district and providing direct access to human and financial resources for public authorities/local governance (e.g., in the form of grant management based on</p>	High	Within the second half of the project	Project Management Team	Within the existing budget

		TOR and/or direct contracting.) Given the significant experience of ILO in the hazelnut growing regions, documenting, systematizing, and disseminating knowledge among different practices can be highly valued by local governors.				
Effectiveness, Coherence, Sustainability	At the regional level, while the project is successful in building partnerships with public actors, there is room for enhanced cooperation with social partners and stakeholders. The theory of change envisages bringing the public and private sector together through project activities that will allow the project to achieve the main outcome of enhancing and facilitating partnerships between private and public sectors. First steps have already been taken this year by organising a coordination workshop between civil society organisations, private sector and public actors. Private sector representatives, in particular, noted the need for a mapping study of existing initiatives led by both private and public actors, efficient follow-up of these meetings, and also a clear roadmap for collaborative actions.	<p>3. Further enhance cooperation with other social partners, in particular with the private sector, on the elimination of child labour: The project has taken the first steps to facilitate the coordination of initiatives conducted for the elimination of child labour. Furthermore, the project is in a strategic position to mobilize synergies and resources of both private and public authorities. In order to enhance cooperation, the following activities are noted as need areas by many stakeholders:</p> <p>Mapping existing projects and interventions on child labour: There exist several initiatives focusing on the elimination of child labour in the hazelnut growing areas conducted by different civil society organizations, companies, and public institutions. To avoid double funding and ensure a consistent approach and efficient use of resources, many stakeholders indicated that a mapping study could help them to better target their resources. However, it was also noted was that the study should be conducted in a way to respect the confidentiality of supply chain information.</p>	High	Within the second half of the project	Project Management Team	Within the existing budget

		<p>Promote cross-sectoral collaboration and sharing good practices: Migrant seasonal workers also work with other products, and the child labour issue is not specific to hazelnut growing regions. Therefore, to transmit a consistent message to labour contractors and workers as well as provide similar services to children in all places they have been visiting, it is recommended to put more emphasis on cross-sectoral collaboration, communication, and sharing good practices.</p> <p>More frequent coordination meetings with an action-planning agenda: While the great majority of the stakeholders appreciate the initial workshop for private sector activities, they also noted the need for more frequent coordination meetings with a clear agenda of creating a collaborative action plan.</p> <p>Facilitate an impact study: Due to the mobile nature of the workers, it is often a challenge to demonstrate impact at the individual project/company supply chain levels. In this context, many stakeholders (including public authorities) underlined the need for an impact study that will be focusing on both qualitative and quantitative results of the overall efforts in the hazelnut growing region.</p> <p>Coordination and communication of data, statistics, and intervention on seasonal migrant workers: Identification of children in different settings is often the most time-consuming part of the referral activities. The project is in a great position to promote data</p>				
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		flow by promoting: (a) at the public level: E-METIP system dissemination and use, and (b) private and civil society level: facilitating communication among different initiatives (e.g., referring the child to the closest available services within or outside the region) and allowing the sharing of data (respecting data protection protocols) based on regions/districts/villages in a common platform for interventions.				
Effectiveness and Social Dialogue	Raising awareness and engaging with community members and leaders are important to promote ownership. The project has been able to produce communication materials to increase awareness of the existence and negative effects of child labour. However, except for the visual and published communication materials, the project does not have a specific strategy for community ownership, particularly from the beneficiary side. Considering the socio-cultural roots of the issues, such a cultural paradigm shift has not been achieved; there will be a need for a more strategic communication approach and eventually more resources.	4. Engage with direct beneficiaries in communication campaigns, awareness-raising activities and decision-making processes: In the context of Türkiye, migrant seasonal workers, often women and youth, are the groups who have no representation through official unions. Yet, it is not always easy for these groups to have their voices represented due to various challenges, such as cultural, social, and legal barriers. Considering the cultural root causes of child labour, engaging with these beneficiaries through suitable communication channels will be crucial to transmit the message.	Medium	Within the second half of the project	Project Management Team	Within the existing budget
Effectiveness, Impact	It is crucial to strengthen cooperation for child monitoring activities in the city of origin. The implementing partner is currently conducting child monitoring through phone calls and meeting with school administration. These efforts can be strengthened.	5. Strengthen child monitoring activities at the city of origin and continue enhancing cooperation with district commissions of MoNE: The project is successful in keeping and monitoring the data of children who directly benefited from the intervention, the long-term	Medium	Within the second half of the project	Project Management Team	Within the existing budget

		<p>impact of the project is highly dependent on how children will be kept in education through monitoring activities at the city of their origin. The project is aiming to monitor 100 children from harvest activities to their city of origin. These monitoring activities are often done through telephone calls and school visits. The Ministry of National Education has also district commissions in place to monitor seasonal agriculture workers' children. In this context, child monitoring efforts could be strengthened. Cooperation between different public authorities and project implementing partner already exists yet can be enhanced.</p>				
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Annex 1: TOR

TERMS OF REFERENCE

Cluster Mid-term Independent Evaluation of Projects Under the Programme on Elimination of Child Labour

PROJECT OVERVIEW	
Projects Title	<ol style="list-style-type: none"> 1. TUR/20/01/EUR - Elimination of the Child Labour in Seasonal Agriculture 2. TUR/20/02/FER - Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye 3. TUR/21/01/CAB - An Integrated Model for the Elimination of the Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye (Phase IV)
Contraction Organization	International Labour Organization (ILO)
ILO Responsible Office	ILO Office for Türkiye
Funding Source	European Union, Ferrero Trading Luxembourg and Association of Chocolate, Biscuit and Confectionery Industries of Europe (CAOBISCO) ¹⁵
Budget of the Project	EU Project: 29,726,740.90 EUR Ferrero Project: 3,534,673 EUR CAOBISCO Project: 1,500,000 EUR
Project Location	Türkiye, with project provinces; EU Project: Adana, Ordu, Düzce, Malatya, Mersin, Hatay, İzmir, Ankara, Eskişehir, Konya, Manisa, Bursa, Adıyaman, Şanlıurfa, Diyarbakır and Mardin Ferrero Project: Trabzon, Samsun, Zonguldak and Şanlıurfa CAOBISCO: Ordu, Sakarya, Düzce, Samsun, Giresun and Şanlıurfa
Project Start and End Date	EU Project: 01.10.2020 – 31.01.2024 Ferrero Project: 09.11.2020 – 08.03.2024 CAOBISCO Project: 01.04.2021 - 31.12.2023
HQ Technical Unit Responsible	FUNDAMENTALS
Type of Evaluation	Independent Mid-term Evaluation

¹⁵ Contributing members of CAOBISCO to the ILO PPP Project: Ferrero, Nestlé, August Storck KG, Barry Callebaut, Alfred Ritter GmbH & Co. KG, Mars, Incorporated, Chocosuisse, NATRA S.A., Griesson - de Beukelaer GmbH & Co., Cémoi chocolatier, Gebr. Jancke GmbH, Neuhaus NV, Stollwerck GmbH, Fazer, Koenig Backmittel GmbH

Expected Starting and End Date of Evaluation	15.06.2022 – 17.10.2022
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1. INTRODUCTION AND RATIONALE FOR CLUSTER EVALUATION

As per ILO evaluation policy, projects (*details provided in “b. Project’s Description” section*) that are being implemented under the ILO Elimination of Child Labour (ECHL) Programme is subject to both an independent mid-term evaluation and a final independent evaluation. In this regard, the independent mid-term evaluation, as planned in the projects respective work plan, will be conducted by external consultant(s). The evaluation process will be designed in line with ILO and relevant Donor institutes evaluation procedures.

Given that the concerned projects are being implemented in parallel under the ILO Child Labour Programme with integrated programme outcomes, jointly planned activities in the same provinces, similar indicators, a joint monitoring system in place and having the Ministry of Labour and Social Security as the main implementing partner of the interventions, it is considered reasonable and appropriate to conduct the mid-term independent evaluation of the three projects using a cluster modality. The cluster evaluation modality will lead to further efficiency both in terms of budget and time management.

ILO Evaluation Policy adopted by the Governing Body in October 2017, provides for systematic evaluation of programmes and projects in order to improve quality, accountability, transparency of the ILO’s work, strengthen the decision-making process and support constituents in forwarding decent work and social justice. It is planned that the mid-term evaluation will be carried out under the overall supervision of the REO/Europe and ILO Evaluation Office.

a. Programme Detail

A Combating child labour has always been a priority for ILO since its foundation in 1919. The ILO Office for Türkiye formulated an updated programme covering 2021-2025 to advance its work in and experience derived from combating child labour since 1992 in cooperation with national stakeholders. The ILO’s Programme on the Elimination of Child Labour in Türkiye, prepared in line with the priorities of the National Employment Strategy (2014-2023) and National Programme on the Elimination of Child Labour (2017-2023), plans to engage in comprehensive work to eliminate child labour in Türkiye. It is not possible to achieve the future of work with decent work and sustainable income for all without eliminating child labour. Through the Programme of 2021-2025, the ILO Office for Türkiye will focus on quality education as the key strategy to eliminate child labour including primarily the worst forms in Türkiye and continue to support the national partners by effective enforcement of legislation, expanding social protection and social dialogue support.

The United Nations 2030 Agenda for Sustainable Development including particularly Sustainable Development Goal SDG 8 on decent work and economic growth, and specifically Target 8.7, calls for immediate measures to secure the elimination of child labour in all its forms by 2025. Emphasizing that the goal could be reached through leaving no one behind, the United Nations declared the year 2021 as the “International Year for the Elimination of Child Labour” and initiated global action. The programme developed by the ILO Office for Türkiye aims to support the said global action at local level, and ensure that the national work would set a model internationally.

b. Project’s description

Under the ECHL Programme, the ILO Office for Türkiye is currently implementing three projects in cooperation with the Ministry of Labour and Social Security (MoLSS) General Directorate of Labour, with funding from various development partners, focusing on combating child labour in seasonal agriculture. The three projects undertaken in 21 provinces of migration origin and destination will be implemented by 2024 with funding from the European Union, FERRERO and CAOBISCO (Association of Chocolate, Biscuit and Confectionary Industries). All projects will be implemented in partnership with MoLSS and in close cooperation with relevant organizations and institutions including Ministries of National Education, Interior, Agriculture and Forestry, Youth and Sports, workers’ and employers’ organizations, Turkish Employment Agency (İŞKUR), municipalities, universities, private sector and NGOs.

The programme strategy is based on three integrated programme outcomes with a particular focus and objective on enhancing national and local capacity for the elimination of worst form of child labour (WFCL) in seasonal agriculture as well as providing services to children at risk and their families;

1. Increasing access to free and quality public education.
2. Providing support for strengthening current child labour governance institutions and coordination/cooperation mechanisms.
3. Increasing and strengthening advocacy on child labour.

In line with the perspective described above, the **“Elimination of the Child Labour in Seasonal Agriculture - TUR/20/01/EUR” project funded by EU** will contribute to elimination of the WFCL in seasonal agriculture by means of working/at-risk children are withdrawn or prevented from work in seasonal agriculture; families, employers, agriculture intermediaries and village heads abstain from or take action to combat child labour in Şanlıurfa, Mardin, Adıyaman, Diyarbakır, Adana, Mersin, Hatay, İzmir, Manisa, Ankara, Eskişehir, Konya, Malatya, Ordu, Bursa and Düzce . The main outputs of the project which funded by EU are as follows:

- 1- Working/at-risk children are withdrawn or prevented from work in seasonal agriculture; families, employers, agriculture intermediaries and village heads abstain from or take action to combat child labour

- 2- MoLSS, workers' and employers' organisations, gendarmerie, NGOs take coordinated action for policy development and implementation to eliminate the WFCL
- 3- Willingness among general public and target groups for eliminating child labour in seasonal agriculture is enhanced
- 4- Advocacy for, formulation, planning and implementation of policies to eliminate child labour in seasonal agriculture is enhanced.
- 5- Coordination and cooperation mechanisms are strengthened for effective implementation and management at national and local level

Beside, under the Public Private Partnership framework, **“Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye - TUR/20/02/FER”** project which is funded by Ferrero will enhance and facilitate the exchange of the experiences of government, private sector, social partners and civil society in addressing child labour, particularly in the hazelnut supply chain, as a means to maximize collective learning opportunities among the project stakeholders for the elimination of the worst forms of child labour (WFCL) in seasonal agriculture in Türkiye.

The overall development objective of the project funded by Ferrero is to contribute to the elimination of the WFCL in seasonal agriculture in line with the Turkish Government's National Employment Strategy (2014-2023) and the National Programme for the Elimination of Child Labour (2017-2023). The specific objective of the project is to enable and strengthen partnership between public and private sector actors for the withdrawal and prevention of children from the WFCL in seasonal agriculture in hazelnut harvesting. The project will catalyse cooperative approaches to addressing child labour by linking efforts undertaken by the private sector to the existing and future national programmes mentioned above.

This new public private partnership project, co-chaired with Ferrero and the MoLSS Directorate General of Labour will further complement existing ILO activities dedicated to the elimination of child labour in Trabzon, Samsun and Zonguldak provinces.

Lastly, **“An Integrated Model for the Elimination of the Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye”** project funded by the Association of Chocolate, Biscuit and Confectionery Industries of Europe – TUR/21/01/CAB (CAOBISCO) aims to contribute to the elimination of the worst forms of child labour in seasonal agriculture in hazelnut harvesting in Türkiye.

The project is based on three outputs to eliminate child labour in seasonal agriculture in hazelnut harvesting.

1. Strengthening national and local capacity for the elimination of WFCL in seasonal agriculture in hazelnut harvesting

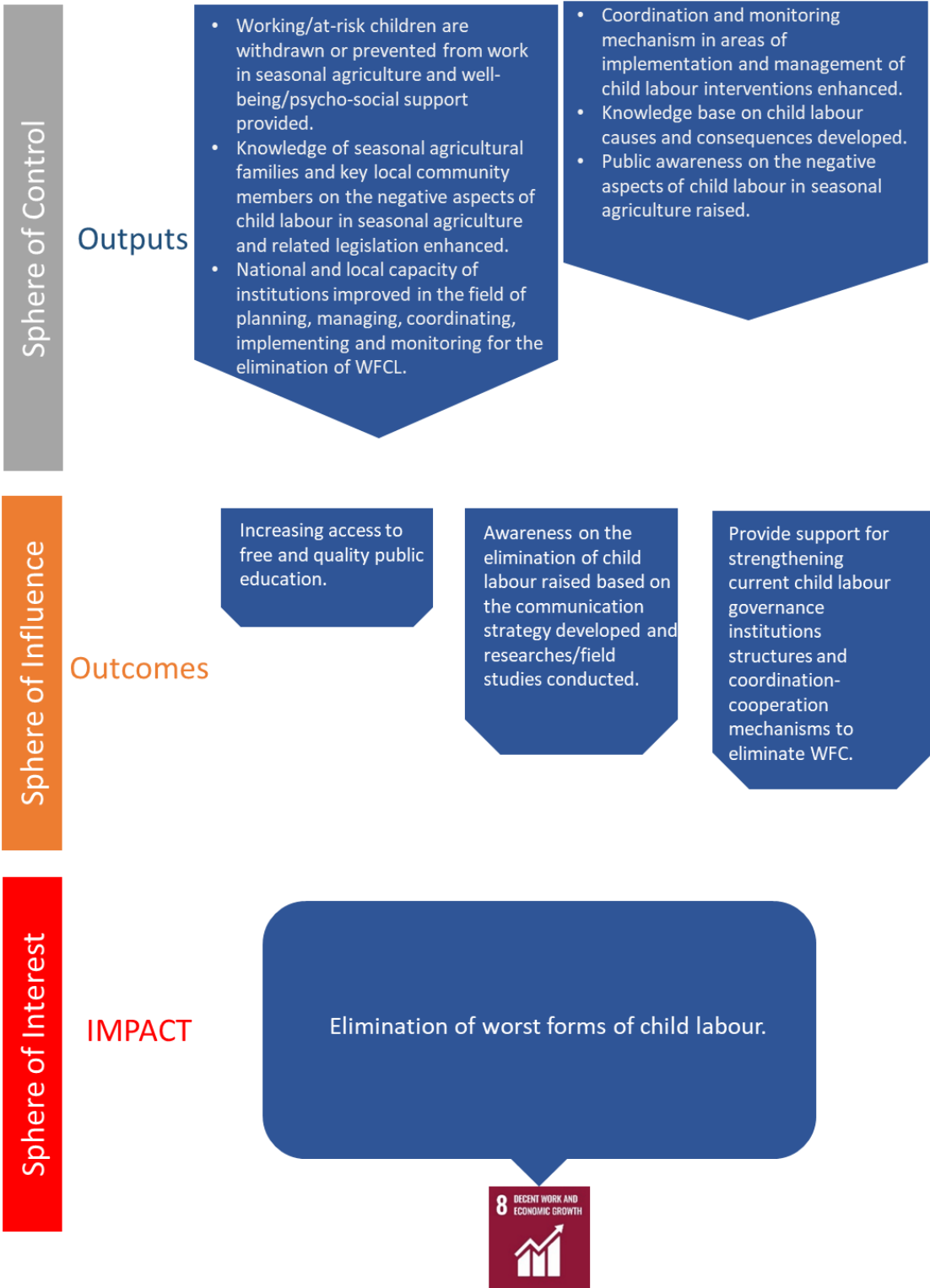
2. Implementation and scaling up of direct intervention mechanism in areas where seasonal hazelnut harvesting exists
3. Raising awareness on the elimination of WFCL in seasonal agriculture in hazelnut harvesting among general public, national and local stakeholders and supply chain actors.

Theory of Change

Based on the situation analysis and the feedback collected from the field during the recent child labour interventions since 1990, the ILO child labour programme strategy is based on three integrated programme outcomes with a particular focus and objective on enhancing national and local capacity for the elimination of worst form of child labour (WFCL) in seasonal agriculture as well as providing services to children at risk and their families;

1. Increasing access to free and quality public education.
2. Providing support for strengthening current child labour governance institutions and coordination/cooperation mechanisms.
3. Increasing and strengthening advocacy on child labour.

At the international level, Projects will contribute to the better implementation of the relevant International Standards which are leading and guiding the world of work where ILO is a normative UN organization. In this respect, the Action will support implementation of ILO Conventions No.138 Minimum Age and No.182 Worst Forms of Child Labour to which Türkiye is one of signatories; and contribute to reach Sustainable Development Goal (SDG) 8 of the 2030 Agenda on decent work and economic growth, and specifically to target 8.7 calling for immediate measures to secure the prohibition and elimination of the WFCL, and by 2025 end child labour in all its forms. Linking with SDG 8.7, Projects will also contribute to “Outcome 7: Adequate and effective protection at work for all” of ILO’s Programme and Budget (2021-2022) and United Nations Sustainable Development Cooperation Framework (2021-2025) in Türkiye.



8.7. calling for immediate measures to secure the prohibition and elimination of the WFCL

c. Purpose, Scope and Clients of the Evaluation

The mid-term evaluation will ensure accountability to beneficiaries, donor and key stakeholders and promote organizational learning within ILO and among key stakeholders. The evaluation results would contribute for further project development to promote elimination of worst forms of child labour not only in seasonal agriculture but also in industry, services etc. in Türkiye.

The evaluation of the project is part of the Monitoring and Evaluation Plan 2022 of the ILO Regional Office for Europe and Central Asia and the project work plan.

The evaluation will assess the results of the work done in order to properly report on the progress and challenges as well as define the steps for possible further project development to promote elimination of child labour. It would help to analyse how the ILO Office for Türkiye contributed to implementation of the relevant national policies for elimination of worst forms of child labour, improvement of institutional and technical capacities of national and local public institutions, and raising the awareness of the families, employers, public institutions and the general public about elimination of child labour specifically in seasonal agriculture sector. A particular reference will also be given to the overall impact of COVID-19 on protective activities and mitigation measures taken by the Office as a response.

The evaluation will consider the project's relevance, efficiency, effectiveness, coherence and sustainability of outcomes, and test underlying assumptions about contributions to broader developmental impacts. Project evaluations have the potential to:

- improve project performance and contribute towards organizational learning,
- help those responsible for managing the resources and activities of a project to enhance development results from the short term to a sustainable long term,
- assess the effectiveness of planning and management for future impacts,
- support accountability aims by incorporating lessons learned in the decision-making process of project stakeholders, including donors and national partners,
- support the conceptualization of the next phases, steps, exit strategies and approaches.

The scope of the evaluation will encompass all activities and outcomes of the projects for the period from third quarter of 2021 to the end of September 2022. The evaluation covers the projects in all provinces where activities of project is being implemented.

The following groups are the main clients of the evaluation (but not limited to)

ILO management and project staff at ILO Office for Türkiye

ILO FUNDAMENTALS and other relevant departments

Donor (EU, Ferrero, CAOBISCO)

National Partners: Ministry of Labour and Social Security, DG for Labour, workers and employers organisations.

Local partners and NGOs

Experts and Service Providers

Target groups of the project: seasonal agricultural families and children

The mid-term independent evaluation will benefit from the findings of a cluster evaluability assessment of the projects conducted previously within the ILO Office for Türkiye and will integrate gender equality and other non-discrimination and social dialogue as well as ILSs issues as a cross-cutting concern throughout its methodology and deliverables. It will give specific attention to how the project is relevant to the ILO's P&B 2022-23, UNSDCF (2021-2025) and national development frameworks. It will incorporate inputs from tripartite constituents and national stakeholders as well.

2. Management Arrangements for the Assignment

ILO Project Team who will take part in the final independent evaluation assignment and their responsibilities in this context are stated below.

Evaluation Manager of the ILO Office for Türkiye: The Evaluation Manager, Ms. Özge Berber Ağaş, will supervise, coordinate, and guide the assignment. She will give the final decision and feedbacks to all the outcomes of the assignment.

Project Coordinators: Coordinators, Ms. Ayşegül Özbek Kansu, Ms. Fatma Gelir Ünal, Mr. Ali Emre Yilmaztürk, will provide strategic advice to the process under the coordination of the M&E Officer, Mr Koray Abacı.

Project Officers: They will provide necessary documentation, information and the lists of contacts/stakeholders/constituents/ beneficiaries and provide technical support to the consultant within the scope of the assignment when necessary.

Finance and Procurement Officer & Finance Assistant: They will make sure if the expenditures are realized in accordance with the approved budget and in compliance with the ILO's financial rules and regulations.

3. Criteria and questions

The evaluation will apply the key OECD/DAC criteria of relevance, effectiveness, efficiency, coherence, sustainability and impact potential. In particular,

The evaluation should address the evaluation criteria related to relevance, coherence, project progress/ achievements and effectiveness, efficiency in the use of resources, impact and sustainability of the project interventions as defined in the [4th edition of the ILO Policy Guidelines](#) for results-based evaluation (2020).

The evaluation adheres to confidentiality and other ethical considerations throughout, following the [United Nations Evaluation Group \(UNEG\) Ethical Guidelines and Norms and Standards in the UN System](#). The evaluation process will observe confidentiality related to sensitive information and feedback elicited during the individual and group interviews. To mitigate bias during the data collection process and ensure maximum freedom of expression of the implementing partners, beneficiaries and other stakeholders, project staff will not be present during interviews.

The core ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartism and social dialogue, and constituents' capacity development, will be considered in this evaluation. In particular and in line with ILO evaluation policy, the gender dimension will be considered throughout the methodology, deliverables and final report of the evaluation.

The evaluation will also focus on the effects of the COVID-19 pandemic on the project, assessing whether, how and to what extent unexpected factors have affected project implementation and whether the project has effectively addressed these unexpected factors, including those linked to the Covid-19 pandemic.

It is expected that the evaluation will address all of the questions detailed below to the extent possible. The evaluator may adapt and propose reformulations of the suggested questions, but any changes should be agreed upon between the ILO evaluation manager and the evaluator. Upon completion of the desk review and initial interviews conducted as part of the inception phase, the inception report to be prepared by the evaluator will indicate and/or modify (in consultation with the evaluation manager) the selected specific aspects to be addressed in this evaluation.

The suggested evaluation criteria and indicative questions are given below:

Relevance

The extent to which the intervention objectives and design respond to beneficiaries', global, country, and partner/institution needs, policies, and priorities, and continue to do so if circumstances change.

- To what extent have the projects addressed the needs of the target group and stakeholders in Türkiye which were identified during the intervention design?
- What mechanisms are considered in the design and implementation to ensure active engagement of stakeholders, such as active participation in activities and contributing in decision making process?
- To what extent is the project addressing key relevant components of and is contributing to;
- ILO results framework (including P&B 2022-23), the ILO mandate and relevant policies, including gender equality and non-discrimination, international labour standards, social dialogue and disability inclusion,

- National development strategies and UN Country programme frameworks (UNSDCFs) in piloting countries and
 - The achievement of the relevant Sustainable Development Goals – especially SDG 8.
 - To what extent the projects were adapted to the restrictions imposed by the COVID-19 pandemic?
 - Are the original project strategy, objectives and assumptions appropriate for achieving planned results?
- a) Outcomes: were the projects' objectives (as indicated on the LFMs) appropriate for achieving the impact-level objective?
- b) Outputs: were the specified outputs (as indicated on the LFMs) appropriate for achieving the outcomes?
- Were the original project strategy, objectives and assumptions appropriate for promoting gender equality and inclusion of disadvantaged groups?
 - What lessons can be learned for the design of future projects? What worked/what didn't work?

Coherence

The compatibility of the intervention with other interventions in a country, sector or institution.

- How well does the interventions of the project fit with other interventions of the ILO Office for Türkiye? What synergies have been created?
- To what extent are synergies and interlinkages between the project interventions and other interventions carried out by ILO, public actors and social partners in place?
- How well did the design of Projects take into account local, national and sub-regional efforts already underway addressing elimination of child labour (particularly those engaged in seasonal agriculture) and promote educational opportunities for targeted children and the existing capacity in addressing the issue?
- Are the Projects' overall Theory of Change consistent with the data/findings obtained during project implementation?
- Has the project established partnerships with relevant organizations/institutions at the global and country-level throughout its implementation? What were their roles? And what were their expectations? To what extent have these partnerships been useful in the achievement of the intended results?
- Are the indicators and milestones useful in assessing the projects' progress and achievements?
- Are the objectives and targets of the project clear, realistic and likely to be achieved within the established time schedule and with the allocated resources (including financial and human resources)?
- To what extent were external factors and assumptions identified at the time of project design? Have those proven to be true?

Effectiveness

The extent to which the intervention achieved, or is expected to achieve, its objectives, and its results, including any differential results across groups.

- How far the Projects interacted and possibly influenced national level policies, debates and institutions working on child labour.
- Have there been any unintended results (positive or negative)?
- To what extent has the project adapted its approach to respond to the COVID-19 crisis and what have the implications been on nature and degree of achievement of the project and project targets after the COVID-19 crisis?
- How well have the Projects coordinated and collaborated with each other and other child-focused interventions supported by other organizations?
- To what extent have the project activities, products and tools benefited from the participation of constituents and have been disseminated to them for utilization, policy advocacy or service delivery?
- Which alternative strategies towards gender equality would have been possible or are still possible?
- How well has each project comparatively performed as assessed through the satisfaction of the tripartite constituent project partners and beneficiaries? To what extent are the tripartite constituents and the project stakeholders satisfied with the services and deliverables and outputs delivered by each of the projects?
- How effective is the monitoring mechanism set up, including the regular/periodic meetings among project staff and with the beneficiary, donor and key partners?
- Is there any communication strategy available? If yes, how effective was the communication strategy implemented?
- Did the project implementation change the nature of social dialogue among the Project partners? To what extent?
- What obstacles did the projects encounter during implementation? How did they affect progress? Could the projects have better addressed these challenges?
- What evidence exist to demonstrate the two projects contributed to policy improvement and capacity building in Türkiye, regarding elimination of child labour?

Efficiency

- Have resources (funds, human resources, time, expertise etc.) been allocated strategically and efficiently to achieve outcomes? Could they have been allocated more effectively and if so, how?

- Given the size of the project, its complexity and challenges under the Covid-19 environment, has the existing management structure and technical capacity been sufficient and adequate?
- Were there adequate political, technical and administrative support from the national stakeholders? If not, why? How it can be improved?
- Did the project benefit from complementary resources at the global and country levels that supported the achievement of its intended objectives?
- To what extent did the project leverage resources (financial, partnerships, expertise) to promote gender equality, social inclusion, inclusion of children with special needs, refugees, people with disabilities and other disadvantages?

Sustainability and impact potential

- What are the major high-level changes that the projects have contributed towards preventing child labour in seasonal agriculture at national and local levels?
- Have the interventions made a real contribution in the policy improvement for the prevention and elimination of child labour?
- To what extent has the involvement of ILO-Türkiye on preventing child labour in seasonal agriculture had social, economic, and educational effects?
- Has the intervention generated unintended impacts on child labour prevention and elimination?
- To what extent have results contributed to advance sustainable development objectives (as per UNSDCFs, similar UN programming frameworks, national sustainable development plans, and SDGs)?
- To what extent has the project contributed to advance the ILO's core principles (ILS, tripartism and social dialogue, gender equality)?
- Which strategies have the projects put in place to ensure continuation of mechanisms/tools/practices provided, if the support from the ILO (and/or donor institutions) ends? To what extent are these strategies likely to be effective?
- What is the level of ownership of the programme by partners and beneficiaries? How effective have the three projects been in establishing and fostering national/local ownership?
- How successful the interventions to withdraw and prevent children from seasonal agriculture child labour in creating long lasting impact on the beneficiaries. Will there be additional interventions needed in withdrawal of children from, or involvement in seasonal agriculture?
- What lessons are learned that may be useful in future possible pandemic conditions?
- What contributions the Projects have made in strengthening the capacity and knowledge of national and local stakeholders and to encourage ownership of the Project to partners.
- Will the improved e-METIP system function as a collaboration and monitoring mechanism in future?

Lessons learned and good practices for future

- What are the to-date lessons learned from the process of the implementation and how these lessons could be made use of for the formulation of a new project?
- Are there good practices to be replicated both nationally and globally?
- Is the project successful in terms of advocating and promoting good practices through innovative communication tools?
- What lessons and good practices from the project are relevant for the COVID-19 response?

Gender equality and non-discrimination issues

- To what extent does the project mainstream gender equality in its approach and activities?
- To what extent does the project use gender/women specific tools and products?
- Does the project align with ILO's mainstreaming strategy on gender equality?

International Labour Standards (ILS), environment and Social Dialogue aspects

- How effective was the project in using ILS promotion and social dialogue tools and products?
- To what extent did the project mainstream social dialogue in its approach and activities?
- To what extent did the project mainstream environmental aspect in its project planning and activities?

The list of questions can be adjusted by the evaluator in coordination with the ILO Evaluation Manager during the inception phase. The evaluator may adapt the evaluation criteria and questions, but any changes should be agreed upon between the evaluation manager and the evaluator and reflected in the inception report. Based on the analysis of the findings the evaluation will provide practical recommendations that could be incorporated into implementation of ongoing project and the design of potential future initiatives.

4. Methodology

The evaluation will comply with UNEG evaluation norms, standards and follow ethical safeguards, as specified in the ILO's evaluation guidelines and procedures. The evaluation will be conducted in a participatory manner by engaging the stakeholders at different levels and ensuring that they have a say about the implementation of the project, can share their views and contribute to the evaluation and participate in dissemination processes.

The methodology will include examining the project's Theory of Change in the light of logical connect between the levels of results, their alignment with the ILO's strategic objectives. Particular attention will be given to the identification of assumptions, risks and mitigation strategies, and the logical connect between levels of results and their alignment with ILO's

strategic objectives and outcomes at the global and national levels, as well as with the relevant SDGs and related targets.

The methodology for collection of evidence should be implemented in three phases (1) *an inception phase* based on a review of existing documents to produce inception report; (2) *a fieldwork phase* to collect and analyse primary data (if not possible due to pandemic online meetings will be conducted); and (3) *a data analysis and reporting phase* to produce the final evaluation report.

The pandemic is likely to have serious implications for data collection for this independent mid-term evaluation. If domestic travel by the evaluator may not be possible due to COVID-19 related travel restrictions alternative methodologies for the data collection will be considered. This could include extensive use of video-conferencing technology, and other forms of online and virtual approaches building on EVAL's guidance notes "[COVID-19: Conducting evaluations under challenging conditions](#)" and [Implications of COVID-19 on evaluations in the ILO \(Practical tips on adapting to the situation\)](#).

Multiple data collection techniques are expected to be used by the evaluation. First of all, the evaluator will make **desk review** of appropriate materials, including the project document, Logical Framework, progress reports, mission reports, news on activities and other outputs of the project and relevant materials from secondary sources (e.g., national research and publications). Secondly, the Evaluator(s) is expected to use **interviews (telephone or computer based due to COVID measures)** as a means to collect relevant data for the evaluation. Individual or group interviews will be conducted with the main clients defined in the TOR.

Evaluator(s) would be given a list of recommended/potential persons/institutions to interview that will be prepared by the Project Team in consultation with the Evaluation Manager. Thirdly, the Evaluator may use **online surveys** to collect data for the evaluation from the target groups, if applicable.

Opinions revealed by the stakeholders will improve and clarify the quantitative data obtained from project documents. The participatory nature of the evaluation will contribute to the sense of ownership among stakeholders. Quantitative data will be drawn from project documents including the Progress Reports.

Sound and appropriate data analysis methods should be developed for each evaluation question. Different evaluation questions may be combined in one tool/method for specific targeted groups as appropriate. Attempts should be made to collect data from different sources by different methods for each evaluation question and findings be triangulated to draw valid and reliable conclusions. Data shall be disaggregated by sex where possible and appropriate, during the collection, presentation and analysis of data. To the extent possible, data should be responsive to and include issues relating to diversity and non-discrimination.

The methodology will include examining the project's Theory of Change in the light of logical connect between the levels of results, their alignment with the ILO's strategic objectives. A

particular attention will be given to the identification of assumptions, risk and mitigation strategies, and the logical connect between levels of results and their alignment with ILO's strategic objectives and outcomes at the global and national levels, as well as with the relevant SDGs and related targets.

The evaluator will be expected to follow EVAL's Guidance material on appropriate methodologies to measure key cross-cutting issues, namely the ILO EVAL [Guidance Note 3.1 on integrating gender equality and non-discrimination](#); and the ILO EVAL [Guidance Note 3.2 on Integrating social dialogue and ILS in monitoring and evaluation of projects](#).

More specifically, in accordance with ILO Guidance note 3.1: "Considering gender in the monitoring and evaluation of projects", the gender dimension should be considered throughout the methodology, deliverables and final report of the evaluation. The evaluator should assess the relevance and effectiveness of gender-related strategies and outcomes to improve the lives of women and men. Data shall be disaggregated by sex where possible and appropriate during the collection, presentation and analysis of data. To the extent possible, data should be responsive to and include issues relating to diversity and non-discrimination.

All this information should be accurately reflected in the inception report and final evaluation report.

The methodology and techniques to be used in the evaluation should be described in detail in the **inception report** and the final evaluation report, and should contain, at minimum, information on the instruments used for data collection and analysis, whether these be documents, interviews, surveys. The limitations of the chosen evaluation methods should be also clearly stated.

Planning Consultations: The evaluator(s) will have a consultation meeting (via online meeting tools or telephone) with the Evaluation Manager and Project Team in Ankara. The objective of the meeting is to reach a common understanding regarding the status of the project, the priority assessment questions, the available data sources and data collection instruments and an outline of the final assessment report. The following topics will be covered: status of logistical arrangements, project background and materials, key evaluation questions and priorities, data sources and data collection methods, roles and responsibilities of the assessment team, outline of the final report.

Post-Data Collection Debriefing: Upon completion of the report, the evaluator(s) will provide a debriefing to the ILO/Ankara on the evaluation findings, conclusions and recommendations. Final draft of the report will be shared by the evaluator(s) with the Evaluation Manager who will circulate it to the stakeholders for their comments and inputs and the evaluator(s) will be responsible for considering the feedback provided and reflecting relevant inputs to the final report.

5. Main Outputs (Deliverables)

A. Inception Report (to be submitted to the Evaluation Manager within **twenty (20) days** of the submission of all program documentation to the Evaluator)

This report will be 5 to 7 pages in length and will propose the methods, sources and procedures to be used for data collection. It will also include a proposed timeline of activities and submission of deliverables. The Evaluator(s) will also share the initial draft inception report with the Project Team and Evaluation Manager to seek their comments and suggestions. The inception report should be in line with [ILO EVAL Office Checklist](#).

B. Draft Final Report (initial draft to be submitted to the Evaluation Manager within **15 days** of completion of the data collection)

The evaluation consultant shall submit to the Evaluation Manager the initial draft of the final report. This draft will be app. 30 pages plus executive summary and appendices.

C. Final Evaluation Report (to be submitted to the Evaluation Manager within seven days of receipt of the draft final report with comments). The Final Report should be submitted along with all relevant Annexes as indicated in ILO Guidance Note on the evaluation report (including executive summary, good practices, lessons learned and etc.).

The final report will be disseminated to all key project stakeholders as well as concerned ILO officials. Translation of the Final Report into Turkish (to be provided by the project).

D. Debriefing/Presentation of preliminary findings:

The evaluator will take part in a debriefing meeting to present the preliminary findings of the evaluation report.

E. An evaluation summary using the ILO Summary template.

6. Suggested Report Format

The final version of the report shall follow the below format in accordance with the ILO Evaluation Office guidelines (see Checklist 6 on Rating the quality of evaluation reports and be no more than 30 pages in length, excluding the executive summary and annexes:

1. Title page
2. Table of Contents
3. Acronyms
4. Executive Summary
5. Project Background
6. Evaluation Background
7. Evaluation criteria and questions
8. Evaluation Methodology
9. Main Findings

10. Conclusions
11. Lessons learned and Emerging Good Practices
12. Recommendations
13. Annexes (TOR, inception report, lessons learned template, list of interviews, meeting notes, relevant country information and documents)

For detailed information, please follow this page:

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

The process of the finalization of the Evaluation reports:

The Project Team and Evaluation Manager will provide inputs/comments to the draft final report,

After reflection of the inputs/comments of the ILO Team into the draft report, the draft report will be shared with the stakeholders to receive their comments.

After consideration of comments of stakeholders to the report, the draft final report will be subject to approval by the ILO Evaluation Focal Points both at the DWT-CO Moscow and at the RO/Europe, for consequent submission to the ILO Evaluation Office for final clearance. The final report shall be delivered not later than **two weeks** after receiving the comments to the draft report.

7. Management Arrangements

The evaluation team will be comprised of two independent consultants working under supervision of the ILO Evaluation Manager. The evaluation will be managed by Özge Berber-Agtaş, Senior Programme Officer of the ILO Office for Türkiye under the coordination of Ms Irina Sinelina, ILO Regional Evaluation Officer/EVAL.

8. Requirements

Qualifications of the Evaluator(s);

- Substantial knowledge of child labour issue in Türkiye
- Familiarity with the issues of seasonal agricultural families
- Knowledge of child labour in various supply chain sectors
- Proven record on experience in evaluation of development interventions
- Knowledge of the ILO's mandate and Decent Work agenda
- Knowledge of the country and region context
- Working experience with INGOs, UN organization and various donor institutes
- Adherence to high professional standards and principles of integrity in accordance with the guiding principles of evaluation professionals' associations
- Experience of integrating gender perspective into the evaluation approach
- Advanced degree in relevant disciplines
- Excellent analytical and report-writing skills

- Qualitative and quantitative research skills
- Full command of English and knowledge of Turkish will be an asset
- *(Desirable):* Certificate indicating completion of the ILO EVAL's online *Self-induction programme*. The programme takes one hour, and a certificate is provided upon completion of the programme. The programme is available at http://training.etcilo.org/delta/ILO-EVAL/ILO_Self-induction_Module_for_Evaluation_Consultants-Part-I/story_html5.html.

The final selection of the evaluator (s) will be done by the ILO selection panel based on a short list of candidates with an approval from the Evaluation Focal Point for EUROPE, Ms Irina Sinelina Regional Evaluation Officer based in DWT/CO Moscow, from RO Europe evaluation focal point (Mr. Daniel Smith) and a final approval by EVAL.

9. Roles and Responsibilities

The Evaluator(s) is responsible for conducting the evaluation according to the terms of reference (TOR). They will be:

- Reviewing the ToR and provide input, propose any refinements to assessment questions, as necessary.
- Reviewing project background materials (e.g., project document, progress reports, logframe, budget, and visibility and promotion materials).
- Developing and implementing the assessment methodology (i.e., prepare the inception report, conduct interviews, review documents) to answer the assessment questions.
- Conducting preparatory consultations with the ILO prior to the data collection mission.
- Conducting online research, interviews and surveys, as appropriate.
- Preparing an initial draft report with an input from the ILO specialists.
- Conducting briefing on findings, conclusion, and recommendation of the assessment.
- Preparing final report based on the feedback obtained on the draft report.
- *The ILO Evaluation Manager is responsible for:*
- Reviewing the ToR, and circulating it for comments and inputs
- Submitting the selected candidate's CV to REO, EUROPE Evaluation Focal Point and EVAL for final approval;
- Facilitating communication with regards to the preparatory meeting prior to the field research and the assessment mission;
- Assisting in the implementation of the assessment methodology, as appropriate;
- Reviewing the initial draft report, circulating it for comments and providing consolidated feedback to the evaluator;
- Reviewing the final draft of the report and submitting it to the Regional Evaluation Officer (Ms Irina Sinelina) and RO/EUROPE evaluation focal point (Mr Daniel Smith) and EVAL Desk Officer for Europe for final approval;

- Disseminating the final report to all the stakeholders; upon EVAL’s approval submitting the final report to PARDEV;
- Coordinating follow-up as necessary.

The Project Team is responsible for:

- Providing project background materials, including project document, surveys, studies, analytical papers, progress reports, tools, publications produced;
- Scheduling all meetings and preparing a detailed program of the mission;
- Organizing the logistical support throughout the duration of evaluation;
- Reviewing and providing comments on the evaluation report;
- Participating in debriefing and workshop on findings, conclusions, and recommendations;
- Providing the translation of the evaluation report or main parts of it into Turkish.

10. Timeframe

The following is a tentative schedule of tasks and anticipated duration of each:

Responsible Person	Tasks	Proposed Timeline	Number of Days
Evaluator(s)	Desk review of project-related documents; online or face to face briefing with evaluation manager, project manager and project staff. Prepare inception report including interview questions and questionnaires for project stakeholders		10
Evaluator(s)	Interviews and surveys with relevant project staff, stakeholders, and beneficiaries		40
Evaluator(s)	Draft report based on desk review, interviews /questionnaires with stakeholders Debriefing/Presentation of preliminary findings		25
Evaluator(s)	Finalize the report, including explanations on why comments were not included		10
	Total number of working days for the evaluator		85

11. Legal and ethical matters, norms and standards

The evaluation will be carried out in adherence with the ILO evaluation policy guidelines, UN Evaluation Group (UNEG) Norms and Standards and OECD/DAC criteria for evaluating development assistance.

Ethical considerations will be taken into account in the evaluation process. As requested by the UNEG Norms and Standards, the evaluator will be sensitive to beliefs, manners and customs, act with integrity and honesty in the relationships with all stakeholders.

The evaluator(s) shall respect people's right to provide information in confidence and make participants aware of the scope and limits of confidentiality, while ensuring that sensitive information cannot be traced to its source. In accordance with ILO Guidance note 4: "Considering gender in the monitoring and evaluation of projects"¹⁶, the gender dimension should be considered throughout the methodology, deliverables and final report of the evaluation. The evaluator(s) should assess the relevance and effectiveness of gender-related strategies and outcomes to improve lives of women and men. The report should also highlight an environmental aspect of the project and its contribution to the climate action. All this information should be accurately reflected in the inception report and final evaluation report. Lastly, the evaluator(s) shall have no connection to the project management.

12. Place of Work

This is a home-based assignment. Evaluator(s) will travel to some of the project intervention areas based on the agricultural migration cycle (Ankara, Adiyaman, Şanlıurfa, Mardin, Diyarbakır, İzmir, Manisa, Bursa, Malatya, Adana, Mersin, Hatay, Konya, Eskişehir, Ordu, Düzce, Trabzon, Giresun, Samsun, Sakarya and Zonguldak) within the scope of this assignment.

Evaluator(s) shall planned their field studies in two dimension as migration receiving and sending provinces;

- A.** Migration receiving provinces; (those listed provinces are tentative and are subject to change if necessary, minimum ten provinces out of seventy programme provinces will be visited),

Pre-selected Provinces are as follows; Ordu, Giresun, Düzce, Zonguldak, Trabzon, Eskişehir, Bursa, Adana, Mersin, Konya, Ankara, Sakarya, Manisa and İzmir.

- B.** Sending Provinces

Pre-selected Provinces are as follows; Şanlıurfa, Adiyaman, Diyarbakır and Mardin (those listed provinces are tentative, minimum one province out of four programme provinces will be visited)

Each Evaluator is expected to take 7 travels within the scope of their contracts, covering 15 provinces and spending 15 mission days. This travel duration has been tentatively set; indicated

¹⁶ http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

provinces, duration and visit dates are subject to change based on the further studies during the inception phase of the mission.

The travel arrangements and expenses are the sole responsibility of the Evaluator(s). The travel related costs (such as airfare, accommodation, meals, airport transfers and in-city travel and other expenses) associated with the assignment is included in the lump-sum consultancy fee and not additional payment will be done by ILO Office for Türkiye.

Please note that the Evaluator is responsible for completing the security awareness online training course (BSAFE) if she/he needs to undertake any travel out of her/his city of residence within the course of this assignment. The course is available through registration on <https://training.dss.un.org/user/login>. Additionally, the Evaluator will be requested provide travel information to the ILO for generation of a security clearance in "Travel Request Information Process" (TRIP) system prior to any travel out of her/his city of residence.

ANNEXES:

Annex-I: All relevant ILO evaluation guidelines and standard templates

ILO Policy Guidelines for results-based evaluation, 2020

https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_571339.pdf

Implications of COVID-19 on evaluations in the ILO: Practical tips on adapting to the situation

https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_744068.pdf

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

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

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 on evaluation lessons learned and emerging good practice

http://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_165981.pdf

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

https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_746716.pdf

- 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>

SDG Related reference material

<http://www.ilo.ch/eval/eval-and-sdgs/lang--en/index.htm>

i-eval Connect: Knowledge sharing platform -- Evaluation Office (EVAL)

<https://intranet.ilo.org/collaborate/evalksp/Pages/default.aspx>

ILO Library guides on gender

<https://libguides.ilo.org/gender-equality-en>

Protocol to collect evidence on ILO response to COVID-19

https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_757541.pdf

ILO EVAL

[Guidance Note 3.1 on integrating gender equality and non-discrimination](#)

ILO EVAL

[Guidance Note 3.2 on Integrating social dialogue and ILS in monitoring and evaluation of projects](#)

Annex 2: Key Informant Participant List

	Name/Surname	Position	Institution	City	District	Date	Model
1	A***** U*****	Education Coordinator	Implementing Partner (Pikolo)	Trabzon	Arsin	05.08.22	Onsite
2	A** H*****	Team Leader	Implementing Partner (Pikolo)	Trabzon	Arsin	05.08.22	Onsite
3	E*** U***	Vice President	Implementing Partner (Pikolo)	Ordu	Altınordu	03.08.22	Onsite
4	A***** Y*****	MEAL Coord.	Implementing Partner (Pikolo)			19.07.22	Online
5	Ö*** Y****	Team Leader	Implementing Partner (Pikolo)	Zonguldak	Alaplı/Mollabey	17.08.22	Onsite
6	Ö*** A**** Ö*****	Governor	District Governorship	Trabzon	Arsin	05.08.22	Onsite
7	Farmer (Male)	Employer		Trabzon	Arsin/Fındıklı	05.08.22	Onsite
8	T**** T***	Expert	Ministry of Labour and Social Security	Ankara		07.07.22	Online
9	H**** T*****	Stakeholder Engagement Coordinator	Ferrero (Donor)	Istanbul		27.07.22	Online
10	A*** K***	Agri Business Deployment Manager	Ferrero (Donor)	Istanbul		27.07.22	Online
11	F**** Ö****	School Principal	Dr.Cavit Özyeğin Primary School	Şanlıurfa	Eyyübiye	16.09.22	Onsite
12	A**** D****	Officer	Eyyübiye District National Education Office	Şanlıurfa	Eyyübiye	16.09.22	Onsite
13	S*** B*****	School Principal	Mehmet Hacı Bozanoğlu Secondary School	Şanlıurfa	Eyyübiye	16.09.22	Onsite
14	A**** T*****	Expert	Ministry of National Education	Ankara		26.09.22	Online
15	S**** H**** I*	Expert	Ministry of Culture and Tourism	Ankara		14.09.22	Online
16	C***** B****	Officer	ISKUR	Trabzon	Arsin	21.09.22	Online
17	A** E*** Y*****	Project Coordinator	ILO	Ankara		29.08.22	Online

18	M**** K**** A****	M & E Coordinator	ILO	Ankara		28.09.22	Online
19	E*** I***	Communication Officer	ILO	Ankara		19.09.22	Online
20	N**** K*****	Senior Programme Officer	ILO	Ankara		05.10.22	Online
21	V**** M****	CSR Manager	Private Sector Rep.	Ordu		23.09.22	Online
22	S**** M****	Project Teacher	Private Sector Rep.	Ordu		23.09.22	Online
23	H**** S*****	Company Manager	Black Sea Hazelnuts Exporters Manager	Sakarya		23.09.22	Online
24	E***** A*****	CSR Manager	Private Sector Rep.	Sakarya		23.09.22	Online
25	E*** S*****	CSR Manager	Private Sector Rep.	Sakarya		23.09.22	Online

Annex 3: Lesson Learned and Good Practices Template

ILO Lesson Learned Template

Project Title: Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye

Project TC/SYMBOL: -TUR/20/02/FER

Name of Evaluator: Aşiyen Süleymanoğlu- Asude Oruklu

Date: 15 June 2022- 05 October 2022

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

LL Element	Text
Brief description of lesson learned (link to specific action or task)	<ul style="list-style-type: none"> ▪ Local ownership is significant for ensuring the efficiency and sustainability of the project, and it often takes time and requires building awareness. ▪ Creating a trust environment among community decision-makers is key to ensuring continuity of schooling of the children. ▪ Collaborating with agricultural intermediaries was a strong strategic approach in persuading families for referral to education. ▪ Successful interventions require a longer commitment and continuous engagement; the project recognized the importance of regular personal meetings with all stakeholders in all phases of implementing the project activities.
Context and any related preconditions	
Targeted users / Beneficiaries	Seasonal Migrant Workers, Children, Local Authorities
Challenges /negative lessons - Causal factors	<ul style="list-style-type: none"> ▪ Financial downturn; deepening poverty and deprivation. ▪ High turnover of public intuition staff, loss of institutional memory, weak information flow within the governmental agencies. ▪ Gaps in legal framework and policies, penalties. ▪ Lack of digitalization of data on child labour, mapping of the projects / programmes for combating child labour. ▪ Cultural, social, ethical barriers / bias for seasonal workers. ▪ Inadequate synergies and coordination efforts at grassroots levels between child labour policies and interventions. ▪ COVID-19 impact on high-school drop-out rates.

Success / Positive Issues - Causal factors	Through these lessons learned the project team could be able to adapt its approach and achieve project target numbers.
ILO Administrative Issues (staff, resources, design, implementation)	

ILO Emerging Good Practice Template

Project Title: Mid-Term Evaluation Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye

Project TC/SYMBOL: TUR/20/02/FER

Name of Evaluator: Asude Örüklü- Aşiyarı Süleymanođlu

Date: 15 June 2022 – 5 October 2022

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

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	<p>Output 2: Direct intervention mechanism implemented and scaled up in areas where seasonal hazelnut harvesting exists. The following emerging good practice has been identified with the Output2:</p> <ul style="list-style-type: none"> ▪ Social support centers and project schools provide safe environments for all children working in seasonal agriculture. ▪ The project supported the emotional, psychosocial, and physical well-being of the children, especially for younger age groups; it improved children’s willingness to attend school. ▪ In-kind supports, such as vouchers to buy food and hygiene materials, educational materials and stationery, have proven to be effective to some extent, persuading families to send their children to school.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	<ul style="list-style-type: none"> ▪ The number/ amount of the In-kind support, and educational materials and stationery, are directly related with the project budget, limitations may occur for the remaining term of the project.
Establish a clear cause-effect relationship	

Indicate measurable impact and targeted beneficiaries	<ul style="list-style-type: none"> ▪ Key informant interviews, focus group discussions with the stakeholders, seasonal workers and their children, agricultural intermediaries, public institutions were among the targeted beneficiaries.
Potential for replication and by whom	<ul style="list-style-type: none"> ▪ High potential for replication of these emerging good practices by the implementing partner, and ILO.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	<ul style="list-style-type: none"> • Programme and Budget for the Biennium 2022-23 • ILO's Programme on Elimination of Child Labour in Türkiye (2021-2025)
Other documents or relevant comments	