



INTERNATIONAL LABOUR ORGANIZATION (ILO)

ILO/Irish Aid Partnership (IAP)

Third Phase 2008-2011

Mid-term Self-evaluation Report

Evaluation Manager: Luis L. Zegers-Febres

12 February 2010

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Quick Facts:

Countries:	See project details, next page.
Mid-Term Evaluation:	5 November 2009 – 12 February 2010
Mode of Evaluation:	Self-evaluation of the five projects, assisted by external consultant
Technical Areas:	DWCP, People with disabilities, Child labour, Employability and Employment, Forced labour, Women's Entrepreneurship Development and Gender Equality.
Evaluation Management:	EVAL & PARDEV Gmyrek, Pawel (PARDEV focal person) Russon, Craig (EVAL focal person) Zegers-Febres, Luis L. (Evaluation Manager)
Evaluation-team managers:	Murray, Barbara (INCLUDE & PEPDEL) O'Reilly, Caroline (SAP-FL) Simpson, Joni (WEDGE) Steyne, Simon (IPEC)
Project Start:	01 August 2008
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Project Codes:	INT/08/70/IRL, INT/08/72P/IRL, INT/08/69/IRL, INT/08/71/IRL, INT/08/68/IRL.
Donor:	Government of Ireland (USD 12,866,957)
Keywords:	DWCP, disabilities, child labour, employability, employment, forced labour, women's entrepreneurship, gender equality, Irish, partnership, IA, IAP, IAPP, Irish Aid,.
Project details:	<p>WEDGE: Women's Entrepreneurship Development and Gender Equality, Project Code: INT/08/68/IRL, USD 4,431,952 – Focal person: Joni Simpson.</p> <p>Countries: Cambodia (KHM104), Lao PDR (LAO102), Ethiopia (ETH126), Kenya (KEN130), Uganda (UGA128), The United Republic of Tanzania (TZA102 & 103), Viet Nam (VNM127 & 179), Zambia (ZMB127)</p> <p>PEPDEL: Promoting the Employability and Employment of People with Disabilities through Effective Legislation, Project Code: INT/08/69/IRL, USD 2,144,493 – Focal person: Barbara Murray.</p> <p>Countries: China, Ethiopia, UR Tanzania, Uganda, Viet Nam, Thailand and Zambia</p> <p>INCLUDE: Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service, Project Code: INT/08/70/IRL, USD 2,287,459– Focal person: Barbara Murray.</p> <p>Countries: Ethiopia, UR Tanzania, Viet Nam and Zambia with outreach to other countries (including Cambodia, Lao PDR, Kenya and Uganda)</p>

SAP-FL: Special Action Programme on Forced Labour, Project Code: INT/08/71/IRL, USD 2,573,391 – Focal person: Caroline O'Reilly.

Countries: Global coverage, with country-specific activities in Argentina, Armenia, Azerbaijan, Bolivia, Brazil, China, Ethiopia, Georgia, India, Jordan, Moldova, Nepal, Oman, Pakistan, Paraguay, Peru, Tajikistan, Thailand, the UK, Ukraine, the USA, Viet Nam, and Zambia.

IPEC: International Programme on the Elimination of Child Labour, Project Code: INT/08/72P/IRL, USD 1,429,662 – Focal person: Pedro Americo Furtado de Oliveira.

Countries: Global

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*Luis L. Zegers-Febres,
Evaluation Manager,*

Geneva, 12 February 2010.-

Acronyms and abbreviations

ACFTU	All China Federation of Trade Unions
ACT/EMP	ILO Bureau for Employers' Activities
ACTRAV	ILO Bureau for Workers' Activities
AEMFI	Association of Ethiopian Micro Finance Institutions
AGFUND	Arab Gulf Programme for United Nations Development Organizations
AMK	Angkor Microfinance Kampuchea
AP	Asia-Pacific
ATE	Association of Tanzania Employers
BBS	Basic Business Skills
BDS	Business Development Services
BREC	Blue Ribbon Employment Council
CAMFEBA	Cambodian Federation of Employers and Business Associations
CDPF	China Disabled Persons' Federation
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CEC	China Enterprise Confederation
CEDAW	Committee on the Elimination of Discrimination against Women
CETU	Confederation of Ethiopian Trade Unions
CPOs	Country Programme Outcomes
CRPD (UN CRPD)	Convention on the Rights of Persons with Disabilities - UNCRPD
CSC	Civil Service Commission
CSR	Corporate social responsibility
DET	Disability Equality Training
DEWD	Developing Entrepreneurship Among Women with Disabilities
DIF	Disability Initiative Foundation
DOIC	Department of Industry and Commerce (Lao PDR)
DOLSW	Department of Labour and Social Welfare (Lao PDR)
DPI/AP	Disabled People International / Asia Pacific
DPO	Disabled Persons' Organisation
DWCP	Decent Work Country Programme
EA	East Asia
EBRD	European Bank for Reconstruction and Development
ECC	Ethiopian chamber of Commerce
ECDD	Ethiopian Centre for Disability and Development
ECOT	Employers' Confederation of Thailand
EEF	Ethiopian Employers Federation
EFPD	Ethiopian Federation of Persons with Disabilities
EVAL	ILO Evaluation Unit

EWEF	Ethiopian Women Exporters Forum
EYB	Expand Your Business
FAMOS	Female and Male Operated Small Enterprises
FE	Financial Education
FeMSEDA	Federal Micro and Small Enterprises Development Agency
FENAPD	Federation of Ethiopian National Association of People with Disabilities-
FEWA	Federation of Women Entrepreneurs' Associations
FIP	Factory Improvement Programme
FKE	Federation of Kenya Employers
FL	Forced labour
FL/HT	Forced labour and Human trafficking
FUE	Federation of Uganda Employers
GEMS	Gender mainstreaming
GET	Gender and Entrepreneurship Together
GET Ahead	Gender and Entrepreneurship Together Training for Women in Enterprise
GOWE	Growth Oriented Women Entrepreneurs
GR26	CEDAW General Recommendation 26
G-RBSA	Gender-Regular Budget Supplementary Account
GSVCA	Gender Sensitive Value Chain Analysis
GUF	Global union federation
HT	Human trafficking
IA	Irish Aid
IAPP	Irish Aid Partnership Programme
ILC	International Labour Conference
ILO-IA PP	ILO-Irish Aid Partnership Programme
ILO-LO	ILO Lusaka office for Malawi, Mozambique and Zambia
ILO-SRO	ILO Sub Regional Office
IMON	Micro-lending Organization "IMON INTERNATIONAL" registered with the Ministry of Justice of the Republic Tajikistan
IMS	Info Mind Solutions PLC
INCLUDE	Promoting employment of people with disability through Disability Inclusion Service
IOE	International Organisation of Employers
ITUC	International Trade Union Confederation
IYES	Improve Your Exhibiting Skills
KAB	Know About Business
KEPSA	Kenya Private Sector Alliance
KIE	Kenya Industrial Estate

KIRDI	Kenya Industrial Research and Development Institute
LAB/ADMIN	Labour Administration and Inspection Programme
Lao PDR	Lao People's Democratic Republic
LBWA	Lao Business Women's Association
LCT	Labour Congress of Thailand
LNCCI	Lao National Chamber of Commerce and Industry
LRF	Legal Resources Foundation
LWU	Lao Women's Union
MCDSS	Ministry of Community Development and Social Services
MCTI	Ministry of Commerce, Trade and Industry
MDGs	Millennium Development Goals
MEDF	Micro Enterprises Development Forum
MF	Micro-Finance
MFI	Micro-Finance Institution
MIME	Ministry of Industry, Mines and Energy (Cambodia)
MLSS	Ministry of Labour & Social Security
MNEs	Multinational Enterprises
MoCB-CSR	Ministry of Capacity Building, Civil Service Reform
MoCDSS	Ministry of Community Development & Social Services
MoCTI	Ministry of Commerce Trade & Industry
MoE	Ministry of Education
MoFNP	Ministry of Finance & National Planning
MoHRSS	Ministry of Human Resources and Social Security
MOIC	Ministry of Industry and Commerce (Cambodia and Lao PDR)
MOL	Ministry of Labour
MoLE	Ministry of Labour & Employment
MoLSA	Ministry of Labour and Social Affairs
MOLVT	Ministry of Labour and Vocational Training (Cambodia)
MoSDHS	Ministry of Social Development and Human Security,
MoTI	Ministry of Trade and Industry
MoU	Memorandum of Understanding
MOWA	Ministry of Women's Affairs (Cambodia)
MOWE	Month of the Woman Entrepreneur
MSE	Micro and Small Enterprise
MSMEs	Micro, Small and Medium Enterprises
MSTVT	Ministry of Science Technology & Vocational Training
NAC	National HIV/AIDS, STIs and TB Council
NAP	National action plan
NCCD	National Co-ordinating Council on Disability

NCIELP	National Committee for the Implementation of Employability and employment Laws, Policies and programmes for persons with disabilities
NCPE	National Congress of Private Industrial. Employees
NEPAD	New Partnership for Africa's Development
NGO	Non Governmental Organisation
NPAG	National Project Advisory Group
NPC	National Programme/Project Coordinator
NPC	National Coordinator
OWIT	Organization of Women in International Trade
PAC	Project Advisory Committee
PACRO	Patents' and Companies' Registration Office
PARDEV	ILO's Partnerships and Development Cooperation Department
PASDEP	Plan for Accelerated and Sustainable Development to End Poverty
PEPDEL	Promoting Employability and Employment for People with Disabilities through an Effective Legislation
PLWHA	People Living with HIV/AIDS
PLWHA	People Living with HIV/AIDS
PSD	Private Sector Development Programme
RB	Regular Budget
RBSA	Regular Budget Supplementary Account
ReMSEDA s	Regional Micro and Small Enterprises Development Agencies
ROAF	Regional Office for Africa
RTO	Regional Technical Officer
SACCO	Saving And Credit Cooperative
SDC	Swiss Development Cooperation
SDPRP	Sustainable Development and Poverty Reduction Programme
SEED	The ILO's Programme on Small Enterprise Development
SERC	State Enterprise Relations Confederation
SHG	Self-Help Group
SIYB	Start and Improve Your Business
SME	Small and Medium Enterprises
SMEPDO	Small and Medium Enterprise Promotion and Development Office
SPF	ILO Strategic Policy Framework
SRC	Sub-Regional Coordinator – Disability
SRO	Sub Regional Office
TASO	Aids Support Organisation
TBP	IPEC's Time Bound Programme support
TC	Technical cooperation
TDVA	Tigray Disabled Veterans Association

TEVETA	Technical Education, Vocational and Entrepreneurship Training Authority
THB	Trafficking in Human Beings
TOT	Training of Trainers
TTUC	Thai Trade Union Congress
TU	Trade Union
TVET	Technical and Vocational Education and Training
UN CRPD	United Nations Convention on the Rights of People with Disabilities
UN.GIFT	Global Initiative to Fight Human Trafficking
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNZA-LAW	University of Zambia School of Law
UWEAL	Uganda Women Entrepreneurs Associations Limited
VCA	Vietnam Cooperative Alliance
VCCI	Vietnam Chamber of Commerce and Industry
VGCL	Vietnam General Confederation of Labour
VWEC	Vietnam Women Entrepreneurs Council
WDAFL	World Day Against Child Labour
WE	Women Entrepreneur
WEA	Women Entrepreneurs' Association
WED	Women's Entrepreneurship Development
WEDGE	Women's Entrepreneurship Development & Gender Equality
ZACDID	Zanzibar Centre for Disability and Development
ZAFOD	Zambia Federation of the Disabled
ZAPD	Zambia Agency for Disabled Persons
ZCTU	Zambia Congress of Trade Unions
ZFAWIB	Zambia Associations of Women in Business
ZFE	Zambia Federation of Employers
ZHRC	Zambia Human Rights Commission

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Annexes

- Annex I - WEDGE's completed Self-evaluation Questionnaire
- Annex II - PEPDEL's completed Self-evaluation Questionnaire
- Annex III - INCLUDE's completed Self-evaluation Questionnaire
- Annex IV - SAP-FL's completed Self-evaluation Questionnaire
- Annex V - IPEC's completed Self-evaluation Questionnaire

Introduction – structure of the report

1. The following report describes the results of mid-term self-evaluation work carried out by each of the projects funded under the ILO/Irish Aid Partnership Programme.
2. The process, having been managed by an external evaluation expert, has the advantages of a common evaluation approach and structure. Nonetheless, while the external evaluation manager assisted the projects in situating their work within the lines of the Partnership's goals and objectives, the findings only reflect the replies to the common self-evaluation questionnaire which focused on asking about the progress made by each project towards the Partnership's expected outcomes, including each project's own interdependent outcomes, as well as their own conclusions, recommendations and lessons learnt so far.
3. Replies to the questionnaires were reviewed by the evaluation manager and sent back to project managers for clarifications and expansion of some of the replies. In most cases, this process took several rounds. Project managers also attached documents in reference files (some weighing up to 9 and 18 MB). Such documents are usually singled out as attachments to the annexed project questionnaires. However, they are not attached to this report as they were retained by the evaluation manager and are now being transferred to EVAL with this document and will be kept available, together with other evaluations materials, for consultation should such a need arise. The list of annexed questionnaires is given at the bottom of the contents list.
4. While this report is not an 'external' or 'independent' evaluation report but a self-evaluation one, a few conclusions and recommendations on the self-evaluation process – beyond the boundaries of the self-evaluation – are included in sections 6, 7 and 8 (paragraphs 79, 80 and 81 in the Abstract); the objective of these is to provide feedback for process improvement to the ILO's Management and the donor but by no means are they criticisms of those implementing the projects. The lists of documents reviewed and reference documents used to manage the evaluation are given in sections 9 and 10.
5. The report follows the structure recommended by ILO/EVAL Evaluation Guidance for Self-evaluation reports¹. However, given the multiple-project particularity of the Partnership, the section on findings (5) combines first the contributions of all five projects to the Partnership in relation to the original partnership document², providing the salient details of each project achievements and plans, the lessons learnt, a brief picture of the financial situation, an analysis of initial risks and their evolution, ending with conclusions, recommendations and long-term sustainability concerns.
6. Findings are reported in short paragraphs extracted or summarised from the responses to the evaluation questionnaires received from each project manager. The order in reporting each project was decided taking into account the size of the financial investment by each project, their implementation history in relation to this phase of the Partnership and the delivery record

¹ Self-Evaluation for Projects, ILO/EVAL, February 2009, p.7.

² ILO – Irish Aid Partnership Programme, Third Phase 2008-2011, 10 May 2008.

in relation to the financial flow at the beginning of the self-evaluation process. Thus, project paragraphs appear in the following order: WEDGE, PEPDEL, INCLUDE, SAP-FL and IPEC.

7. According to the project planning documentation reviewed, not all projects have significant impact on each item covered by the Partnership and in such a case, only the relevant projects are cited. In a few cases too, although a project may have been expected to produce significant outcomes in a specific area of delivery, results may not be mentioned because there have either been delays in implementation or certain activities are planned a later period. Moreover, each item in this section includes paragraphs on future planning. These are only synopses of plans being developed or already completed with beneficiary countries.
8. The Self-evaluation questionnaire had a double purpose: on one hand, to gather information and specific data on the current progress and impact of the Partnership at a mid-term point in time; on the other, to provide project teams with a mirror on the state of their projects from the operational angle for review, revision and re-planning if so required. Thus, parts II of the questionnaire focuses on 'project specific questions' (i.e. specific and development objectives and related outcomes, outputs and assumptions particular to each project), making this section of the questionnaire not necessarily comparable with the same section from another. The purpose of including it in the questionnaire was to complete the mid-term self-evaluation process by providing each project team with a document on which they could assess their own progress and enhance planning of the final phase.
9. Given the characteristics of field planning, financial management and financial information formats, the replies to question 6 of section III (Immediate plan of action suggested to end of project, requiring a time-table and budget allocations) were not consistent to draw up comparative charts and were therefore not used in the self-evaluation process. Alternatively statements on financial expenditure were requested from PARDEV and discussions with PARDEV staff were carried out in order to assess these issues. In discussions with project managers and focal points, the expenditure projections submitted by each project were adjusted to a currently estimated exchange-rate. Financial performance is thus reported on the basis of expenditure recorded by ILO-IRIS on the 10 of November 2009, which marks the day discussions were held with Irish-Aid and the 31st January 2010 which marks the mid-term point in time for the Partnership delivery.
10. The above-mentioned parts of the questionnaire have therefore not been included in the main section of this report, which makes an attempt to assesses the progress and impact of the Partnership as a whole by highlighting the major outcomes being attained by each project, but not necessarily each project as an independent set of processes. Nonetheless, project specific questions and replies can be found in the completed questionnaires attached to this report as **Annex I** through **V**.
11. Since sections on lessons learnt, conclusions recommendations and long-term sustainability concerns are included as part of the findings for each project, sections 6, 7 and 8 of this report contain a few conclusions, recommendations and lessons learnt on the process of self-evaluation but are not part of the self-evaluation of the Partnership. In addition to the sections 9 and 10 include the list of documents review and the list of reference documents used.

1. Abstract

1.1 Background & Context

12. Since 2001 ILO has partnered with Irish Aid in East and Southern Africa, Asia and the Pacific. The third phase of the partnership (2008-2011) has reached its half way point. In order to facilitate the process, EVAL and PARDEV recruited an external collaborator with experience in this type of processes, to act as an Evaluation Manager and ensure a timely self-evaluation process of all projects involved.

1.1.1 Project purpose, logic and structure

13. The previous two phases of Irish Aid's Partnership Programmes with the ILO, running over the period July 2001 – June 2008, provided support in three key areas: women's entrepreneurship; promoting employment and entrepreneurship opportunities for persons with disabilities; and action against forced labour.

14. The overall goal of the third phase of the ILO - Irish Aid Partnership Programme is to contribute to the realisation of Decent Work for All, with a focus in a number of selected countries, by promoting and supporting women's entrepreneurship, working to improve employment opportunities for people with disabilities and implementing action against forced and child labour.

15. The first of these areas is ensured by the project WEDGE, the second by PEPDEL and INCLUDE, the third by SAP-FL and the fourth by IPEC.

1.1.2 Present situation of project

16. WEDGE, PEPDEL and INCLUDE have managed a smooth transition from phase 2 into phase 3 and although their financial expenditure is slightly below plans the impact on the field is beyond expectations; the three projects having created a dynamics that has produced concrete results that allows foreseeing the successful attainment of expected outcomes. SAP-FL and IPEC have followed similar processes; being multilaterally funded programmes, adjusted activities to funding and expenditure delays linked to different donor demands and taking account that activities are interdependent, project management teams feel that the ground has been prepared to implement the rest of the project's activities in the next 18 months.

1.1.3 Purpose, scope and clients of the evaluation

17. To manage the process of mid-term self-evaluation of the 3rd phase of the ILO/IAPP Partnership 2008-2011 through a desk-review, the development of a common evaluation scheme for the five projects involved, collect, compile findings evaluation-related information according to EVAL's technical guidelines.

18. The technical scope of the evaluation is defined by its technical disciplines and programmes combined into five interrelated projects under the Partnership: Women's entrepreneurship development and gender equality, Employability and Employment of People with Disabilities through Effective Legislation, Decent Work for People with Disabilities through a Disability

Inclusion support Service, Special Action Programme on Forced Labour, and the International Programme on the Elimination of Child Labour.

19. Its geographical scope is already producing direct or indirect benefits in more than 25 countries.

1.1.4 Methodology of evaluation

20. The self-evaluation process followed the recommendations and structure suggested by ILO/EVAL's guidance for self-evaluation and this report complies with it in structure and content.

1.2 Main Findings

21. All project teams are well aware of the Partnership objectives and are clear about how the attainment of their project objectives will contribute to the IAP's overarching goals.
22. Overall results show concrete progress towards these objectives and expected outcomes as stated in the Partnership's document for this phase. Three projects (WEDGE, PEPDEL and INCLUDE) show a mid-term financial expenditure of 41.1%, 38.8% and 34.8% respectively which reflect well their progress of activities but do not make justice to the outcomes they activities are generating in country projects and beyond, which appears to be reaching an impact beyond initial plans.
23. While IPEC's and SAP-FL's mid-term delivery outputs, looked at from the financial disbursement angle, appear significantly low (8.7% and 2.7% respectively), the particularities of implementation and multi-lateral funding of these programmes demonstrate quite comparable results as those above. Both of these projects had already established momentum and took advantage of it to prepare the ground for further implementation using only part of the IAPP funding but relying on funding already available from other donors. The achievements already in place will thus accelerate the implementation of the IAPP projects significantly and they foresee a full implementation within the timeframe initially sought.

Scope and contributions to the IA's overarching goal

24. WEDGE focus on women's entrepreneurship development and gender equality in seven countries (Cambodia, Lao PDR, Ethiopia, Kenya, Uganda, Tanzania, Viet Nam and Zambia), demonstrates improved capacity of constituents and partners to serve the needs of women entrepreneurs through adapted training tools, institutional strengthening, support mechanisms, advocacy and mainstreaming gender equality, particularly in relation to SME. The project has established business development services as well as given support to women's entrepreneurship development schemes, government agencies and institutes, improving their abilities to design and offer training and follow-up services that address the particular obstacles faced by women in business, added to expanding advocacy and support to women with disabilities or living with HIV.
25. PEPDEL, with a focus on improving legislation that allows the employability and employment of people with disabilities in seven countries (China, Ethiopia, Tanzania, Uganda, Viet Nam, Thailand and Zambia) demonstrating considerable achievements in two major directions: one in relation to establishing analysis and revision of legal frameworks with governments at various structural levels promoting and enabling progress towards legislation reform; another direction

is shown by its progress in knowledge-sharing, advocacy, the use of powerful media means, and the development of action plans with national counterparts to raise the standard and relevance of vocational training for persons with disabilities. The project has a strong interaction with INCLUDE.

26. INCLUDE, with a focus to develop support services for the inclusion of people with disabilities in the context of decent work in four countries (Ethiopia, Tanzania, Viet Nam and Zambia) and with outreach to another four (Cambodia, Lao PDR, Kenya and Uganda), demonstrates innovative approaches to break the cycle of poverty and disadvantage in which many people with disabilities live. The forward-thinking innovations of the Disability Equality Training methodology have had a considerable impact; they include more practical, action-oriented, more effective and more reassuring methods than traditional approaches, and enrich the UN convention on the rights of Persons with disabilities. Mapping of existing services has been completed in four countries while underway in another; information on experiences in including persons with disabilities in entrepreneurship is being collected from around the world to contribute to a knowledge base for building capacity of stakeholders; review of current ILO manuals and interactions with WEDGE and INCLUDE complete the efforts being developed in preparation for the 'role-out' of an inclusive approach to the employability and employment-related training in the project countries.
27. SAP-FL is a multilaterally-funded special action programme with focus on more than 20 countries addressing the problem of forced-labour and human trafficking, which is rooted in poverty and contributes to its perpetuation by depriving workers of the compensation for decent work. The flexible support from three donors has enabled the programme to address forced labour and trafficking problems in an integrated manner and to strengthen the ground for specific actions and to establish links with MDG and ILO-DWCP strategies. So far, the IAPP funds have contributed to cover specific activities assisting social partners in their preventive actions and to facilitate implementation of national laws against forced labour and human trafficking.
28. IPEC is also a multilaterally funded project with a global focus on addressing child labour and thus contribute to the goal of reducing poverty and vulnerabilities. Through facilitating children access to education the programme intends to equip them for decent work at the appropriate age. To achieve this goal, the programme seeks to harness the expertise of teachers' trade union to support share aims and ensure sustainability. The development of the action plan has taken more time than expected, but has now been completed with joint funding and policy advice provided by the project.

Scope and type of contributions to MDG1, MDG2 and MDG3

29. The scope and contributions of each of the five projects are quite clear. WEDGE, with increased promotion and support to entrepreneurship education, tolls and development of services for women entrepreneurs and their associations, policy advice and networking is clearly contributing to MDG1 and MDG3.
30. PEPDEL's interventions toward analysis, knowledge-sharing, review and improvement of legislation on employability and employment of people with disabilities is making a concrete contribution to MDG1.

31. INCLUDE's Disability Equality Training methodology undeniably contributes to MDG1 and as a result of partnership with WEDGE has a specific focus on women with disabilities, indirectly contributing also to MDG3.
32. SAP-FLI also, by tackling forced labour and human trafficking contributes clearly to both MDG1 and MDG3.
33. IPEC: while its major focus is eliminating child labour, one of its critical means is ensuring children's balanced access to education, thus directly contributing to MDG2 and indirectly to MDG1 and MDG2.

Joint strategic objectives and outcomes

34. **Coherent economic and social policies in support of decent work:** PEPDEL reports that in Thailand, knowledge sharing and mapping disability related activities has improved; that DWCPs in Uganda, Vie Nam and Zambia, show strategies towards people with disabilities, added to specific interactions with UNDAF in Zambia, but not yet very involved with other UN agencies in China. IPEC's Work plan includes consultations with field staff, ACTRAV and ACTEMP in contribution of DWCP and tripartite activities.
35. **Strengthening labour inspection:** SAP-FL reports on the high demand for one of its key outputs, the 'Labour inspection handbook' already translated into Arabic, Chinese, Italian, Spanish, Polish, Portuguese and Romanian; also, major achievements in Bolivia, Paraguay and Peru, generating government commitment, and further capacity building work carried out in Argentina, Bolivia, Brazil, China, Jordan, Moldova, Oman, Paraguay, Peru, Viet Nam, Ukraine and Zambia.
36. **Advancing gender equality in the world of work:** WEDGE reports providing technical advice and training to ILO constituents to help them ensure entrepreneurship development strategies, policies, tools and accessible programmes to poor rural women and to meet both men's and women's needs, through specific activities at various levels of progress in Cambodia, Ethiopia, Kenya, Lao PDR, Tanzania, Uganda, Viet Nam, and Zambia. Many of PEPDEL's and INCLUDE's activities are linked and they jointly report good progress in Cambodia, Ethiopia, Kenya, Lao PDR, Tanzania, Viet Nam and Zambia in relation to DWCP. SAP-FL reports that its TC project addresses the gender dimensions fully, and the particular vulnerability of women and girls to human trafficking. Pointing out the impact of its data gathering and analysis particularly in public governmental reports in 2009. IPEC reports that all its interventions have an intrinsic concern for gender-balance.
37. **Microfinance for decent work:** WEDGE reports that its activities are mainly at local level and concerned with facilitating access for poor rural women to microfinance; thus, providing training to partner organisations, working with selected micro finance institutions and intermediaries, providing technical assistance to local government partners and associations; major achievements cover Cambodia, Kenya, Lao PDR, Tanzania and Zambia. PEPDEL plans to initiate work relating to policy and legislative provisions following the completion of work initiated under INCLUDE. INCLUDE reports about a review being carried out in Viet Nam and two at planning stage in Ethiopia and Zambia; these intend to gather information relating micro-finance requirements and current provision regarding credit and saving schemes for persons with

disabilities. SAP-FL has only carried one initiative so far, in Russia in collaboration with the European Bank for Reconstruction and Development. IPEC supports activities that will contribute its programme's goals but does not have particular activities in this area.

STRATEGIC LINKS BETWEEN PARTNERSHIP AND ILO'S PROGRAMME AND BUDGET 2008/2009

- 38. Immediate outcome 1.a.1: Increase member State capacity to develop policies or practices reflecting fundamental principles and rights at work:** PEPDEL, in collaboration with the ILO's International Training Centre in Turin developed a distance-learning course on disability legislation, added to field training and development activities involving ministerial officials, judges, labour inspectors, disability advocates, trade union leaders, employers and disabled persons organizations in Ethiopia, Viet Nam, Uganda and Zambia. SAP-FL has deployed activities to create institutional awareness and capacity of ITUC affiliates, IOE affiliates and individual enterprises in Armenia, Azerbaijan, Bolivia, China, Georgia, Moldova, Peru, Ukraine and Zambia.
- 39. Immediate outcome 1.b.1.: Increase constituent and development partner capacity to develop or implement policies or measures focused on reducing child labour:** IPEC carried out a training seminar for Caribbean trade union focal points, which followed the same content and strategy of previous sessions in regions financed by other projects; the results of this seminar will be used now to support activities planned with workers' and employers' organisation in 2010 and 2011.

Immediate outcome 1.c.1: Increase member State capacity to ratify and apply international labour standards:

- 40. Extent to which member State capacities to ratify ILS have been increased:** PEPDEL reports that with the exceptions of Viet Nam and Tanzania, most countries in East Africa and South East Asia have already ratified ILO Convention No. 159 on Vocational Rehabilitation and Training of Disabled Persons; nonetheless, the project has carried out support and development activities in these two countries; SAP-FL promoted the ratification of the conventions on forced labour and carried out related work.
- 41. Extent to which member State capacities to apply ILS have been increased:** activities carried out by PEPDEL have enhanced countries' capabilities to apply conventions; training and dissemination and training promotion work in China have led to important progress. Activities carried out by SAP-FL are paying dividends in the areas of forced and bonded labour, migrant workers, trafficking and training and programme ownership, in India, Nepal, Pakistan, Peru and Tajikistan.

Immediate outcome 2.a.1: Increased constituent capacity to develop policies and policy recommendations focused on job-rich growth, productive employment, and poverty reduction

- 42. Extent to which constituent capacity to develop policies and recommendations have been increased:** WEDGE has provided technical advice, capacity building and knowledge sharing to enable constituents in entrepreneurship development policies sensitive to the needs of poor rural women through a multi-perspective approach, promoting and facilitating access to business training as well as affordable follow-up advice and services; various levels of progress can be reported from Cambodia, Ethiopia, Lao PDR, Kenya, Tanzania, Uganda and Zambia.

PEPDEL reports progress in all project countries in relation to legal frameworks offering opportunities for decent work for persons with disabilities and specific inputs in Ethiopia, Thailand and Zambia. INCLUDE reports that given the innovative nature of its approach it is too early to draw up conclusions but can advance promising progress in Lao PDR, Viet Nam and Zambia.

43. **Immediate outcome 2.a.3: Increase member State capacity to develop policies or programmes focused on youth employment:** PEPDEL has succeeded to link project work with a Youth project in Zambia and a regional youth programme in East Africa and in China, previous project work helped introduce job opportunities and services for youth with disabilities in several job fairs. INCLUDE reports that the progress made in developing the Disability Equality Training, although premature to assess, comprises particular activities relevant to young peoples with disabilities; progress in this area can be reported in Cambodia, Ethiopia, Lao PDR and Viet Nam.
44. **Immediate outcome 2.b.1: Increase member State and constituent capacity to develop or implement training policies:** WEDGE reports progress in providing technical advice, capacity building and knowledge-sharing to enable member-states and constituents to design entrepreneurship training policies that are sensitive to the needs of poor rural women and that are formulated from a holistic perspective; in this respect, the project aims to build capacity through vocational and technical trainings schools and so far, progress has been achieved in Cambodia, Lao PDR and Ethiopia. PEPDEL reports progress in Ethiopia in addressing the issues relating to training of persons with disabilities and the preparation of a draft framework at ministerial level as well as progress in Zambia through technical support provided to the Ministry of Science, Vocational Training, upgrading of curricula, and the development of an action plan to give effect to policy decisions. INCLUDE's contribution in the area is still limited given the concentrated work carried out on the development of a capacity to support inclusive approaches to disability through agencies.
45. **Immediate outcome 2.b.2: Improve member State capacity to develop or implement employment services:** PEPDEL has not been directly involved in enhancing member State capacity in this direction so far but can report indirect successes in China and Ethiopia. INCLUDE however, can report successes in development and training towards strengthening employment agencies' offer of services for persons with disabilities in Cambodia, Lao PDR, Ethiopia and Viet Nam.
46. **Immediate outcome 3.c.1: Increase member State capacity to develop policies or programmes focused on the protection of migrant workers:** SAP-FL achievements have already been referred above [see paragraph on "Extent to which member State capacities to apply ILS have been increased"]; in addition, labour inspectors' capacity has been improved in Jordan and project research, publications, training and advocacy have are allowing member states to develop their own capacities and have opened an opportunity for interaction with ILO.
47. **Immediate outcome 4.a.1: Increase the value of employers' organizations to existing and potential membership:** WEDGE has been particularly successful in tapping on the value employers' organisations can add to the project as their membership is gender-mixed and women entrepreneurs can profit from their services and dialogue at the same level as their male counterparts; furthermore, WEDGE has succeeded to interest employers' organisations to

develop training for women entrepreneurs and their associations in the fields of marketing, organisational structures and leadership as well as services adapted to women needs; positive developments can be evidenced in Cambodia, Ethiopia, Kenya, Tanzania, Uganda, Viet Nam and Zambia. PEPDEL activities have included compilation of data on good practices, funding consultative meetings with social partners and disable persons' representatives, translation of codes into national languages and support to promotion and dialogue with employers in China, Viet Nam and Zambia; INCLUDE's activities have been limited to discussions with employers through the project's advisory committee; IPEC's activities so far have been focused on mainstreaming the World Day Against Child Labour at institutional level with IOE and ITUC.

48. **Immediate outcome 4.a.2: Increase the value of workers' organizations to existing and potential membership:** WEDGE's experience with trade unions indicate that these usually do not have the mandate or capacity or interest in providing entrepreneurship training. However there is emerging interest among some of them in order to deal with the problems faced by laid-off workers; diverse situations show certain progress towards generating this outcome in Cambodia, Lao PDR, Viet Nam and Zambia. For PEPDEL, workers' organisations are benefiting from its outputs through their standard membership in the project's advisory committees in China, Ethiopia, Viet Nam, Thailand and Zambia. INCLUDE reports particular successes in advocacy and training plans in Ethiopia and Viet Nam. IPEC regrets the long time it took to reach agreement on a work plan with ACTRAV and ACTEMP while some activities have taken place in the mean time.

Immediate outcome 4.b.1: Increase the capacities of employers and workers' organisations to participate effectively in the development of social and labour policy.

49. **Capacity increase of employers' organisations to participate effectively in the development of social and labour policy:** for PEPDEL the achievements in this respect are demonstrated by the employers contributions to all workshops relating to laws, policies and programmes concerning persons with disabilities; their participation in the project' advisory committees empowers them as is the case in china, Ethiopia, Viet Nam, Thailand and Zambia. SAP-FL considers that it is practically impossible to determine whether capacities have increased due to the considerable variability of the forced-labour situation in countries and cultures; however, the publication of the seven-part package on 'Combating Forced Labour: A Handbook for Employers and Business' in Arabic, Chinese, English and Spanish and its distribution in 60 countries has had a major impact as well as developing partnerships and engaging with international business actors and in some cases companies representing different economic and operational sectors. Examples of successes can be cited from Brazil, China, India, Norway, Thailand, Ukraine and the USA. IPEC reports progress in mobilising employers in Eastern Europe, Central Asia and Latin America either through independent ACTEMP activities or in partnership with IPEC.
50. **Capacity increase of workers' organisations to participate effectively in the development of social and labour policy:** PEPDEL reports that capacity of workers' organisations in this area is weak although they do make contributions though their participation in the project's advisory committees. SAP-FL considers that it is also difficult to estimate the improvement of workers' organisations capacity to participate effectively in the development of social and labour policy; however, a strong partnership has been developed with the ITUC in spite of difference in

operational approach and a three-year plan of action developed. Activities have taken place in Africa and Europe and a 'Mini Action Guide' and fast-growing newsletter published in different languages. TC successes can be shown in the Southern Caucasus, Moldova, Ukraine, Viet Nam and Zambia and global training activities in collaboration with the ILO International Training Centre in Turin; ITUC commitment is demonstrated by its willingness to take on 50% of the coordinator's cost which was entirely covered by ILO in the past. IPEC reports participation of workers' organisations in their training programmes and in national policy development.

51. **Immediate outcome 4.c.1: Increase member State capacity to develop policies and labour legislation through more tripartite dialogue between constituents:** PEPDEL reports support to data collection on impact, development of guidelines, technical round tables, participation of high level constituents in advisory committees, reviews of draft regulations, and meetings with academia and legislators, in diverse countries project situations in Thailand, Viet Nam and/or Zambia. SAP-FL considers that practically all country and activities contribute to enhancing the ILO's ability to support governments, social partners and other stakeholders based on experiences in 18 countries.

52. **Immediate outcome 4.c.2: Improve the capacity of the tripartite constituents to implement labour policies and programmes, through coordination at regional and sub-regional levels:** PEPDEL reports a key publication in China, popularisation activities in Ethiopia, strengthening inspection capacity in Thailand policy development in Zambia. SAP-FL reports work in strengthening regional and sub-regional cooperation in principally in Latin America and plans to upscale work in the next 18 months. IPEC reports having trained child-labour focal points to perform critical roles in implementing policies and programmes and in supporting the role of IPEC in the Partnership with IAPP.

53. **Future planning:** each of the sections above contains a subsection on future planning in the 'Findings' section of this report, extracted from the self-evaluation questionnaires. However, in this abstract, future planning has not been included to facilitate the reader's focus on the progress made. The major use of the 'future planning' paragraphs is intended for effective adjustment of implementation plans by project teams themselves.

Specific project questions

54. Section II of the questionnaire covers specific project questions which are directly related to each Project Document and relate to each project's specific and development objectives. It was included in the self-evaluation questionnaire with two purposes: first, for the use of each project team's review and re-planning processes, and second, to support the current section 5 of this report. Details can be found in each annexed questionnaire.

PROCESS IMPROVEMENT

STRATEGIC LESSONS LEARNT

55. **Primary lessons – WEDGE:** Entrepreneurship training for low-income women should include not only basic business skills but also access to business development services (professional troubleshooting and follow-up-advice), facilitated access to credit, social and gender empowerment (for example, through group creation and financial education). PEPDEL: Activities to raise awareness

of laws and associated regulations should take place not only at national level but also at regional, district and local levels, since the implementation process involves government officials at every level. INCLUDE: The inclusive approach to service delivery promoted by the project is an innovation in participating countries and considerable investment in sensitization and training resources is required for government and service providers to effectively adopt it. SAP-FL: Some internal “boundary” issues still need to be resolved in the context of the 2010 -11 P&B exercise, and the SPF 2010-15 to ensure that all relevant ILO units contribute in the most effective way possible to the Office-wide outcome on the elimination of forced labour, and to the achievement of associated targets over the 6-year period. Continuing efforts are needed also to liaise with field colleagues, in some regions, to impress upon them the importance of linking to the FL outcome. IPEC: Some preparatory phase should be planned to make consultation sessions in the field for setting priorities and add time for the elaboration of the Project work plan.

56. **Secondary lessons** – WEDGE: Sometimes women are better off receiving women-only services, but other times, it is more important to ensure that these women have access to existing services and that such existing services are improved from a business perspective and are gender-sensitive and gender-responsive services. PEPDEL: Translation of project materials into national languages increases impact. Relatively few government officials have fluency in the English language. The national language versions of the PEPDEL publications have been rapidly absorbed, thus reaching a far wider number of constituents and stakeholders. INCLUDE: Incorporating Disability Equality Training as part of other technical training is a workable strategy that makes it possible to reach a wider group of trainers and service providers. SAP-FL: Measurable results and impact at country level cannot be expected too quickly. It takes time to build national consensus to acknowledge and address a forced labour problem, identify its main forms and dimensions, agree on the appropriate legal and policy frameworks, build the implementation capacity of the relevant institutions, and develop and disseminate the necessary tools. It is important also to develop appropriate exit strategies, handing over responsibilities to appropriately capacitated national institutions at the earliest opportunity.
57. **Tertiary lessons** – WEDGE: It is useful to have a business orientation from the start of the project. This includes developing an appropriate exit strategy and promoting sustainability, preferably at the stage of designing the project intervention. PEPDEL: Involvement of constituents in the project advisory committees and in the development and approval of annual work plans, and of key partners in submitting additional requests increases the relevance of the project to develop national support interventions. INCLUDE: The Disability Equality Training is a facilitation process that builds on the existing knowledge and skills of professionals as experts competent in their own fields, rather than a ‘training’ process. By rooting the learning in participants' own expertise and being respectful of this, DET is more practical, more action-orientated, more effective and less "threatening" than traditional methods of raising awareness of disability issues. SAP-FL: The ILO itself has at times promoted new priorities without considering the impact on existing successful projects, and without due consultation with programmes whose work can be prejudiced by such changes.
58. **Further lessons** – WEDGE: Where micro-finance institutions exist, it is important to link training beneficiaries and to facilitate their access to relevant services. It is also important to keep in

mind that many rural people may not have the social and economic skills to make good use of credit and therefore it is important to increase their understanding of these products so they may make informed decisions about their use. PEPDEL: Effective communications materials in a variety of formats are invaluable complements to technical publications and most effective in reaching key stakeholders yet unconvinced of the capacity of persons with disabilities. WEDGE: It is important to assist not only individual micro-entrepreneurs, but also those who are ready to form their own producer group or business association (or to encourage them to do so). WEDGE: In relation to enterprises established by those who have received training on entrepreneurship through the WEDGE project, the project has little knowledge of the success or failure rate. Projects should consider from their start what monitoring systems are required, and to determine who will be in charge of them, how they will be funded, and who will use the information gathered. WEDGE: Women entrepreneur' associations are the main organisations advocating for and serving the needs of women entrepreneurs, while in many instances constituents still face difficulties in doing so. However, Women Entrepreneurs' Associations face challenges in building and consolidating their organisations. Many rely upon the volunteer leadership of a strong, charismatic founder and minimal infrastructures. This means that they are liable to face organisational crises when the leader leaves, the organisation expands, etc. WEDGE: Gaining the support of the ILO's Regional offices and their Directors can be an effective way of ensuring political support for WED in the region and for leveraging partnerships and resources.

FINANCIAL PERFORMANCE AND PLANNING

59. While all projects reported having plans for full expenditure of the available Partnership funds, at mid-term point in the timeframe for delivery the expenditure reported by ILO's IRIS represents the following proportions:

- WEDGE: 41.1%
- PEPDEL: 34.8%
- INCLUDE: 38.5%
- SAP-FL: 2.7%
- IPEC: 8.7%

60. **Current budgetary concerns:** Except for the two projects with slow expenditure, the other three project managers are concern with the exchange-rate fluctuations and afraid of lacking funds to complete activities as planned.

Project teams' review of the ILO/IAPP initial risks assumptions

i. ***“Key interlocutors and partners could fail to engage throughout this Partnership Programme.”*** – At the beginning of this phase, the risk was considered low but of high impact.

61. **Regarding ILO in-country staff and Country Directors following progress on daily basis –**
WEDGE: the lack of official ILO country offices with permanent staff in Cambodia and Lao PDR has been a major constraint to adequately follow and influence policy developments, take part in UN working groups and be represented at high-level events.

62. **Regarding the current level of risk** – PEPDEL: Thailand’s unstable political situation could become a risk factor; PEPDEL & INCLUDE: Zambia’s frequent rotation of government officials is a constraint for continuity.
- ii. ***“The ILO tripartite constituents may not have the necessary capacity to assume responsibility for, and sustain, activities initiated under this Partnership Programme.”*** – At the beginning of this phase, the risk was considered low and of high impact.
63. **Regarding the level of constituents’ commitment through the years** – WEDGE: The risk of lack of capacity is real and very high in both Cambodia and Lao PDR, especially within government circles; Uganda: Limited capacity of constituents. However, they still continue to show commitment.
64. **Regarding the ILO support from other DWCP elements funded by ILO regular budget or other donor funding** – All project have benefited from support in one way or another.
65. **Regarding the current level of risk** – WEDGE: for Cambodia and Lao PDR, these risks have been higher than expected. IPEC: levels of engagement and involvement vary from country to country based on the extent of constituents’ freedom of association.
- iii. ***“Other civil society partners may not have the necessary capacity to assume responsibility for, and sustain, activities initiated under the Partnership.”*** – At the beginning of this phase, the risk was considered of medium level and of medium impact.
66. **Regarding the selection of partners** – WEDGE: partners are selected on the basis of capacity; in Cambodia, partners have required strengthening; in Lao PDR capacity is low and a handicap to the project; in Uganda, after an independent assessment, only 6 out of 22 partner organisations appear significantly above average. PEPDEL: partners selected on the basis of relevance and delivery capacity. INCLUDE: partners chosen are solid organizations with support from bilateral donors and sustainability strategies in place. SAP-FL: n/a. IPEC: research partners are selected through bidding processes on the basis the technical capacity to deliver.
67. **Regarding the level of institutional solidity of the links between government and social partners** – In general, projects feel fairly comfortable with the current level of institutional solidity of social partners, and IPEC is currently mapping social dialogue and tripartite conditions to assess capacity for influencing decision-making.
68. **Regarding the current level of risk** – WEDGE: risk is higher than initially expected. PEPDEL: in Tanzania and Zambia, the risk is somewhat higher than expected; in Ethiopia, the risk is lower than expected. INCLUDE: several of the partners selected have significant capacity building needs.

- iv. ***“Significant political change or destabilisation of national institutions in the countries covered by the Partnership Programme could rise.”*** – At the beginning of this phase, the risk was considered low but of high impact.
69. **Regarding the countries covered by the project and not yet engaged in DWCPs** – Only Lao PDR for WEDGE and INCLUDE. However, the Government of Lao PDR has recently asked the ILO to review its country-level activities, with a view to agreeing on a DWCP.
70. **Regarding the countries that are One-UN-pilot country** – Uganda, Viet Nam and Tanzania for WEDGE; Viet Nam and Tanzania for PEPDEL; Viet Nam and Tanzania for INCLUDE; None for SAP-FL; Mozambique for IPEC.
71. **Regarding any signs of significant change that would lead to a phasing out of activities** – Political instability in Thailand and Zambia are implementation delay factors for PEPDEL. On the contrary INCLUDE finds more interest coupled with low capacity.
72. **Regarding any consultations with Irish Aid in this respect** – None of the projects reports any significant action in this respect.

CONCLUSIONS, RECOMMENDATIONS and LONG-TERM SUSTAINABILITY CONCERNS

73. WEDGE (General): ILO capacity and means for policy advocacy are limited; the project has substantially increased its impact by collaborating effectively with other ILO projects; the need for certification and recognition of trainers and/or institutions for effective use and adaptation of WEDGE tools should be considered; establishing national coordination committees is useful to strengthen collaboration with different but interdependent goal, objectives and expertise who would not be in contact otherwise; to ensure that lessons are learnt and applied, the final evaluation of the programme should be planned within the project’s time-frame to take advantage of project staff being still in place; to ensure the long term sustainability of the WEDGE tools and methods, a systemic provision should be made.
74. WEDGE (country-specific) – Cambodia: high levels of aid dependency makes it difficult to achieve replication of good practices; due to the effects of the global economic downturn there is an increased need to introduce effective and gender-sensitive entrepreneurship training methodologies and materials in Cambodian institutions tasked with assisting laid-off workers. Lao PDR: The small number of women working as trainers and technical staff in governmental and non-governmental organisations makes it difficult to reach goals related to gender-equality promotion.
75. PEPDEL – the project is in operation at a most opportune time, as countries move to ratify and implement the new UN Convention on the Rights of Persons with Disabilities; the communications’ strategy developed under both the PEPDEL and INCLUDE projects has the potential to be singularly effective in reaching out to key stakeholders; the involvement of universities in institutionalising the disability legislation curriculum, and the links initiated with other third level institutions, bode well for the sustainability of PEPDEL’s impact; sustainability concerns are: limited familiarity by government official to apply UNCRPD and high level of turnover.

76. INCLUDE – inclusion of disability issues across national programmes has a great potential to effectively tackle issues of poverty and exclusion faced by persons with disabilities. This requires change at many levels, including behavioural and attitudinal change; revision of policies, rules and regulations; as well as changes to the built-in environment and to the ways in which information is communicated. The level of systemic change required is unlikely to happen in a short time frame.
77. SAP-FL – planning and implementation of the SAP-FL programme of work remains challenging in the absence of long-term and secure funding for the programme, staff and activities; it is very challenging to apply RBM tools, like the logical project framework analysis including specific indicators and targets, to a programme like SAP-FL, whose activities necessarily evolve over time in response to changing conditions, demands and opportunities; one of the great advantages of the support provided by donors such as DFID and Irish Aid has been flexibility.
78. IPEC – we should specifically seek to support complementary projects and existing initiatives in Africa; it is of paramount importance that field staff understand the importance of tripartism and social dialogue; the decentralized nature of IPEC, ACTRAV and ACTEMP, as well as our projects, led us to take a relatively long time for take-off of in this phase of the project.

1.3 Conclusions on this Self-evaluation process

79. Partnership projects are an opportunity for efficient cross sectional, international, technical, institutional and financial collaboration; lack of specificity in the statements of objective and outcomes hinders the definition of performance indicators; in turn, imprecise indicators hinder demonstration of performance; there is not enough uniformity in the understanding of RBM and project management concepts at various levels of the ILO; project documentation shows overlap of terminology; project plans do not always provide the tools to attain specifically defined objectives or outcomes.

1.4 Recommendations about this Self-evaluation process

80. To introduce a slot for lessons learnt in the Self-evaluation guide; more team work is necessary in self-evaluation; definition of the timetable for self-evaluation should involve everyone within a team environment.

1.5 Lessons Learned from this Self-evaluation process

81. Open communications at all levels help to keep pace with time frame.

2. Purpose, scope and clients of evaluation

2.1 Purpose

82. Since 2002, in more than seven countries in East and Southern Africa, Asia and the Pacific the ILO has partnered with Irish Aid in support of the decent work strategies and in building more inclusive societies for people with disabilities.
83. In particular, the ILO-Irish Aid Partnership Programme supports the development and reform of disability-related laws and policies and their effective implementation, and the inclusion of women and men with disabilities in mainstream programmes and services on vocational training, employment, entrepreneurship development and micro-finance.
84. The overall goal of the third phase of the ILO - Irish Aid Partnership Programme is to contribute to the realisation of Decent Work for All, with a focus in a number of selected countries, by promoting and supporting women's entrepreneurship, working to improve employment opportunities for people with disabilities and implementing action against forced and child labour.
85. The third phase of the partnership (2008-2011) has reached its half way point, and as per ILO evaluation policy, midterm evaluations are required. As a result of discussions between EVAL and PARDEV with the donor and implementing units, the decision was taken to ask these units to conduct self-evaluations of their project activities and of their contribution to the partnership objectives.
86. In order to facilitate the process, EVAL and PARDEV recruited an external collaborator with experience in this type of processes, to act as an Evaluation Manager for all the project self-evaluations. Working with the designated focal points from EVAL, PARDEV and the project units, the Evaluation Manager took responsibility for completing the following functions and tasks:
- review of background documentation and project documents;
 - development of a common self-evaluation scheme, as per EVAL's self-evaluation guidance;
 - participation in each of the self-evaluation processes and assistance to those responsible for the completion of self-evaluation reports, providing technical feedback on a one-to-one basis;
 - monitoring the progress of all self-evaluations ensuring that all reports be submitted according to schedule
 - review all draft evaluation reports [completed questionnaires] as they were being produced suggesting improvements to ensure consistency of style with other reports, where necessary.
 - compiling the self-evaluation reports and writing this overview that summarizes how well the projects met the objectives of the partnership.
87. ILO EVAL and PARDEV consider that having opted for this approach to comply with producing the Mid-term Evaluation Report rather than carrying out independent evaluations for each

project helped ensure that project evaluations were completed in a timely and more economical manner.

2.2 Scope

88. The overall goal of the third phase of the ILO - Irish Aid Partnership Programme is to contribute to the Irish Aid's overarching goal of reducing poverty and addressing vulnerability through the realisation of Decent Work for All, with a focus on a number of selected countries, by promoting and supporting women's entrepreneurship, working to improve employment opportunities for people with disabilities and implementing action against forced and child labour.
89. The Partnership's overall expected results are concrete contributions toward decent work for all; the millennium development goals (MDGs), and the strategic objectives of the ILO.
90. While the long-term impact of the Partnership is expected to be global, in the disciplines covered by each project, the initial territorial scope is delimited by the countries in which projects operate. Nonetheless, the success of previous phases has allowed its effects to transcend the boundaries of the initial partnership and merge with work being carried out through other initiatives.
91. Disciplines: Women's Entrepreneurship Development, Gender Equality, Employability and Employment of People with Disabilities, Effective Legislation, Forced Labour, Human Trafficking, Child Labour.
92. Countries involved: Argentina, Armenia, Azerbaijan, Bolivia, Brazil, Cambodia, China, Ethiopia, Georgia, India, Jordan, Lao PDR, Moldova, Nepal, Oman, Pakistan, Paraguay, Peru, Tajikistan, Thailand, Uganda, Ukraine, United Kingdom, United Republic of Tanzania, United States of America, Viet Nam, and Zambia.

2.3 Clients of evaluation

93. Being a self-evaluation process, the first clients of the evaluation are each of the projects management teams of WEDGE, PEPDEL, INCLUDE, SAP-FL and IPEC, the evaluation serving as a mirror for comparison against initial and current work plans.
94. The Government of Ireland, through Irish Aid and the International Labour Organization through its Department of Partnerships and Development Cooperation to assess progress and plan the future course of the partnership in the medium and long-term.
95. The implementing field teams who are at the front line of delivery and whose feedback is indispensable for attaining the objectives of the partnership and the impact expected.
96. The women and men at grassroots level who improve their conditions from the projects' outcomes and whose benefit is the essence of the ILO/IAPP Partnership.

3. Evaluation questions

Part I – GENERAL PROJECT QUESTIONS

Overall strategic and outcomes level:

The overall goal of the third phase of the ILO - Irish Aid Partnership Programme is to contribute to the realisation of Decent Work for All, with a focus in a number of selected countries, by promoting and supporting women's entrepreneurship, working to improve employment opportunities for people with disabilities and implementing action against forced and child labour.

Its overall expected results are concrete contributions toward:

- decent work for all;
- the MDGs; and
- the strategic objectives of the ILO.

1. What scope and type of contributions to the Irish Aid's overarching goal of reducing poverty and addressing vulnerability has the project made?

2. What scope and type of specific contributions to MDG1, MDG2 and MDG3 has the project made?

Joint strategic objectives and outcomes:

The expected outcome 1: Advancing gender equality in the world of work

- Number of cases in which UN country programmes and national decisions in such countries apply ILO assistance to develop policies or programmes focused on: increasing equal opportunities for women and men for training and skills development; improving job recruitment and retention; advancing women into decision-making positions; promoting women's entrepreneurship; or promoting women's access to financing and resources

Overall ILO Target: 15 countries

Contribution of the ILO-Irish Aid Partnership Programme: 3 countries

The expected outcome 2: Microfinance for decent work

- Number of cases in which constituents participate in developing or applying microfinance policies, social funds, or credit schemes that benefit the working poor or other vulnerable groups

Overall ILO Target: 25 cases, across all regions

Contribution of the ILO-Irish Aid Partnership Programme: 2 cases

Coherent economic and social policies in support of decent work

Contributing Project: PEPDEL, IPEC

3. In relation to this strategic objective: in what countries do UN country programmes and national decisions focus on above stated expected outcome? (bullet 1).

4. In relation to this strategic objective: in what countries ILO constituents participate as stated in above expected outcome? (bullet 2).

Strengthening labour inspection

Contributing Project: SAP-FL

5. In relation to this strategic objective: in what countries do UN country programmes and national decisions focus on above stated expected outcome? (bullet 1).

6. In relation to this strategic objective: in what countries ILO constituents participate as stated in above expected outcome? (bullet 2).

Advancing gender equality in the world of work

Contributing Projects: SAP-FL, INCLUDE, PEPDEL, WEDGE, IPEC

7. In relation to this strategic objective: in what countries do UN country programmes and national decisions focus on above stated expected outcome? (bullet 1).

8. In relation to this strategic objective: in what countries ILO constituents participate as stated in above expected outcome? (bullet 2).

Microfinance for decent work
Contributing Projects: SAP-FL, INCLUDE, WEDGE

9. In relation to this strategic objective: in what countries do UN country programmes and national decisions focus on above stated expected outcome? (bullet 1).

10. In relation to this strategic objective: in what countries ILO constituents participate as stated in above expected outcome? (bullet 2).

Strategic links between partnership and ilo's programme and budget 2008/2009
Strategic Objective No. 1: Promote and realize standards and fundamental principles and rights at work.
Intermediate outcome 1.a: Fundamental principles and rights at work are realised.

Immediate outcome 1.a.1: Increase member State capacity to develop policies or practices reflecting fundamental principles and rights at work

Contributing Project: SAP-FL, PEPDEL

Overall ILO Target: 5 member States different from those in the other indicators

Contribution of the ILO-Irish Aid Partnership Programme: 1 member State in the Africa region

11. To what extent have State capacities to develop policies or practices been developed and where, in relation to original plans?

Immediate outcome 1.b.1.: Increase constituent and development partner capacity to develop or implement policies or measures focused on reducing child labour

Contributing Project: IPEC

Overall ILO Target: 10 member States in the Africa region, 15 cases across all other regions

Contribution of the ILO-Irish Aid Partnership Programme: 3 member States in the Africa region, 3 cases across all other regions

12. To what extent has IPEC been able to increase constituent capacities to develop or implement policies or measures focused on reducing child labour as a result of these partnership-related activities?

13. To what extent has IPEC been able to increase development partner capacities to develop or implement policies or measures focused on reducing child labour as a result of these partnership-related activities?

Intermediate outcome 1.c: International labour standards are broadly ratified and significant progress is made in their application.

Immediate outcome 1.c.1: Increase member State capacity to ratify and apply international labour standards

Contributing Project: SAP-FL, PEPDEL

Overall ILO Target: 5 member States different from those in the other indicators

Contribution of the ILO-Irish Aid Partnership Programme: 1 member State in the Africa region

14. To what extent have member State capacities to ratify ILS been increase as a result of project activities?

15. To what extent have member State capacities to apply ILS been increased as a result of project activities?

Strategic Project Objective No. 2: To create greater opportunities for women and men to secure decent employment and income.
Intermediate outcome 2.a: Coherent policies support economic growth, employment generation and poverty reduction:

Immediate outcome 2.a.1: Increased constituent capacity to develop policies and policy recommendations focused on job-rich growth, productive employment, and poverty reduction

Contributing Projects: INCLUDE, WEDGE, PEPDEL

ILO Target: 6 member States in the Africa region, 18 member States across all other regions

Partnership contribution: 2 member States in the Africa region

16. To what extent has the project contributed to increase constituent capacity to develop policies and recommendations in line with this objective?

Immediate outcome 2.a.3: Increase member State capacity to develop policies or programmes focused on youth employment
Contributing Projects: INCLUDE, PEPDEL
ILO Target: 9 member States in the Africa region, 9 member States across other regions
Partnership contribution: 3 member States in the Africa region, 1 member State in Asia

17. To what extent have member State capacities to develop policies or programmes focused on youth employment been increased as a result of project activities?

Immediate outcome 2.b.1: Increase member State and constituent capacity to develop or implement training policies
Contributing Projects: INCLUDE, WEDGE, PEPDEL
Overall ILO Target: 9 member States in the Africa region, 9 member States across other regions
Contribution of the ILO-Irish Aid Partnership Programme: 3 member States in the Africa region, 1 member State in Asia

18. To what extent have member-States increased their capacity to develop and implement training policies as a result of project activities?

19. To what extent have constituents increased their capacity to develop and implement training policies as a result of project activities?

Immediate outcome 2.b.2: Improve member State capacity to develop or implement employment services
Contributing Project: INCLUDE, PEPDEL

20. To what extent have member State capacities to develop or implement employment services been improved as a result of project activities?

Strategic Objective No. 3: Enhance the coverage and effectiveness of social protection for all

Intermediate outcome 3.c: Labour migration is managed to foster protection and decent employment of migrant workers
8. Immediate outcome 3.c.1: Increase member State capacity to develop policies or programmes focused on the protection of migrant workers
Contributing Project: SAP-FL

21. To what extent have member State capacities to develop policies or programmes focused on the protection of migrant workers been increased as a result of project activities?

Strategic Project Objective No.4: To strengthen tripartism and social dialogue through all five projects

Intermediate outcome 4.a: Employers and workers have strong and representative organizations
Immediate outcome 4.a.1: Increase the value of employers' organizations to existing and potential membership
Contributing Projects: INCLUDE, WEDGE, PEPDEL, IPEC
ILO Target: 30 cases, across all regions
Partnership contribution: 3 cases.

22. To what extent have employers' organisation been able to add value to their services to members and potential members, as a result of project activities?

Immediate outcome 4.a.2: Increase the value of workers' organizations to existing and potential membership
Contributing Projects: INCLUDE, WEDGE, PEPDEL, IPEC
ILO Target: 30 cases, across all regions
Partnership contribution: 3 cases

23. To what extent have workers' organisation been able to add value to their services to members and potential members, as a result of project activities?

Intermediate outcome 4.b: Social partners influence economic, social and governance policies

Immediate outcome 4.b.1: Increase the capacities of employers and workers. organizations to participate effectively in the development of social and labour policy
Contributing Projects: PEPDEL, SAP-FL, IPEC
Overall ILO Target: 10 cases across all regions
Contribution of the ILO-Irish Aid Partnership Programme: 3 cases

24. How much have the capacities of employers' organisations increased to participate effectively in the development of social and labour policy, as a result of project activities?

25. How much have the capacities of workers' organisations increased to participate effectively in the development of social and labour policy, as a result of project activities?

Immediate outcome 4.c.1: Increase member State capacity to develop policies and labour legislation through more tripartite dialogue between constituents
Contributing Projects: PEPDEL, SAP-FL

26. In what proportion has the capacity of member States to develop policies and labour legislation through tripartite dialogue increased, as a result of project activities?

Immediate outcome 4.c.2: Improve the capacity of the tripartite constituents to implement labour policies and programmes, through coordination at regional and sub-regional levels
Contributing Project: PEPDEL, SAP-FL, IPEC
Overall ILO Target: 5 cases
Contribution of the ILO-Irish Aid Partnership Programme: 1 case

27. To what extent has the capacity of the tripartite constituents to implement labour policies and programmes been improved as a result of project activities?

Part II – SPECIFIC PROJECT QUESTIONS

28. Project development objectives and outcomes (Questions based on Project Document, please see annexed questionnaires)

29. Project objectives and outcomes (Questions based on Project Document, please see annexed questionnaires)

Part III – PROCESS IMPROVEMENT

30. Strategic lessons learnt

31. Immediate plan of action suggested to the end of the project (a. Time-table, b. Budgetary allocations)

32. Conclusions, recommendations and long-term sustainability concerns

Part IV – FINANCIAL PLANNING

33. Current budgetary concerns

Part V – ANALYSIS OF RISKS IN RELATION TO INITIAL ESTIMATIONS

Key interlocutors and partners could fail to engage throughout this Partnership Programme. This risk was considered low but of high impact

34. Are ILO in-country staff and Country Directors following progress on daily basis?

35. Has the risk not arisen, remained low, or is it now higher than expected?

The ILO tripartite constituents may not have the necessary capacity to assume responsibility for, and sustain, activities initiated under this Partnership Programme. This risk was also considered low and of high impact

36. Do countries and ILO constituents continue to show the same commitment as in previous years?

37. Has ILO support from other DWCP elements been necessary, i.e. funded by ILO regular budget or other donor funding?

38. Have these risks not arisen, remained low or are they now higher than expected?

Other civil society partners may not have the necessary capacity to assume responsibility for, and sustain, activities initiated under the Partnership. This risk was considered of medium level and of medium impact.

39. How carefully were partners selected?

40. How solid institutional links between government and social partners are?

41. Are these risks lower than expected, remained medium, or are they now higher than expected?

Significant political change or destabilisation of national institutions in the countries covered by the Partnership Programme could rise. Like the first two, this risk was considered low but of high impact.

42. Which countries covered by your project are not yet engaged in DWCPs?

43. Which countries are One-UN-pilot country?

44. Have there been any signs of significant change that would lead to a phasing out of activities?

45. If so, have there been any consultations with Irish Aid in this respect?

4. Methodology

97. **Desk review:** the documentation received (see sections 9 and 10) was reviewed between the 5th and the 18th November 2009.
98. **Common evaluation scheme:** the development of the common evaluation scheme was carried out between the 17th and 24th November 2009. The documents that shaped the evaluation scheme are the 'ILO – Irish Aid Partnership Programme - Third Phase 2008-2011' document, version of 10 May 2008, and each project document.
99. **Circulation of the evaluation questionnaire:** took place on the 25th November 2009. The self-evaluation questionnaire points at the strategic objectives of the partnership, at the objectives of each project and at the expected results expressed in long-term, intermediate and immediate outputs. Considering that this is a mid-term self-evaluation process, the evaluation process focussed on the need to identify evidence of progress towards immediate outcomes and questions were drawn accordingly following the structures of the partnership document and the project documents.
100. **Process work:** meetings were held with every project manager and members of evaluation teams between 27th November and 16th December 2009, to clarify queries about the questionnaire and set up work processes. At the same time common parts of the evaluation were tackled and analysis files prepared in advance of receiving questionnaires completed. Further meetings with project managers and focal points took place in the following weeks. Between 27th November and 15th January project managers held meetings with field staff either in person or through teleconferences and interacted with the evaluation manager as data was being collected. Four draft questionnaires were processed, analysed and discussed with project managers between 15th and 28th January, date when data collection on findings for these four projects completed allowing completion of the report by 5th February. One project, however, had major problems in completing the task and its final questionnaire was received only on 10th February, reason for which the production of the final report had to be postponed by a week.
101. **Final report:** the final report provides information about the progress achieved on each of the immediate outputs expected as results of project implementation, including briefs about immediate actions to be taken. The structure of the report follows the structure of the Partnership's document and transcribes or summarises the replies provided by the project teams performing work towards each output. According to EVAL's guidance for self-evaluations, the structure of the report complies with the structure suggested by EVAL.

5. Findings

102. All projects are well aware that the overall goal of the third phase of the ILO - Irish Aid Partnership Programme is to contribute to the realisation of Decent Work for All, with a focus on a number of selected countries, by promoting and supporting women's entrepreneurship, working to improve employment opportunities for people with disabilities and implementing action against forced and child labour.

OVERALL STRATEGIC OUTCOMES

103. Overall results show concrete progress towards the Decent Work Agenda, the achievement of MDGs and the strategic objectives of the ILO in the terms shown under the next titles.

I. Scope and contributions to the IA's overarching goal

104. **WEDGE**: has improved the capacity of constituents and partners to understand and effectively serve the needs of women entrepreneurs, including those living with disabilities. Adapted training tools and support mechanisms for women entrepreneurs are now available in countries where there were none. Improved access to relevant services and links to mainstream Business Development Services (BDS) have been established, while also advocating and providing technical support for mainstreaming of gender equality concerns into SME supports. Furthermore, WEDGE has increased advocacy for the needs of women entrepreneurs.
105. In East Asia, WEDGE has created capacity among government agencies, and NGOs and training institutes to reach poor, rural women with relevant and gender-sensitive business training that allows them to start a business and improve their livelihood. Institutions have improved ability to design and offer training and follow-up services that address the particular obstacles faced by women and their families in their businesses and in the household. WEDGE supports women with and without disabilities and those living with HIV and AIDS economically and socially through Women's Entrepreneurship Development (WED) schemes from other organizations, from the government and the private sector, NGOs and other donors; provides tools such as Gender and Entrepreneurship Together (GET) Ahead and Improve Your Exhibition Skills (IYES), and through lobbying and advocacy initiatives like the Month of the Woman entrepreneur.
106. With WEDGE's support, institutions have improved ability to design and offer training and follow-up services that address the particular obstacles faced by women allowing them to sustain and improve their businesses.
107. **PEPDEL**: Support provided to the review and revision of legal frameworks, or the development of new laws relating to the employability and employment of persons with disabilities in all project countries, promoting the expansion of knowledge of new legislation, through dissemination workshops at national, regional and district levels in **Ethiopia** so far; support provided to the inclusion of disability concerns in the national development and poverty reduction frameworks both in Ethiopia and **Zambia**; support to the enhancement of employability of persons with disabilities through the development of action plans to raise the standard and relevance of vocational training for persons with disabilities, and to promote their participation in general courses open to the population as a whole, particularly in Zambia.

108. PEPDEL promotes the inclusion of people with disabilities in training and employment globally, through the compilation and dissemination of information on good practice in relevant laws, policies and programmes. (See for example (http://www.ilo.org/skills/areas/lang--en/WCMS_DOC_SKL_ARE_DBL_EN/index.htm/events.htm).
109. A strategic communication framework has been developed for Phase Three, being used in the context of both PEPDEL and INCLUDE activities, to support the development of country-level media campaigns that promote positive images of people with disabilities at work, based on evidence of achievements under the ILO/Irish Aid Partnership Programme including: a 'brand' or design logo for all project-related communications and advocacy materials; four minute 'flash-video' presentation highlighting the barriers to and activities to promote decent work and a better life for persons with disabilities (now available in six languages – **Amharic, Chinese, English, Kiswahili, Thai** and **Vietnamese**, with permission for use by agencies outside the scope of project countries); a CD/DVD, highlighting the importance of including persons with disabilities in efforts to stimulate and support economic recovery, featuring speeches by ILO Director-General Juan Somavia and Academy Award winning actress Marlee Matlin; a 'template', for use by project staff to standardise the capturing of stories and news items from the field, to facilitate knowledge-sharing.
110. Project activities, tools, achievements and successes are publicized through the following ILO websites:
- www.ilo.org/disability
 - http://www.ilo.org/asia/whatwedo/projects/lang--en/WCMS_112558/index.htm
 - <http://www.ilo.org/public/english/region/afpro/addisababa/index.htm>
111. **INCLUDE**: People with disabilities – the ultimate beneficiaries of the INCLUDE project - are among the poorest groups in societies around the world. By working to promote their inclusion in programmes and services and their employability and employment opportunities, the project contributes to breaking the vicious cycle of poverty and disadvantage in which many of them find themselves, and thus to Irish Aid's overarching goal of reducing poverty and addressing vulnerability. INCLUDE works in close collaboration with PEPDEL.
112. A Disability Equality Training (DET) methodology has been refined, building on the pilot experience conducted at the end of Phase 2. The DET methodology involves a dynamic, participative approach to changing traditional attitudes to disability. It uses an interactive and reflective process which aims to sensitise participants to disability issues in the context of the programmes, projects and activities they plan, run, support or promote; and introduce participants to the basic tools and concepts that they need in order to make changes to these activities, in order to ensure the equal participation of people with disabilities.
113. DET differs in many ways from traditional approaches to disability awareness training: it works from the rights-based equality model enshrined in the UN Convention on the Rights of Persons with Disabilities (UNCRPD); it aims to identify practical solutions for promoting equality of participation by people with disabilities; it focuses closely on the implications of disability for

the conceptual and practical components of participants' work; and it involves participants in making practical, feasible plans for necessary changes.

114. DET is more practical, more action-orientated, more effective and more reassuring than traditional methods of raising awareness of disability issues. In the course of INCLUDE to date, training in the DET methodology has been provided to project staff and a network of facilitators; DET training has been provided at national level.
115. In preparation for the 'roll-out' of an inclusive approach to the employability and employment-related training in the project countries, disability reviews have been completed or underway of several ILO training manuals including the ILO manual on Training for Rural Economic Empowerment, WEDGE tools, the ILO Guidebook for Socio-Economic Reintegration of Ex-Combatants and the Know about Business (KAB) tool for young people. The ILO manuals are widely used in developing countries, including those participating in INCLUDE. Some of them have already been revised to take into account the recommendations of the disability reviews and in other cases, revisions are forthcoming.
116. To contribute to the knowledge base for building the capacity of project stakeholders, information is being gathered on experience in including persons with disabilities in entrepreneurship and enterprise development, vocational training and employment policies and programmes in countries around the world. Case studies on good practice in inclusive vocational training are at an advanced stage of preparation. A mapping of existing services has been carried out in **Cambodia, Ethiopia, Tanzania** and **Viet Nam**, and a similar exercise is underway in **Zambia**.
117. In collaboration with PEPDEL, INCLUDE played an active role in the development of the above-mentioned strategic communication framework and its activities, tools, achievements and successes are publicized through the same ILO website links.
118. **SAP-FL**: Addressing the problem of forced-labour has an undeniable effect in reducing vulnerabilities and poverty. Forced labour and human trafficking are rooted in poverty and contribute to its perpetuation by depriving workers of the compensation for decent work to which they have a right.
119. Since 2003, the government of Ireland has provided core support to the ILO's Special Action Programme to Combat Forced Labour (SAP-FL), along with core contributions from the governments of the **United Kingdom** and the **Netherlands**.
120. Regarding poverty (MDG1), we remain convinced that acting against FL and human trafficking (HT) is an essential part of poverty reduction, as clearly, those groups most vulnerable to FL/HT are most often amongst the poorest, and that certainly, being in a situation of FL prevents victims from working their way out of poverty. But we do not have the empirical evidence to prove this as data on FL/HT is notoriously difficult to gather. And although we are working on this in various countries, national surveys alone will not enable us to demonstrate the link with poverty without additional work on the economic aspects of FL. The estimate in our last global report, that USD21 billion is "stolen" from forced labourers through

underpayment of wages and excessive recruitment charges, is the closest we have come to putting a cost on forced labour.

121. The flexible support from the three donors has enabled the programme to address forced labour and trafficking problems in an integrated manner. The latest period of DFID's funding allowed the ILO to continue and to strengthen the ground for specific actions and established links with MDG and ILO-DWCP strategies.
122. The different timelines for expenditure of partnership funds have influenced priorities in allocating expenditure between different donors. Thus, the need to complete expenditure of the considerable size of DFID funding before the end of 2009, led to only limited ILO/IAPP disbursement in 2009. But the SAP-FL put particular care in safeguarding the interdependence of activities so that the expected results of the project as a whole can be assured.
123. In consequence, the reduced expenditure by the time this report was written, mainly covered activities assisting social partners to undertake effective action to prevent and eliminate forced labour and trafficking, and on programme efforts to facilitate better implementation of national laws against these.
124. **IPEC:** The project's focus on child labour can fundamentally contribute to the goal of reducing poverty and addressing vulnerability. The project seeks to decrease the vulnerability of children in child labour or at risk of being engaged in child labour in a wide range of activities. The cycle of poverty can be broken by ensuring children access their right to education and by equipping them with skills that will enable them to access decent work at the appropriate age.
125. Combating child labour through education is one of the main strategies of IPEC. In this area of work we seek to harness the expertise of teachers' trade unions to support our shared aims and to ensure sustainability. This includes their role as social partners in decision making in tripartite child labour committees, in which policies on child labour and education are normally discussed. The project contribution so far has concentrated on the development of the overall action plan and providing policy advice to country programmes.

II. Scope and type of contributions to MDG1, MDG2 and MDG3³

126. Most of the project staff consider that the ILO/IAPP contribution to MDG1 appears fully covered by its overarching goal of "reducing poverty and addressing vulnerability". The original definition of expected outcomes in relation to MDG3 demonstrates a genuine interest of the partnership in making a contribution to "Promoting gender equality and empower women"; However, some projects consider that one goal also serves others and vice-versa, and that some of their project activities are so interdependent with others that it is difficult, at this stage, to draw up a line on whether a project is contributing more than another to the reduction of poverty or to the promotion of gender equality or to empowering women and vulnerable people. Moreover, a fourth perspective should be added to these results, in the direction of

³ The questionnaire distributed to on 25 November 2009 had a typing error and mentioned only MDG3. In the mean time, a correction to the question was circulated and this section now combines inputs from all project on the three MDGs.

MDG2, as IPEC's achievements are contributing to creating the background for enhanced and gender-balanced primary education.

127. **WEDGE**: the WEDGE project has ensured that an increased proportion of entrepreneurship education and training and follow-up services are available and are sensitive to the needs and situation of poor rural women, and that an increased number of institutions have the capacity to offer such training and services. These efforts have been linked to and integrated into national and sub-national work at the policy level in promoting gender equality and women's economic empowerment.
128. The above can be demonstrated by the increased voice and leadership acquired by women entrepreneurs' associations – i.e. in **Kenya** the FEWA (Federation of Women Entrepreneurs' Associations) was invited to participate in the analysis and writing of the new SME code to be brought to parliament; in **Uganda**, the Review of the draft Micro Small and Medium Enterprises MSME Policy recommendations along with the Draft National Informal Sector Development Policy, both done from a gender and disability perspective with a position paper developed by Wes; also in Uganda, the buy-into MOWE Concept by Women Entrepreneur Associations (WEAs), Private Sector Organisations and government participation (including ministerial level) in some MOWE activities as guests and Chief guests.
129. WEDGE's contributions can be demonstrated by the introduction of WEDGE training tools on Gender and Enterprise in and among Government Training Institutions/parastatals, Private Sector Trainers, WEAs and some NGOs.
130. **PEPDEL**: The project has contributed to the achievement of MDG 1 on halving of poverty by 2015 through its support to the inclusion of disability concerns in national development and poverty reduction plans and strategies in **China, Ethiopia, Thailand, Uganda, Viet Nam and Zambia**. A focus on the need to pay specific attention to women with disabilities is placed in project advocacy work and policy advice, and in that way, it is hoped that an indirect contribution to the achievement of MDG3 has been made.
131. **INCLUDE**: Building on approaches and tools developed during phase 2 of the ILO/IA PP, INCLUDE has a specific focus on women with disabilities as a result of WEDGE and INCLUDE partnership. In **Ethiopia and Zambia**, women with disabilities continue to be systematically included in capacity-building and advocacy activities under WEDGE; while in **Laos and Cambodia**, through collaboration with WEDGE partners, INCLUDE is able to reach out to the poorest women in remote rural areas.
132. INCLUDE contributes to MDG 1 (halving poverty) by drawing attention to a group of poor people who make up around 10 per cent of the population, by promoting their access to services and programmes that will improve their standard of living through better employability and employment, and by working to promote their access to micro finance
133. **SAP-FL**: The objective to empower men and women vulnerable to forced labour/trafficking and hence prevent them falling prey, and to empower former victims, is based on the essence of MDG3, to promote gender equality and empower women. The work done so far is the commencement towards the expected outcomes defined in the Project document.

134. **IPEC:** The objectives of the MDGs are related to people and can only be achieved if the efforts are nationally controlled and conducted by the countries. Strong partnerships among actors at different levels - global, national and local – are essential to ensure significant change and for poverty and deprivation to be eliminated. Though this project does not explicitly aim to contribute to the achievement of the MDGs, it does contribute towards the achievement of the first three, as it counts on strengthening the role of social partners to increase their influence in national policies, notably those related to the elimination of child labour.
135. **MDG1 – End Poverty and Hunger:** The possibility of overcoming poverty and hunger once and for all is linked to the ability to find decent work. The difficulties in finding employment are greater for those first entering the labour market. Such concern is identified in Target 16 of the Millennium Development Goals, which calls for international cooperation in the design and implementation of strategies for productive decent work for youth. In this Project, that target is related in particular to the strategy against hunger and poverty, especially in initiatives to reduce child labour, encourage entry of youth into the labour market after completion of schooling and in fighting forced labour and contemporary forms of slavery in a comprehensive manner. Ending child labour also entails providing families with sufficient income, direct or indirect, so that there is no need to send children to work.
136. **MDG2 – Universal Primary Education:** one of our main strategies to combat child labour is through education – though we recognise the need for basic education to continue up to the minimum age for entry into employment. IPEC has demonstrated leadership and experience in using education to combat child labour in both formal and non-formal settings which has proved significant in the prevention of child labour and the rehabilitation of former child workers. Non-formal or transitional education has played an instrumental role in the rehabilitation of former child labourers. Vocational education and training have provided the skills needed for gainful employment, which in turn contributes to local and national development. For this, the partnership with teachers’ trade unions in the countries involved as well as with their Global Union Federation - Education International - is crucial to the success of this Project.
137. **MDG3 – Gender Equality:** globally, an estimated 100 million girls are involved in child labour. Many undertake similar types of work to boys, but often endure additional hardships and face extra risks. Moreover, girls are often exposed to worst forms of child labour, often in hidden work situations. A major sector is domestic work in third party households, often hidden from the public eye, which leads to particular dangers and risks. Girls are oppressed also in worst forms of child labour such as slavery, bonded labour and commercial sexual exploitation. Girls can face particular disadvantages due to discrimination and practices which allocate certain forms of work based on gender. Many girls take on unpaid household work for their families, usually more so than boys. In this project, gender and equality are constant elements of our activities, including in the training of social partners and in campaign materials.

Future planning

138. **WEDGE:** ongoing work on policy advocacy, monitoring, impact and evaluation of tools and consolidation of a national and international pool of WED trainers; ongoing support for institutional capacity of partners in areas of organisational governance, advocacy/lobby for

recognition and appreciation of WED and sustainability of partner organisations, including resource mobilisation information.

139. Continued implementation of activities as per the work plan, with focus on building capacity among government and social partners to mainstream gender equality concerns into policies related to entrepreneurship development; to strengthen partners' capacity in organising and delivering on MOWE with government involvement, and to identify training tools in areas of Governance of WEA's and in areas of skills development of WEs.
140. In **Cambodia** and in **Zambia**: to follow-up and encourage constituents and Ministry representatives who were trained as gender Audit Facilitators, to request and promote the implementation of Gender Audits; in Kenya: implementation and functioning of the national gender policy, ensuring that all decision-making areas in business have WEAS representation and participation; in **Uganda**: to follow up on the Position Paper of WEs/WEAs in relation to the draft MSME Policy recommendations and Draft National Informal Sector Development Policy by way of advocacy forums, submission to relevant line ministries working on policy formulation and ensuring that the issues raised in the position paper are addressed in the policy formulation process.
141. **PEPDEL**: on-going activities need to be continued, until men and women with disabilities are explicitly referenced in the national development and poverty reduction plans and strategies of all countries; support for implementation of legislation will be continued; media guidelines will be finalized in early 2010, including "Media Encounters"; a Communications Checklist will be developed in early 2010 for field project staff; in addition, a 'pocket guide to disability' will be developed in national languages; emphasis will be placed on the use of radio, especially local radio, as a means of promoting debate and dialogue on disability; in **China**, a series of one-day media encounters or workshops aimed at preparing select journalists to cover disability issues and sensitizing are envisaged for 2010 and television and radio features relating to persons with disabilities are being prepared in collaboration with a Chinese media company; in **Thailand**, activities relating to the policies of media companies are planned for 2010; activities are underway in collaboration with a non-governmental organization to prepare a workshop for the media.
142. **INCLUDE**: build on and strengthen the existing approach to providing opportunities for women with disabilities, adopting an inclusive approach where possible, combined with a targeted approach to capacity building for disabled women who face multiple disadvantages; continue the compilation of information on good practice in disability inclusion, as a base for capacity building, and for publication in practical guides and tools for disability inclusion.
143. The inclusive approach to disability issues, reflected at international policy level in the UN CRPD, and at national level in many new laws that have been adopted, including in the participating countries, points to the need for a major shift in the way in which services are delivered. This is a new approach that is at the early stages of development in the participating countries, where constituents are starting to familiarize themselves with what is involved, with INCLUDE support.

144. The strategic communications framework, to be rolled out in participating countries in the form of country-specific campaigns will contribute to this process and to promoting the value of including persons with disabilities in livelihoods and entrepreneurship programmes and services. Capacity building of the INCLUDE agencies to support this process will be a major priority.
145. **SAP-FL:** SAP-FL will continue its work in the new biennium, 2010-11, for which the elimination of forced labour has been defined as one of the 19 ILO-wide outcomes. In this period, the programme hopes to intensify its work in the two regions in which forced labour linked to poverty and discrimination are most prevalent, namely south Asia and Latin America; a planned activity for the coming biennium is a specific analysis of the gender dimensions of FL/HT and how these should be best addressed. Work on migrant workers, forced labour and trafficking issues in **Nepal** will be reinforced in 2010, through joint funding from Ireland and the AGFUND.
146. **IPEC:** After having laid the foundation for our activities (as outlined in last year's meeting with the donor); we are now keen to start our main activities.

III. Joint strategic objectives and outcomes

147. As shown below, past, current and planned activities demonstrate a strong commitment towards (1) advancing gender equality in the world of work and (2) developing concrete microfinance infrastructures for decent work. With ILO assistance, achievements have been made in relation to UN country programmes and in supporting national decisions in the development of policies and programmes. Increasingly, these focus on providing equal opportunities for women and men, in training and skills development as well as improving job recruitment and retention; advancing women into decision-making positions; promoting women's entrepreneurship and promoting women's access to financial resources. Effects of the ILO/IAPP implementations are found way beyond the 3 countries originally stated as the Partnership's contribution.
148. Within a similar perspective, this section demonstrates that ILO/IAPP activities towards developing and strengthening microfinance for decent work is taking momentum significantly beyond the initially intended contribution of two cases.

Coherent economic and social policies in support of decent work: PEPDEL, IPEC.

149. **PEPDEL:** All project countries, apart from Thailand which does not have a DWCP, mainstream gender: in Ethiopia, a recently adopted Proclamation singles out women with disabilities for priority attention; the Federal Micro and Small Enterprises Development Agency (FEMSEDA) addresses the requirements of women entrepreneurs including women entrepreneurs with disabilities; in **Thailand**, a UN interagency meeting in June 2009 resulted in knowledge sharing and in mapping disability related activities in the region⁴; in **Uganda** gender mainstreaming is emphasised in all DWCP strategies; in **Viet Nam**, support to people with disabilities is part of the decent work country programme; in **Zambia**, the ILO DWCP focuses on

⁴ While PEPDEL was represented at this meeting, it was not a PEPDEL initiative

gender equality; in the UN Development Assistance Framework (UNDAF) gender is regarded as a cross cutting issue and this is addressed in all the core focus areas; IN 2008, the project facilitated the formation of a UN Disability Task Force within the UN Country Team improving the UN's focus on disability issues through capacity building; in China, the DWCP emphasizes gender mainstreaming throughout DWCP priorities, and constituent activities.

150. **IPEC:** This Project is global. Target countries are being determined in consultation with IPEC staff, and ACTRAV and ACTEMP specialists in the field. The present Work Plan reflects the intensive consultations undertaken in 2009. IPEC projects in the field are normally part of UNDAF framework and thus are in line with national decisions that include the gender and equality issues.

151. IPEC's fostering of training activities contributes to the development and implementation of DWCPs and, as one of IPEC's policy actions, to the inclusion of ILO tripartism within UNDAF. In particular, we contribute to mainstreaming the child-labour issue in employers and workers organisations' country programmes, especially in those countries where there is no focus on child labour or those where the DWCP is still under construction.

152. Although the development of microfinance scheme is not a strategy of IPEC's, the programme does certainly support all initiatives that will have a direct or indirect impact on reducing and eliminating child labour.

Future planning

153. **PEPDEL:**

154. Advocacy efforts relating to the development and implementation of laws, policies and plans need to give greater attention to the requirements of women with disabilities.

155. Public expressions of commitment on the part of governments to these objectives, action to give effect to these commitments, and explicit provision made for women with disabilities in laws, policies and development plans will be the main ways in which progress towards meeting these objectives will be measured.

156. **IPEC:** No specific activities planned.

Strengthening labour inspection: SAP-FL.

157. **SAP-FL:** SAP-FL has placed particular emphasis on strengthening the capacity of labour inspectorates both to detect cases of FL/HT and to take appropriate preventive/remedial action.

158. A key output, widely disseminated and in high demand, has been the labour-inspection handbook on forced labour and human trafficking. It has been translated into **Arabic, Chinese, Italian, Spanish, Polish, Portuguese, Romanian, and Russian** (pending). The Handbook can be downloaded at: www.ilo.org/forcedlabour. The original English version has been adapted to the Latin America context and in 2010, will be adapted for a francophone target group.

159. In Latin America (**Bolivia, Paraguay, Peru**) major achievements have been recorded in a relatively short period, generating government commitment to intensified action against forced

labour in the form of new policies and action plans, inter-Ministerial coordinating mechanisms and specialised law enforcement and labour inspection. Further training and capacity building work has been carried out in **Argentina, Bolivia, Brazil, Paraguay**, and **Peru** as well as in **China, Jordan, Oman** and **Viet Nam**, and in **Moldova, Ukraine** and **Zambia**.

160. In addition, collaboration with the IALI has been strengthened (see http://www.iali-aiit.org/iali/download/directions/IALI_s_FUTURE.pdf), a letter of understanding has been signed with the Government of **Italy** and the capacity of labour inspectors in Jordan increased (see 2008 Report of the Ministry of Labour, download at: <http://www.jordanembassyus.org/new/LabourAdministrationandComplianceinJordanFinalLT.pdf>)

161. It is yet too early to assess the impact of these activities but evaluations of seminars have all been very positive.

162. This project suffered a major setback due to donor reallocation of financial resources at a vital stage. Therefore, the SAP-FL is still seeking donor funds to respond to a growing national demand.

Future planning

163. **SAP-FL**: SAP-FL will adapt the labour inspection handbook for a francophone audience in early 2010. Collaboration with IALI will be intensified. Strong internal collaboration with ILO LAB/ADMIN will be further consolidated through TC projects and other activities.

Advancing gender equality in the world of work: WEDGE, PEPDEL, INCLUDE, SAP-FL, IPEC.

164. **WEDGE**: overall, the WEDGE project has provided technical advice and training to ILO constituents to help them to ensure that entrepreneurship development strategies, policies, tools and programmes are accessible to poor rural women and meet both men's and women's needs

165. **Cambodia**: the WEDGE project has ensured that women's economic empowerment and in particular women's entrepreneurship promotion are an integral part of the new 2011-2015 UN Development Assistance Framework. The 2009-2013 update of the Cambodian National Strategic Development Plan adopted by the Cambodian government includes thorough mention of WED as a priority area. The section on planned actions to implement prioritised policies mentions "economic empowerment of women" as one of the priorities and in particular calls for MOWA with relevant stakeholders to "support and advocate for expansion of opportunities and employment creation for women, including the informal sector" and to "strengthen business development services to support and develop micro, small and medium enterprises for women". the WEDGE project and MOWA are organising a 4-day TOT on gender mainstreaming strategies for staff on the Technical Working Group on Gender from MOWA and 7 line ministries (February 2010). MIME and MOLVT each have gender mainstreaming action groups whose capacity to facilitate GMAP implementation has been improved through WEDGE training on gender mainstreaming and on how to conduct participatory gender audits. Both ministries have

prepared written plans to implement gender audits and CAMFEBA (employers' association) now mainstreams gender equality concerns into its youth employment activities.

166. **Ethiopia:** the Government has a Women's Policy, and Gender Equality issues are emphasised in the Gender Mainstreaming Guidelines of the Ministry of Trade and Industry.
167. **Kenya:** women representation and participation in trade bodies has been enhanced through advocacy by women entrepreneurs associations; recognition of MOWE by Government and private sector has been achieved; the government has a 30% national gender policy, and the SME BILL is taking WED issues into consideration. Support was given to the gender focal point system through FAMOS training, and WEAs sit in the Kenya Private Sector Alliance (KEPSA) board, the Local government SME policy committee, and the Private Sector Development Strategy PSDS committee.
168. **Lao PDR:** WEDGE organised a training workshop on Gender mainstreaming (GEMS) for 18 SMEPDO staff and 4 staff from the Ministry of Industry and Commerce (in Dec 2009). WEDGE is invited to comment on the draft strategy and action plan on SME Development of the government of Lao PDR (in March 2010).
169. **Tanzania:** the Ministry of Community Development Gender and Children Development has a gender policy to which the ILO and the Tanzania Gender Networking Programme have contributed to and gender equality issues are being implemented by all ministries; the Project, in collaboration with United Nations Inter Agency Gender Group, conducted a participatory Gender Audit training for facilitators of ILO constituents (20) in Zanzibar and (20) in the mainland. The WEDGE project provided technical and financial support and conducted TOT for 60 trainees on female-and-male-operated small enterprises (FAMOS) in the mainland and conducted FAMOS self-check assessments with the Ministry of Industry, Trade and Marketing, the Small Industry Development organisation, and the Prime Minister's Office of Regional Administration and Local Government.
170. **Uganda:** UN Joint Programming on Gender Equality started last year in which gender and livelihoods is an entire outcome area (14 UN Agencies involved in the joint programme [JP]).
171. **Viet Nam:** it is too early to report achievements with regards to capacity building of constituents and other partners, since project implementation started in May 2009 with preparation of a baseline survey.
172. **Zambia:** the Ministry of Gender and Women in Development has a gender policy to which the ILO and other UN agencies are contributors to its implementation; the UN Agencies are lead organizations in the implementation of the Joint gender Programme; the WEDGE project mainstreams gender issues in all of its training using the WEDGE Tools; the project, in conjunction with the ILO Lusaka Office, conducted a Gender Audit training for Facilitators for ILO constituents and other key and relevant ministries.
173. **PEPDEL:** as mentioned above, a focus on the need to pay specific attention to women with disabilities is placed in PEPDEL advocacy work and policy advice.

174. **INCLUDE:** many of INCLUDE activities are linked with those of PEPDEL although the emphasis while complementary differs in perspective. Thus, ILO Decent Work Country Programmes for **Cambodia, Ethiopia, Kenya, Tanzania, Viet Nam** and **Zambia** pay specific attention to the need to promote opportunities for women. It should be pointed out that DWCPs have not yet been agreed upon with **Laos** or **Thailand**. In **Viet Nam**, the UN Country Team is developing a UN Human Rights Based Approach toolkit that will focus on gender equality issues, and will refer specifically to disability considerations; in **Lao PDR**, the UNDAF includes reference to the need for more job opportunities for rural poor, youth, women and men with disabilities; in **Ethiopia**, Proclamation No 568 concerning the Employment of Persons with Disabilities, as already mentioned, singles out women with disabilities for priority attention, and the Medium and Small Enterprise policy addresses the requirements of women entrepreneurs including women entrepreneurs with disabilities; in **Zambia**, the UNDAF includes gender as a cross cutting issue, addressed in all the core focus areas.
175. **SAP-FL:** each SAP-FL's technical cooperation project addresses gender dimensions fully, and the particular vulnerability of women and girls to HT. Data gathering and analysis has been a particularly strong point in SAP-FL's work since 2005. The figures in the 2005 global report (12.3 million persons in forced labour, plus the regional estimates and the disaggregated figures by age and gender; and those on profits from human trafficking of almost US 32 billion) have now received immense coverage and widespread acceptance. One indication is that the **US** Government's most recent Report on Trafficking in Persons (June 2009) uses the ILO figures.
176. **IPEC:** All IPEC's interventions have an intrinsic concern for contributing to Gender-balance, particularly through its policy role in relation to UN country programmes, where applicable. As already mentions, our main focus is involving social partners through our training activities.

Future planning

177. **WEDGE:** in **Cambodia**, to explore collaboration with other UN agencies for the successful implementation of the work items listed in the new UNDAF; to advocate for official government adoption of (and allocation of necessary resources for) the use of WEDGE tools in business training by Provincial Vocational Training Centres; to assist partner ministries with the adoption of ILO participatory gender-audit methodology; to implement in February 2010, a TOT on gender mainstreaming strategies with the Ministry of Women's Affairs for focal points in the Gender Mainstreaming Action Groups of 7 key line ministries; in **Kenya** to ensure the implementation and functioning of the national gender policy, and that all decision-making bodies in business have WEAs representation and participation, promoting the SME Bill to become a functioning policy, developing a gender sector board to ensure that WED/Gender issues are anchored in Kenya's vision 2030, and in all private sector development areas; formation of the SME Council with equal representation of women as demanded by the Women Entrepreneurs' Associations; FAMOS self-check to be introduced to the Bank of Tanzania and other commercial banks; in **Lao PDR**, awaiting decision in 2010 by Ministry of Education on whether or not ILO's gender-sensitive/mainstreamed "Know About Business" curriculum will become part of national curriculum for senior secondary schools, also to collaborate with SMEPDO and other constituents on mainstreaming gender into the new draft SME Action Plan which will form part of the new 7th Socio-Economic Development Plan; in **Tanzania**, the Ministry of Energy to

mainstream gender in their work plans so that both women and men entrepreneurs can benefit from the Energy Project; to conduct TOT on FAMOS self-check to 50 BDS providers in Zanzibar, Mtwara and Lindi regions in early 2010; in **Uganda**, to roll out of the implementation of the UN JP on gender equality with ILO mainly involved through WEDGE in areas of gender and livelihoods/enterprise, gender and macroeconomic management and gender audits; in **Zambia** to follow up with ILO constituents and key and relevant ministries and to request the implementation of gender audits; to carry out FAMOS/Gender Audit training to Micro Finance Institutions.

178. **PEPDEL**: Advocacy efforts relating to the development and implementation of relevant laws, policies and development plans will continue to give attention to the requirements of women with disabilities, with a view to ensuring that specific measures to address their requirements are adopted. As already mentioned, the main ways in which progress will be measured will include public expressions of commitment on the part of governments, actions and explicit provision made in laws, policies and development plans.
179. PEPDEL will arrange meetings to address the improvement of policy provisions relating to access to micro-finance by entrepreneurs with disabilities, and the implementation of these policy provisions through appropriate financial packages.
180. **INCLUDE**: Work with gender networks/tools on addressing the needs of women with disabilities and on mainstreaming concern for disabilities issues in all activities; continued support to ILO constituents to strengthen their work in this area; explore options for INCLUDE to support the inclusion of women with disabilities in activities organized by the WEDGE project in Kenya.
181. **SAP-FL**: Further study of gender dimensions of FL/HT and how to address gender needs through technical cooperation, distilling experience from past and on-going TC projects.
182. **IPEC**: N/A.

Microfinance for decent work: WEDGE, INCLUDE, SAP-FL.

183. **WEDGE**: the project's Micro finance (MF) activities are mainly at the local level and concerned with facilitating or widening access for poor rural women:
184. **Cambodia**: WEDGE has provided training to partner organisations (NGOs working on Child Labour and two large Micro-Finance providers, Angkor Microfinance Kampuchea [AMK] and Vision Fund) in delivering financial education to families, using a tool developed by WEDGE staff in Cambodia; AMK and Vision Fund and AMRET (another large, national micro finance institutions) have provided Micro Finance services to 3,000 micro-entrepreneurs from families with children engaged in child labour, through facilitation by WEDGE (2008).
185. **Kenya**: WEDGE is working with selected micro finance institutions and other financial intermediaries to ensure gender sensitive credit facilitation; led FAMOS training with Kenya Industrial Estate KIE has enabled them to implement policy to improve services to women; the Kenya Women's Fund has agreed to use FAMOS tool to accredit its service provider to be gender sensitive; the Federation of Women Entrepreneurs' Associations was established in 2009 as an

umbrella body for all women entrepreneurs associations and has been able to establish a Saving And Credit Cooperative SACCO (cooperative bank) for women entrepreneurs with support from WEDGE; Women entrepreneurs associations and the Ministry of gender are engaging the financial intermediaries to have affordable loans and more women-friendly lending terms.

186. **Lao PDR:** Technical assistance to local government partners (DoLSW and DOIC) to use ILO microfinance tools and strategies to enhance access of poor women and men to financial services (139 village banks established using the ILO village bank model, with more than 27,000 village bank members and 9,000 loan takers).
187. **Tanzania:** the project has provided technical support to the Tanzania Women Chamber of Commerce and assisted, with the Tanzania Women's Bank, 1,000 women entrepreneurs with and without disabilities and those living with HIV/AIDS; in collaboration with the Ministry of Industry Trade and Marketing. The FAMOS self-check has been translated into Kiswahili for wider outreach and improved SME services with a gender perspective; The Small Industry Development Organization and Energy Project have agreed to use FAMOS self check.
188. **Zambia:** WEDGE has provided technical support to partner institutions such as Women Entrepreneurs' Associations to strengthen their ability to link their members to Micro Finance Institutions and Financial Institutions.
189. **PEPDEL:** Work relating to policy and legislative provisions concerning micro-finance will be taken up by PEPDEL on completion of the work initiated under the INCLUDE project in two countries (**Ethiopia** and **Viet Nam**) and at the planning stage in a third country (**Zambia**) to gather information relating to the micro-finance requirements of persons with disabilities and the current provisions.
190. **INCLUDE:** A review is being carried out in **Viet Nam** and is at the planning stage in **Ethiopia** and **Zambia** to gather information relating to the micro-finance requirements of persons with disabilities and the current provisions of micro-finance institutions (MFIs) regarding credit to and savings of persons with disabilities. This will form a basis for discussions with MFIs and, in collaboration with PEPDEL, the policy-making bodies, to promote access to affordable credit for people with disabilities
191. **SAP-FL:** Engagement with IFIs has not been pursued beyond sporadic engagements. The only real operational engagement by SAP-FL has been with the European Bank for Reconstruction and Development, in a joint project with employers in the Russian construction industry.
192. SAP-FL has included micro-finance interventions in particular in its TC activities against bonded labour in South Asia. The programme commissioned in 2008 thematic research on the potential and limits of micro-finance led approaches to the prevention and elimination of bonded labour, and a subsequent paper on bonded labour and poverty reduction. The lessons are being applied in the design of new technical cooperation projects. The poorest and discriminated groups most vulnerable to bonded labour are most often excluded from mainstream micro-finance and require special products and services tailored to their specific needs, including those of women.

193. **IPEC:** This is not a particular area of IPEC but we do support activities that will contribute to IPEC's goals.

Future planning

194. **WEDGE:** in **Cambodia, Lao PDR and Viet Nam**, to implement remaining activities on MF as per the work plan of each of the three countries and explore possibility, desirability and feasibility of working with other ILO projects on development and promotion of pro-poor, pro-women micro-finance policies (currently not in the work plan); in **Cambodia**, new target group of second phase of IPEC-TBP project will require training on financial education and facilitated access to microfinance, which will be provided by WEDGE as soon as implementation of field activities has started in first half of 2010; in addition, it would be useful to carry out an impact assessment or otherwise track recipients of Financial Education training and Micro Finance services from the earlier phase of the project; in **Kenya**, Training of trainers in FAMOS self-check will ensure that Kenya develops a team of trainers who will in turn train the staff from financial intermediaries in financing for gender equality, and discussions and lobbying the Central bank and Ministry of Finance for a policy shift in finance to ensure that women's financial products are not curtailed by a stringent banking policy; in **Lao PDR**, sustainability of Village Banks would be improved through their official registration with the Bank of Lao in accordance with recently introduced registration requirements. This will require technical advisory services and capacity building (which WEDGE cannot provide on its own due to the specialised nature of the advice needed and lack of funds). WEDGE is currently searching for external funds and/or partners so that new activities in this technical area can be started, with technical oversight by the Microfinance specialist based in Bangkok; in **Tanzania**, to continue capacity building with Financial Institutions and promote women's advocacy for improvement of financial services to women entrepreneurs with and without disabilities and those living with HIV/AIDS; in **Zambia**, FAMOS/Gender Audit training to Micro Finance Institutions so that they are able to analyse their performance in addressing the needs of women and men with and without disabilities and those living with HIV and AIDS; ongoing capacity building to ILO constituents to strengthen their ability to 1) link their members, including women entrepreneurs, to Micro finance institutions, financial institutions and 2) effective advocacy for improving access to financial resources for their members, including Women entrepreneurs.
195. **PEPDEL:** following the compilation of relevant information under INCLUDE, meetings will be organized with micro-finance institutions and the relevant policy-making bodies, to take appropriate action to improve policy provisions relating to access to micro-finance by entrepreneurs with disabilities, and the implementation of these policy provisions through appropriate financial packages. The work plans developed for 2010 will indicate a timetable for action.
196. **INCLUDE:** to use the review reports as a basis for discussion with MFIs about their perception of persons with disabilities as a 'high risk' borrower group, and arrange for DET for Microfinance Institutions and Village Banking systems in order to promote an understanding of the issues faced by persons with disabilities, with a view to encouraging the development, where necessary, of appropriate financial packages; to provide PEPDEL with review reports to serve as background documents for meetings to be organized by PEPDEL with the relevant policy-making

bodies, to take appropriate action to improve policy provisions relating to access to micro-finance by entrepreneurs with disabilities, and the implementation of these provisions.

197. Support ILO constituents to strengthen their work in this area. At country level, specific activities will be planned. For example: in **Ethiopia**, through the INCLUDE agency, the Ethiopian Centre for Disability and Development (ECDD), DET will be provided to personnel of participating MFIs, to increase their knowledge and skills in inclusion, and in collaboration with PEPDEL and the involvement of key stakeholders, the aim will be to bring about a revision of policy in relation to credit; **Lao PDR**, from early 2010, efforts will be made to build strategic, sustainable linkages between ILO partners in fields of disability and MFIs; in **Viet Nam**, collaboration between INCLUDE and an ILO-managed Micro Finance Project is also expected to provide practical assistance to people with disabilities as well as the poor in general to overcome procedural difficulties in getting access to micro finance
198. **SAP-FL**: On-going work in India aims to pursue means and methods for financial inclusion of workers vulnerable to bonded labour, by routing all advances and wage payments through bank accounts over which individual workers will have control.
199. If partnerships with IFIs, including on the use of microfinance for reduction of vulnerability to FL/HT are to be built in the future, the SAP-FL will need to reinforce its economic capacity. It has suffered from the departure of its senior economist in early 2008, not as yet replaced. The SAP-FL would need to reinforce its economic research and analytical capacity, identifying in economist-friendly language the concrete ways in which institutions could contribute to action against forced labour. The interest is most likely there, as exemplified by a forthcoming World Bank paper on "Human Trafficking, Modern Day Slavery and Economic Exploitation", regional technical assistance projects of the Asian Development Bank on human trafficking, and a growing interest on the part of the International Finance Corporation in core labour standards including forced labour as part of its safeguards policies. However, this is not an area which can be adequately covered by only intermittent engagement with the IFIs. It demands an intensive effort by a suitably qualified team member working intensively and exclusively on this issue.
200. **IPEC**: N/A.

IV STRATEGIC LINKS BETWEEN PARTNERSHIP AND ILO'S PROGRAMME AND BUDGET 2008/2009

1st Strategic link:

Strategic Objective No. 1: Promote and realize standards and fundamental principles and rights at work.

Intermediate outcome 1.a: Fundamental principles and rights at work are realised.

Immediate outcome 1.a.1: Increase member State capacity to develop policies or practices reflecting fundamental principles and rights at work

(Contributing Project: **PEPDEL, SAP-FL** - Overall ILO Target: 5 member States different from those in the other indicators - Overall ILO Target: 5 member States different from those in the other indicators - Contribution of the ILO-Irish Aid Partnership Programme: 1 member State in the Africa region)

State capacities to develop policies or practices

201. **PEPDEL:** An on-line course on disability legislation and policies has been developed by the ILO's International Training Centre (ITC) with technical and cost-sharing support by PEPDEL; this course was pilot-tested in September to December 2009, as part of ITC's distance learning package. This course complements the course on Labour Market Integration of Persons with Disabilities (the most recent course took place in April 2009). Both of these types of course contribute to the sustainability of the PEPDEL outcomes and are means of building capacity of national stakeholders in the development and implementation of effective legislation concerning the training and employment of persons with disabilities.
202. In **Ethiopia**, training has been provided for judges, relating to international standards and national legislation concerning persons with disabilities, drawing on a curriculum developed in Phase 2; knowledge of the new legislation promoted through several dissemination workshops conducted at regional and district level in collaboration with the Ministry of Labour and Social Affairs (MOLSA) as well as disabled persons organizations, for officials, judges, labour inspectors, disability advocates and leaders, trade union leaders, employers and others; relevant materials have been provided to MOLSA to support the development of regulations associated with the new Proclamation.
203. In **Viet Nam**, before the implementation of PEPDEL, no organization provided reliable support for the rights-based approach to disability issues in training and employment; since the project commenced and in particular since the start of Phase 3, the ILO has been regularly requested to participate in different law and policy formulation activities and has been consulted on the new rights-based approach on disabilities not only by the Government but also the National Assembly and the disabled persons' organizations (DPOs). Specifically, technical advice has been provided in the development of the draft 'Persons with Disabilities in Viet Nam' act, through participation in three consultative meetings organized by the Ministry of Labour, Invalids and Social Affairs (MOLISA) and support provided to a further consultative workshop with social

partners on employment-related provisions of this draft law; this law was discussed in the National Assembly in late November 2009 and will be revised, with PEPDEL support in the coming weeks following consultations at a project-funded tripartite-plus meeting. PEPDEL is also requested to participate in consultation meeting on the chapter on workers with disabilities of the Labour Code organized by MOLISA.

204. In **Uganda**, following the completion of a disability audit of legislation relating to the participation of persons with disabilities in training initiated in Phase 2, a consultative workshop has taken place with government representatives and other stakeholders to identify changes required.
205. In **Zambia**, technical support has been provided to the Ministry of Science Technology and Vocational Training (MSTVT) in the development of an action plan to give effect to a policy decision to include persons with disabilities in the general vocational training systems; and also to upgrading the curriculum of the national training centre for persons with disabilities.
206. **SAP-FL**: the SAP-FL has deployed a number of activities first to create awareness; second, to increase the capacity of ITUC and affiliates, and third, to increase the capacity of IOE, national affiliates and individual enterprises.
207. In **Armenia, Azerbaijan and Georgia**, in cooperation with other organisations, the SAP-FL achieved building a broad consensus among national stakeholders, including social partners and ministries of labour, to prevent and prosecute THB. This is demonstrated by the revision of NAPs with ILO support, increased government support to victims of trafficking, including budget allocations, and better cooperation at national and regional levels.
208. In **Bolivia**, the Interdepartmental Council to eradicate serfdom, forced labour and slave-like forms, was created on the 3 October 2007. On the same day the Plan for Guaraní people was adopted which aims to protect the rights of Guaraní people, often affected by exploitation and forced labour. A National Plan of Action to Eradicate Forced labour has also been adopted. ILO/SAP-FL provided critical support to this process.
209. In **China**, ILO assisted the Government in drafting the National Action Plan on Anti-trafficking of Women and Children (2008-12), which aims to address monitoring of labour recruitment practices as well as to reduce demand for vulnerable workers on the labour market. The legal framework in relevant areas has been improved and the cooperation between law enforcement actors strengthened. The 2008 Labour Contract Law has a dozen provisions to prohibit and sanction forced labour, including confiscation of identity documents, debt bondage and forced overtime. In its amended Criminal Code, China has also introduced specific provisions to punish the offence of “forcing workers into dangerous working conditions”.
210. In **Peru**, the National Commission against Forced labour has become a key think tank, regularly reviewing the progress and coordinating actions between the different actors.
211. In **Ukraine and Moldova**, the SAP-FL helped enhancing national capacity to implement NAPs, in particular labour-market related aspects. It has sensitized stakeholders to the issues of labour exploitation and male victims of trafficking in human beings and ‘brought in’ labour market actors to address trafficking in human beings from this particular perspective. At the end of the

intervention, “there was a high degree of local and national ownership of the project results. This was reflected by the consensus among a broad range of stakeholders about the need to continue addressing trafficking in human beings and about the role of labour market and its actors in this area. This level of understanding and consensus is a clear testament to the achievements of the project” (quote from final evaluation report).

212. In **Zambia**, the government just adopted a new Policy to combat human trafficking (following on new legislation). The ILO and other UN agencies are providing technical assistance for its implementation.

Future planning

213. **PEPDEL**: Activities described above are continuing and will evolve on the basis of decisions made in the review process involving key stakeholders through the PAC meetings in early 2010. Activities planned for 2010 in **China, Thailand** and **Viet Nam** as part of the work planning process in 2009, will contribute to the capacity of these States to develop effective policies and practices to promote the employment of persons with disabilities.

214. In **Ethiopia**, as in Viet Nam, PEPDEL support will be called in for the development of regulations to give effect to the Proclamation on the Employment of Persons with Disabilities.

215. In **Thailand** activities planned for 2010 with the Ministry of Labour and the Employers’ Confederation of Thailand will be to support the implementation of the Ministerial Regulations that are currently being discussed at Cabinet level. The Regulations mainly relate to the change of the quota system and to the new shift in mandate to work on the employment of persons with disabilities from the Ministry of Social Development and Human Security to the Ministry of Labour.

216. In **Viet Nam**, continued support from the PEPDEL is very much needed, especially in 2010 and 2011 when the Government will be required to issue a Decree to guide the implementation of Vietnamese Persons with Disabilities Act, once this has been adopted.

217. **SAP-FL**: this work must continue and be intensified in target countries, in particular those in which additional technical cooperation resources can be mobilized to support further policy and technical advice to government and social partners, and programme development/-implementation. The target for 2010-11 biennium for the forced labour outcome is 10 member states to have taken significant steps in the prevention/elimination of forced labour including human trafficking.

Immediate outcome 1.b.1.: Increase constituent and development partner capacity to develop or implement policies or measures focused on reducing child labour.

(Contributing Project: **IPEC** - Overall ILO Target: 10 member States in the Africa region, 15 cases across all other regions - Contribution of the ILO-Irish Aid Partnership Programme: 3 member States in the Africa region, 3 cases across all other regions)

Extent to which IPEC has been able to increase constituent capacities

218. **IPEC:** This partnership seeks, inter alia, to add value to ongoing work and activities undertaken by the ILO-IPEC projects in the field financed by other donors. That requires strong coordination, notably in the context of the development of networks of employer and trade union focal points on child labour. In this context, the training of focal points in both employers' and workers' organisation on child labour and social dialogue issues remains a priority. A sub-regional training seminar for trade unions focal points in Barbados followed the same content and strategy of previous sessions in the regions financed by other projects.

219. This event was successful in a chain of activities supported in particular by our training programme which had already enabled participants elsewhere. The combined results have now paved the ground for the implementation of the ILO/IAPP Work plan in 2010 and 2011.

Extent to which IPEC has been able to increase development partner capacities

220. **IPEC:** The project seeks to use IPEC's 'south-south initiative in combating child labour' as a vehicle to promote peer-sharing experience to enhance the networks of employers' and workers' organizations active in policy development and their capacity for advocacy and campaigning. This is a strong component of the initiatives developed and negotiated by the three departments and the field that is transformed into related activities.

Future planning

221. **IPEC:** We aim at increasing our activities in both areas of work.

(Intermediate outcome 1.c: International labour standards are broadly ratified and significant progress is made in their application.)

Immediate outcome 1.c.1: Increase member State capacity to ratify and apply international labour standards.

(Contributing Project: **PEPDEL, SAP-FL** - Overall ILO Target: 5 member States different from those in the other indicators - Contribution of the ILO-Irish Aid Partnership Programme: 1 member State in the Africa region)

Extent to which member State capacities to ratify ILS have been increased

222. **PEPDEL:** Most project countries of East Africa and East Asia have already ratified ILO Convention No. 159 concerning the Vocational Rehabilitation and Training of Disabled Persons – the exceptions are Viet Nam and Tanzania

223. In **Tanzania**, the capacity to ratify C159 has been enhanced through the development of a draft new law concerning persons with disabilities, in Phase 2 – this law continues to be considered by the Attorney General's office.

224. In **Viet Nam**, a review of existing legislation and policies is currently underway, in preparation for a decision to ratify ILO C159 concerning Vocational Rehabilitation and Employment of Disabled Persons; and a commission has been established to plan a comprehensive review of

laws before consideration is given to the ratification of the comprehensive UN CRPD. PEPDEL advice has been sought in relation to both reviews.

225. Countries capacity to ratify the UN Convention on the Rights of Persons with Disabilities has been enhanced, as evidenced by the reports of workshops that have been held, the disability audits carried out, the new legislation introduced. Evidence in respect of specific countries is provided in the sections referring specific project questions in the completed Self-evaluation questionnaire.
226. **SAP-FL:** The ratification of ILO Forced Labour Conventions by **China** has been promoted at national level. The 2009 evaluation of ILO-China technical cooperation MOU in this respect was highly positive and the Government requested continuing ILO support. China's ratification of the Palermo Trafficking Protocol has been accelerated. An inter-ministerial agreement was reached in 2008 indicating that there is no major obstacle to China ratifying the Protocol, and it was finally ratified in December 2009.
227. **Viet Nam** was provided technical assistance that led to the ratification of the Forced Labour Convention No.29 in 2007.

Extent to which member State capacities to apply ILS have been increased

228. **PEPDEL:** The capacity of participating countries to apply the provisions of C159 have been enhanced through project activities, including disability audits of laws; workshops to review laws and policies and debate recommendations for change; to disseminate information about new laws and associated requirements; to review existing provisions and changes required in vocational training provisions for persons with disabilities; and a training workshop for judges.
229. In **China**, during training workshops on ILO C. No.111 on Discrimination in Employment and Occupation, attention was drawn through showing Partnership Programme awareness-raising materials (the flash video "Count Us in ", and the video "From Rights to Reality: Trade Unions Promoting in Decent Work for Persons with Disabilities "), and DET knowledge was delivered to officials of the Ministry of Human Resource and Social Security (MoHRSS), as well as staff of employers' and workers' organizations. Collaboration between the ILO project on C.111 and PEPDEL has led to the inclusion of a chapter on disability in the recently drafted "Equality and Non Discrimination at Work in China: Training Manual" to be used in training of constituents.
230. **SAP-FL:** In **India**, sustained effort over many years to engage the government and partners in action against bonded labour is paying dividends. The employer-based model being piloted in Tamil Nadu brick-kilns and rice mills (convergence of welfare schemes for social protection of migrant workers plus recruitment/contract/wage regulation, rights education and other interventions) has been hailed by MoLE as "revolutionary", and efforts are underway to replicate the approach in at least 3 other states – AP, Haryana, and Orissa.
231. In **Nepal**, with ILO assistance, the government and social partners are reviewing the recently-adopted legislation on foreign employment, to identify what improvements may be necessary to assure proper protection of Nepali migrant workers overseas.

232. In **Pakistan**, the capacity-building programme has targeted hundreds of senior civil servants, members of the judiciary, police and other agencies. In both India and Pakistan, the government has established working groups to review the current bonded labour legislation and proposes necessary amendments. The Government of Punjab in Pakistan has allocated significant resources (\$1.7 million) to its own project to combat bonded labour in brick kilns. The ILO provided TA for project design. Some elements of Pakistan's National Policy/Action Plan have been implemented: e.g. registration of brick kilns, creation of legal aid cells.
233. In **Peru**, the creation of a division against human trafficking in the National Police, the inclusion of forced labour in the agenda of the Ministry of Education, the introduction of severe sanctions for illegal logging, a communication strategy to raise awareness on forced labour, as well as many trainings of public servants and other strategic stakeholders.
234. In **Tajikistan**, the SAP-FL facilitated closer cooperation between Tajik and Kazakh authorities on the protection of migrants and prevention of forced labour. A bilateral agreement is now under preparation.

Future planning

235. **PEPDEL**: Continuing project activities will further contribute to States' capacities to apply the provisions of C159, and also, where relevant C. No 111 concerning Discrimination in Employment and Occupation. Activities relating to the provisions of these conventions will be listed in the country-level action plans; relevant materials will be translated into national languages and disseminated; other activities (such as disability audits or legislation, technical advice on policies) will be supported – these will also be reflected in work plans
236. **SAP-FL**: This work must continue and be intensified in target countries, in particular those in which additional technical cooperation resources can be mobilized to support further policy and technical advice to government and social partners, and programme development/-implementation (e.g. certain components lag behind in Pakistan such as no national survey has yet been conducted to date, slow progress on reinvigoration of District Vigilance Committees). The target for 2010-11 biennium for the forced labour outcome is 10 member states to have made significant progress in the prevention/elimination of forced labour including human trafficking.

2nd Strategic link:

Strategic Project Objective No. 2: To create greater opportunities for women and men to secure decent employment and income.

Intermediate outcome 2.a: Coherent policies support economic growth, employment generation and poverty reduction.

Immediate outcome 2.a.1: Increased constituent capacity to develop policies and policy recommendations focused on job-rich growth, productive employment, and poverty reduction

(Contributing Projects: **WEDGE, PEPDEL, INCLUDE** - ILO Target: 6 member States in the Africa region, 18 member States across all other regions - Partnership contribution: 2 member States in the Africa region)

Extent to which constituent capacity to develop policies and recommendations have been increased

237. **WEDGE:** overall, the project has provided technical advice, capacity building and knowledge sharing for ILO constituents to enable them to ensure that entrepreneurship development policies are sensitive to the needs of poor rural women and are formulated from a holistic perspective (incorporating the need for business training as well as affordable follow-up advice and services).
238. **Cambodia:** The 2009-2013 update of the Cambodian National Strategic Development Plan adopted by the Cambodian government includes thorough mention of WED as a priority area. The section on planned actions to implement prioritised policies mentions economic empowerment of women" as one of the priorities and in particular calls for MOWA with relevant stakeholders to "Support and advocate for expansion of opportunities and employment creation for women, including the informal sector" and "Strengthen business development services to support and develop micro, small and medium enterprises for women".
239. **Ethiopia:** capacity of partners already enhanced in assessing the conditions for growth-oriented women entrepreneurs in phase II of the project. Recommendations drawn up and disseminated broadly; capacity of partners strengthened to analyse the Micro and Small Enterprise (MSE) Development strategy for gender sensitivity and inclusiveness (through WED capacity-building training).
240. **Lao PDR:** the draft SME Action Plan to be submitted as part of the new 7th National Socio-Economic Development Plan states that women's entrepreneurship development is a priority.
241. **Kenya:** capacities of the Federation of Women Entrepreneurs' Associations (FEWA) enhanced to lobby for an enabling business environment. FEWA is also represented in the team that is reviewing the SME BILL. Women Entrepreneurs Associations increased representation in trade bodies has improved their contributions to decision-making.

242. **Tanzania:** the project has increased capacity of partners and women entrepreneurs' associations to support growth oriented women entrepreneurs.
243. **Uganda:** No specific WED training conducted yet but aspects and guidelines of MSME policy development delivered during forums on MSME policy recommendations review, where partners gained basic knowledge on Policy Formulation and review process.
244. **Zambia:** the project has increased capacity of constituents and partners to understand and serve the needs of women entrepreneurs through training of trainers in WED capacity-building. Those trained are training others in their respective organisations. (List of participants is available upon request)
245. **PEPDEL:** legal frameworks to promote opportunities for women and men with disabilities to obtain decent employment opportunities have been enhanced in all project countries. These provide the basis for policies to give effect to the provisions. The project is currently providing support to the review of vocational training policy and practice in one country (**Zambia**); other support to the development of policies is envisaged for 2010.
246. Further contributions have been made in the form of support to the inclusion of disability concerns in the poverty reduction strategy (PASDEP) in **Ethiopia**; in the planned 6th National Development Plan 2011 – 2015, as well as the UNDAF in **Zambia**, and through the newly established UN Inter-Agency Task Force in **Thailand**.
247. **INCLUDE:** Given the innovative nature of the inclusive approach promoted by INCLUDE, it is too early to explicitly state that the project has contributed to increased constituent capacity to develop policies and recommendations in line with the objective of developing coherent policies and policy recommendations based on job-rich growth, productive employment and poverty reduction.
248. However, it can be said that, through DET, constituents in **Lao PDR, Viet Nam** and **Zambia** have increased capacity to understand disability issues as a first step towards mainstreaming disability in relevant policies.
249. In **Viet Nam**, where the Disabled Persons Association of Hanoi is recognised by MOLISA as an agency to be involved in consultations on legislation and policy, this DPO and its member associations (14 districts) were trained in project planning, and have now established disability implementation plans, thus enhancing their capacity to participate in consultative processes.

Future planning

250. **WEDGE:** the Global project will develop a policy brief on developing programmes in WED. Further strengthen the capacity of women entrepreneurs' associations to develop effective advocacy messages and strategies in order to make sure that policies are effective. Advocate for inclusion of WED in all national employment and/or national SME strategies. WED on the agenda of all major ILO meetings with PSD on the agenda.

251. **Ethiopia**: implementation of the recommendations proposed in the assessment and the revised MSE Strategy. The revised MSE strategy needs to be endorsed by the Council of Ministers and publicised.
252. **Lao PDR**: the project will collaborate with its counterparts to try to ensure that the draft SME Action Plan includes clear objectives on WED, more details on how to promote WED and clear specification of the resources and institutional commitments required to realise these objectives.
253. **Tanzania**: WEDGE, in collaboration with the Ministry of Industry Trade and Marketing and the University of Dar es Salaam's Faculty of Commerce, will conduct a mapping exercise to assess growth of women's enterprises and to identify relevant interventions.
254. **Uganda**: lobby for constituent and partner involvement in the MSME and the national informal sector development process.
255. **Zambia**: monitoring, supervision and certification of trainers to continue reaching out to more organizations.
256. **PEPDEL**: the PEPDEL country work plans for 2010 include activities to further enhance constituents' capacity to develop policies and recommendations aiming to create greater opportunities for women and men to secure decent employment and income.
257. In **Ethiopia** further workshops will be arranged at local level to collect feedback from constituents for the formulation of directives relating to the implementation of Proclamation 568.
258. In **Thailand**, activities are planned to enhance the capacity of employment service centres of the Ministry of Labour in five provinces to cater for job-seekers with disabilities. This will be reflected in policy and related recommendations, and will lead to increased employment opportunities for women and men.
259. In **Viet Nam**, the emphasis on disability issues in the recently launched UN toolkit on Human Rights, which cites the UN CRPD as a human-rights tool, will be supported by PEPDEL when it comes to the design of UN programmes and projects for the coming years.
260. **INCLUDE**: to provide DET in all countries, to relevant stakeholders at different levels of administration; to continue compilation of information on good practices in disability inclusion, to be published in practical guides, translated into national languages and widely disseminated.

Immediate outcome 2.a.3: Increase member State capacity to develop policies or programmes focused on youth employment

(Contributing Projects: **PEPDEL**, **INCLUDE** - ILO Target: 9 member States in the Africa region, 9 member States across other regions - Partnership contribution: 3 member States in the Africa region, 1 member State in Asia)

Extent to which member State capacities to develop policies or programmes focused on youth employment have been increased

261. **PEPDEL**: the laws policies and programmes referred to above cater to youth with disabilities, as young people form the majority of the population of persons with disabilities in most project countries. Specifically, links have been established with a Youth project in **Zambia** and initiated with the **Regional Youth Programme in East Africa**, to promote attention to youth with disabilities. Linked to previous ILO project work, several job fairs have been organized by MoHRSS, CEC and CDPF in **China** to provide job opportunities for young people with disability in 2009.

262. **INCLUDE**: the project focus to date has been on the establishment of the INCLUDE agencies and on developing capacity to conduct DET. It is thus premature to say that project activities have led to increased State capacity to develop policies or programmes focused on youth employment. Nonetheless, since most disabled persons in countries covered by INCLUDE are young, and involved in vocational training or seeking jobs, some activities can be said to be of particular relevance to young people with disabilities.

263. In **Ethiopia**, the INCLUDE agency has collaborated with a private employment agency, Info Mind Solutions PLC, (IMS) to ensure the participation of young job-seekers with disabilities in the biggest ever job-fair held to date in Addis Ababa.

264. In **Cambodia** and **Lao PDR**, INCLUDE has promoted the inclusion of young people with disabilities in the work of the ILO on new employment service centres. Young women are targeted through the partnership with WEDGE.

265. In **Viet Nam**, a job fair for persons with disabilities supported by the ILO has provided an opportunity for young disabled job-seekers to be exposed to employment possibilities.

Future planning

266. **PEPDEL**: Promotion of further links with youth projects in **Zambia** and tentatively in **Ethiopia**. This has been agreed upon with the Regional Youth Employment Specialist, but proceedings depend on the funding situation of these youth projects, and activities are envisaged at the second half of 2010.

267. Connecting the Asia Pacific Youth Network on Employment (APYouth Network) with regional networks of persons with disabilities (February – December 2010). A first discussion on vulnerable disabled youth will be moderated for three weeks in March – April 2010. APYouth Network currently has over 400 members including many young entrepreneurs who are starting their business. The community of practice will provide an opportunity for disabled students in

vocational training centres and activists from disabled people's organizations and academia to participate, exchange knowledge and discuss issues of discrimination and employment.

268. A tentative activity would be Disability Equality Training (DET) for ILO staff working on these youth projects arranged in collaboration with INCLUDE. Disability modules could also be included in Training of Trainer workshops undertaken by these youth projects, for example in IYBS (Improve Your Business Skills) and further support given to the trainers to enable them to include youth with disabilities in their training programmes.

269. **INCLUDE**: to promote an inclusive approach to vocational training and to employment services, thereby implicitly building the capacity of member States to develop policies or programmes focused on youth employment.

Immediate outcome 2.b.1: Increase member State and constituent capacity to develop or implement training policies

(Contributing Projects: **WEDGE**, **PEPDEL**, **INCLUDE** - Overall ILO Target: 9 member States in the Africa region, 9 member States across other regions - Contribution of the ILO-Irish Aid Partnership Programme: 3 member States in the Africa region, 1 member State in Asia)

Extent to which member State capacities to develop and implement training policies have increased

270. **WEDGE**: See answer below with respect to constituents.

271. **PEPDEL**: In Zambia, technical support has been provided to the Ministry of Science, Vocational Training and in the development of an action plan to give effect to a policy decision to include persons with disabilities in the general vocational training systems; and also to upgrading the curriculum of the national training centre for persons with disabilities.

272. **INCLUDE**: To date, the contribution of INCLUDE to this objective and outcome has been limited, since the focus has been on the development of a capacity to support inclusive approaches to disability through support to the establishment of development of INCLUDE agencies, and the capacity to conduct DET.

Extent to which constituent capacities to develop and implement training policies have increased

273. **WEDGE**: The WEDGE project has provided technical advice, capacity building and knowledge sharing for ILO constituents to enable them to design entrepreneurship training policies that are sensitive to the needs of poor rural women and are formulated from a holistic perspective (incorporating the need for business training as well as affordable follow-up training and other services). The Global WED coordinator in Geneva is also responsible for the entrepreneurship education programme of the ILO. In this role we build policy and programme training that is implemented mainly in vocational and technical training schools.

274. **Cambodia**: the project has provided capacity building for MIME, MOLVT, CAMFEBA and other partners on how to design and implement training activities for WED promotion using various

WEDGE tools. The national knowledge-sharing workshop on successful strategies for WED (Nov09) served to familiarise policy-makers in ILO constituent and other partner organisations with the various training tools and methodologies that have been demonstrated in practice by WEDGE at the field level. A series of five gender mainstreaming training workshops (Dec09) has strengthened the capacity of MOLVT and MIME staff to implement gender mainstreaming strategies in their work, including the design and implementation of training programmes and policies. One of these five workshops was specifically with Directors and Deputy Directors of Provincial Vocational Training Centres (under the MOLVT) in order to build their capacity to offer vocational training programmes that are sensitive to the needs of both women and men and that promote gender equality.

275. **Lao PDR:** The project has provided training (dec09) on gender mainstreaming strategies to its main counterpart agency, SMEPDO (under the Min of Industry and Commerce), with participants also from the Ministry of Industry and Commerce. These new skills will enable SMEPDO and other organisations to review their training policies and programmes on entrepreneurship from a gender perspective, and to adjust them to better respond to gender equality concerns.
276. **Ethiopia:** A memorandum of understanding was established between the ILO and the Ministry responsible for Vocational training. From October 26th to November 7th 2009, the first two workshops to train Technical, Vocational Education and Training TVET teachers in KAB took place in Addis Ababa. These workshops gathered around 60 TVET teachers and were the first steps towards achieving full implementation of KAB material into TVET institutions in Ethiopia by the next academic year. The MoU signed by the government integrates KAB into the national curriculum.
277. **PEPDEL:** A workshop was held by the Ethiopian National Disability Action Network (ENDAN) with PEPDEL funding, in the second half of 2009, to address issues relating to the training of persons with disabilities and to discuss a draft framework for Special Needs Education in TVET in Ethiopia prepared by the Ministry of Education.
278. A workshop on Vocational Training for Persons with Disabilities took place with cost-sharing by Rehabilitation International, as part of the process of gathering good practice information and identifying issues that need to be addressed globally, as contribution to advocacy work of PEPDEL in promoting laws and policies which promote the inclusion of persons with disabilities in mainstream vocational training programmes. The presentations at the workshop and the background paper contribute to the knowledge base for capacity building in the project. The report can be consulted at http://www.ctnerhi.com.fr/fichiers/ouvrages/Quebec_Seminar_Rpt_FINAL_21_Oct_08.pdf
279. **INCLUDE:** No progress to date.

Future planning

280. **WEDGE: Cambodia:** More work (in 2010) to link demonstration of the impact of successful business training programmes in vocational training centres to the policy-level in order to make sustainable changes that will have an impact at the national level (depending on availability of external funds because this activity is not foreseen in the project document).
281. **Lao PDR:** follow-up on the design and methodology of training as reflected in the new draft 2011-2015 SME Development strategy of SMEPDO.
282. **Kenya:** WEDGE KENYA is yet to influence the universities and other learning institutions to take up the WEDGE training tools in their short term courses curriculum.
283. Follow up on the implementation of the new KAB gender sensitive version when the 2010 revision comes out. The project has not been as closely involved in KAB programme (entrepreneurship education for youth) as it was integrated into the school system several years ago. More information about KAB-Kenya can be found at the following link:
http://www.knowaboutbusiness.org/index.php?option=com_k2&view=itemlist&task=category&id=107:ke&Itemid=138
284. **PEPDEL:** Continuing support in addressing the issues relating to vocational training of persons with disabilities in the project countries; customization, translation and pilot testing of guidelines on inclusive vocational training, developed by the ILO's Disability Team; dissemination of the of good practice guide on inclusive vocational training (and also good practice in vocational training for people with disabilities) once finalized, following pilot testing. The activities will include meetings to examine the legal and policy underpinnings of an inclusive approach to Technical and Vocational Education and Training – specific activities are already planned for Viet Nam, China and Thailand in 2010.
285. In **China**, a pilot assessment on the employment situation and technical vocational education training situation of persons with disabilities in the rural areas in selected provinces will take place during the months of April to August 2010. It will be followed by a national workshop to share the findings and promote action scheduled for November 2010.
286. In **Ethiopia**, guidelines are already in preparation through a Finland-funded Special Needs Education Programme at the MoE; the PEPDEL will work together with MoE to ensure that maximum synergy of these efforts is achieved; four Regional Workshops will be held in February 2010 to collect feedback from the local level on the a framework document. These workshops will be undertaken by ENDAN in collaboration with the MoE and with PEPDEL funding. Following the workshops the draft framework will be finalized based on the feedback from the regions and through the Task Force established for the purpose of strengthening and finalizing the Framework. The PEPDEL project is represented in this Task Force. Further actions for the implementation of the Framework will be discussed and agreed upon with MoE before mid 2010.
287. In **Thailand**, a sub-regional workshop on inclusive vocational training and on good practices in improving employability of persons with disabilities has been planned for Nov-December 2010 and will be supported by activities in China and Viet Nam.

288. In **Uganda**, possibilities of pilot testing of the guidelines developed by the ILO's Disability Team will be explored in early 2010.
289. In **Viet Nam**, a national workshop on inclusive vocational training is scheduled for September 2010.
290. In **Zambia**, pilot testing of the guidelines developed by the ILO's Disability Team is envisaged and will take place in selected training institutions in collaboration with the Ministry of Science, Technology and Vocational Training, in addition to continued support to the MSTVT.
291. Translations of the guide developed by the ILO's Disability Team into local languages will be undertaken in Zambia and Uganda, in line with the demand that is likely to arise from piloting. The customized and translated guides will be disseminated in Ethiopia, Uganda and Zambia as well as through the sub-regional workshop on inclusive vocational training planned for December 2010.
292. **INCLUDE**: Sensitization of relevant member States (government and social partner representatives) through DET and specific technical follow-up advisory services to mainstream disability concerns into existing training policies and programmes on employment and livelihoods.

Immediate outcome 2.b.2: Improve member State capacity to develop or implement employment services

(Contributing Project: **PEPDEL, INCLUDE**)

Extent to which member State capacities to develop or implement employment services have been improved

293. **PEPDEL**: the project has not been directly involved in enhancing member State capacity to develop or implement employment services.
294. **China**: linked to previous ILO project work, a job-fair for persons with disabilities took place in Beijing in early 2009, with almost 50 companies taking part.
295. **Ethiopia**: arising from work carried out in the past, the Federal Civil Service Commission of is promoting equal employment rights through affirmative action for persons with disabilities in public employment. As part of the 2nd disability-related project (INCLUDE) the main private employment agency (IMS) was supported in including job-seekers with disabilities in a recent job-fair held in Addis Ababa; the service itself now caters to job-seekers with disabilities as part of the employment service offered. (See details in paragraph on Ethiopia below)
296. **INCLUDE**: in **Cambodia**, commitment has been given that three newly established employment service centres will provide services for persons with disabilities, with inputs from INCLUDE.
297. In **Ethiopia**, the INCLUDE agency (ECDD) has collaborated with Info Mind Solutions PLC (IMS), the leading private employment agency, in extending IMS recruitment and job-counselling services to disabled job-seekers. A Candidate Relations office with a disability has been appointed to IMS staff. ECDD also collaborated with IMS in running an inclusive Job Fair for the

first time in Addis Ababa, attended by many private employers who offered jobs for men and women including persons with different types of disabilities. About a third of the applicants in the job fair were persons with disabilities. A pre-fair orientation session was organized for disabled job-seekers, involving the director of Info Mind Solutions. Follow-up is taking place to examine the outcome for the job-seekers with disabilities.

298. In **Lao PDR**, training on inclusive employment service centres was delivered to the Ministry of Labour and Social Welfare.

299. In **Viet Nam**, as a result of INCLUDE advocacy, the Viet Nam General Confederation of Labour has planned a series of workshops on inclusive employment services involving 21 employment service centres to take place in early 2010.

Future planning

300. **PEPDEL**: capacity building will be arranged for the employment services in **Thailand**, as part of the work plan for 2010.

301. **INCLUDE**: continue to work closely with ILO employment services initiatives in the project countries and with constituents running employment services, to promote an inclusive approach and to support the implementation of this approach to technical advice and capacity building.

302. In **Viet Nam**, technical support for implementation of the proposed workshops.

3rd Strategic link:

Strategic Objective No. 3: Enhance the coverage and effectiveness of social protection for all.

Intermediate outcome 3.c: Labour migration is managed to foster protection and decent employment of migrant workers.

Immediate outcome 3.c.1: Increase member State capacity to develop policies or programmes focused on the protection of migrant workers

(Contributing Project: **SAP-FL**)

Extent to which member State capacities to develop policies or programmes focused on the protection of migrant workers have been increased

303. **SAP-FL**: Actions related to migrant workers have already been mentioned above on efforts to increase capacities to assist member States to apply ILS [see section "Extent to which member State capacities to apply ILS have been increased"], for example in India, Nepal, Tajikistan and other countries. Migrant workers, and particularly irregular migrant workers, are among the groups most vulnerable to trafficking for forced labour. As such, a large part of SAP-FL work aims at the protection of men and women migrant workers from these worst forms of abuse and exploitation. This concerns both internal and cross-border migrant workers.

304. In **Jordan**, the enhanced capacity of labour inspectors, including new recruitments, has led to the closure of abusive companies and identification of abusive cases involving migrant workers.
305. Indirectly, the research, the publications, the training and the advocacy generated by the programme have created a fertile ground for member states to develop their own capacities to protect migrant workers from FL/HT and opened an opportunity for interaction with the ILO throughout the world.

Future planning

306. **SAP-FL**: [see section "Extent to which member State capacities to apply ILS have been increased"].

4th Strategic link:

Strategic Project Objective No.4: To strengthen tripartism and social dialogue through all five projects.

Intermediate outcome 4.a: Employers and workers have strong and representative organizations.

Immediate outcome 4.a.1: Increase the value of employers' organizations to existing and potential membership

(Contributing Projects: **WEDGE**, **PEPDEL**, **INCLUDE**, **IPEC** - ILO Target: 30 cases, across all regions - Partnership contribution: 3 cases.)

Extent to which employers' organisation have been able to add value to their services to members and potential members

307. **WEDGE**: The value added that accrues from working with Employers' organization stems from the fact that these are organizations of business owners that include women. Employers' organizations design and deliver services women entrepreneurs can benefit from. With a mixed-gender membership, employers' organizations help women entrepreneurs to raise their collective voices for a better business environment. Employers have so far organized various training programmes for women entrepreneurs and WEAs in the areas of marketing and business linkages that can be forged among WEs and members of Employers' organizations. They have also organized training on leadership skills to WEAs and encouraged WEAs to become members of Employers organizations so that WEAs can benefit from the business services offered by Employers organisations and also advance issues of advocacy to give more voice to WEs/WEAs concerns.
308. **Cambodia**: CAMFEBA has improved capacity to offer technical advice to small business associations that are/want to become member of CAMFEBA thanks to participating in WEDGE training on Managing Small Business Associations.
309. **Ethiopia**: The project has assisted in enabling employers to introduce their services to women entrepreneurs as potential members; employers have forged networks with the five regional Women entrepreneurs' associations, delivered services and recruited women entrepreneurs as

members; employers have also developed policies on WED to strategically address issues facing women members.

310. **Kenya:** through WEDGE training support, women entrepreneurs associations (WEAS) have been empowered and as a result they have formed an umbrella body, FEWA, the Federation of Women Entrepreneurs' Associations, and launched the FEWA SACCO, a saving and credit cooperative. At the same time, WEDGE Kenya has facilitated consultative meetings between the Federation of Kenya Employers and WEAS/FEWA. Kenya Employers have joined the dialogue and incorporated WES in their productivity training events. They are now in discussion on how to develop membership criteria that is friendly to women entrepreneurs associations. WEAS have also expressed interest in collaborating fully with employers to build inter-firm linkages particularly with the large firms. WEAS representatives have participated in sessions on labour laws with the Federation of Kenya Employers (FKE).
311. WEAS have been able to enhance their representation and participation in trade bodies like KEPSA, FKE, Local Govt, PSDS.etc Export promotions Centre, and - empowered by the workshop on Enabling Environment for Women entrepreneurs in Kenya - are now engaging the government to demand for an enabling business environment.
312. **Tanzania:** WEDGE involves the Association of Tanzania Employers (ATE) at every stage of Programme planning and implementation. As a result the project's Advisory Committee has members from ATE who raise their concerns for policy recommendation and change.
313. **Uganda:** Federation of Uganda Employers (FUE) has delivered gender and enterprise training to WEs and added WEAs onto their membership base; FUE has initiated annual awards for women managers as a way of recognising women's contribution in employment.
314. With regard to Disabled Persons Organizations (DPOs), they also play a critical role in WEDGE PAC. DPOs advise the project on the best ways and approaches of including women entrepreneurs with disabilities into mainstream WEDGE's activities. In particular, they comment and advice on the kinds of accessibility requirements needed to involve WEs of different disabilities in training, exhibitions and other project interventions. The advice is also very important for WEDGE to orient WEAs to consider accessibility requirements of women entrepreneurs with disabilities to actively involve them in the WEAs and also to recruit more women entrepreneurs with disabilities as their members. The results from involving DPOs in the PAC have proved to be successful in that women entrepreneurs with disabilities are now actively involved in WEDGE's programmes. In addition, attitudes towards women entrepreneurs with disabilities have changed among non disabled women entrepreneurs and they participate equally in all WEDGE programmes, they exhibit their products together and share business experiences.
315. **Viet Nam:** the Viet Nam Chamber of Commerce and Industry (VCCI), through its Viet Nam Women Entrepreneurs Council, is the official counterpart of the WEDGE project. VCCI is implementing activities at national level that will help provide improved services to its women entrepreneur members (e.g. strengthening small business associations, gender equality and gender mainstreaming training). Training activities to start in early 2010. In addition, VCCI has

been closely involved in various baseline surveys and needs-assessments that have considerably strengthened the knowledge and skills of VCCI staff in the field of WED.

316. **Zambia:** the project facilitated dialogue between Employers' organizations and key Women Entrepreneurs' Associations such as the Zambian Federation of Associations of Women in Business (ZFAWIB) which has now affiliated itself to the Federation of Employers. As a result of this dialogue, the employers' federation is now aware of the needs of women entrepreneurs and women entrepreneurs' associations and vice-versa.
317. **PEPDEL:** in **China**, the CEC is compiling examples of good practice in the employment of persons with disabilities among its members, to add to examples gathered in Phase 2, for publication as a resource for all member companies and use in promoting the employment of disabled persons and the retention of workers who acquire a disability.
318. In **Viet Nam**, with PEPDEL funding, a consultative meeting with social partners and disabled persons' representatives took place to draft the 'Persons with Disabilities' Act, for the first time providing the opportunity for employers' representatives to express their views on the proposed provisions on employment.
319. At the request of the Management of the Blue Ribbon Employment Commission for people with disabilities (BREC), run by the VCCI, the ILO 'Code of practice on managing disability in the workplace' was translated into Vietnamese. This is the basic reference document planned for distribution to BREC members in the 1st quarter of 2010.
320. **Zambia:** a proposal by the Federation of Employers to customize and translate the ILO 'Code of practice on managing disability in the workplace' into national languages and to promote it among its member companies is currently under consideration.
321. **INCLUDE:** Through the Project Advisory Committees (PACs) employers' organizations have been involved in discussion of the inclusive approach in participating countries.
322. **IPEC:** So far our activities have had a greater focus on trade unions, but both workers' and employers' organisations have taken concrete actions and developed policies to combat child labour. In Latin America, employers have been active in combating child labour and disseminating their relevant guidelines throughout the region.
323. An example is mainstreaming WDAFL in national and international organisations, which already happens in key ones such as IOE (See: <http://www.ioe-emp.org/en/policy-areas/child-labour/index.html>) and ITUC (<http://www.ituc-csi.org/-child-labour-.html>).

Future planning

324. **WEDGE:** there is still a challenge in engaging some ILO constituents. This varies from country to country and depends on individual organisational capacities and focus.
325. **Lao PDR:** the project has not yet involved the Lao National Chamber of Commerce and Industry during this phase, although the earlier phase included a TOT workshop on Managing Small Business Associations for LNCCI with opportunities for LNCCI to practice their new skills at provincial level, working with business associations that are members of the LNCCI. WEDGE will

work in 2010 to find strategic entry-points for collaboration with the LNCCI as well as the closely affiliated Lao Business Women's Association. It is expected that better knowledge and skills on gender equality and gender mainstreaming would enable both organisations to design and implement better services and better outreach to members and potential members, hence we will explore the possibility of a further gender training workshop involving these two organisations.

326. **Ethiopia:** continue to enhance the links between employers and women entrepreneurs' associations (WEAs) and encourage the delivery of tailored services to WEAs and women entrepreneurs.
327. **Kenya:** a clear strategy to monitor the representation and participation of women entrepreneurs in decision-making/leadership positions; women entrepreneurs associations to push for the final part of the SME bill into parliament; efficient monitoring system to track gains in WED in Kenya; documentation of the collaboration and development of a working relationship between employers and WEAS (case study – good practice).
328. **Tanzania:** continue to build the capacity of WEAS to consolidate sustainable services that respond to the needs of their membership.
329. **Uganda:** spreading the current initiatives to reach other regions of the Country to benefit more WE's, WEA's and women managers in the field.
330. **Zambia:** Continued support on capacity building of staff and resource-mobilization to the Employers' federation so that it can be able to address the needs of women.
331. **PEPDEL:** in **China**, two workshops to promote access to employment for persons with disabilities in small and medium enterprises will be organized jointly with CEC in 2010. These will take place in Sichuan and a coastal province, yet to be designated.
332. In **Ethiopia**, while there has been active involvement of the Ethiopian Employers' Federation (EEF) in the previous phase of PEPDEL, to date in Phase 3, the level of activity has dropped for reasons internal to EEF which is in the process of significant internal change. A means of working with the EEF in Phase 3 needs to be developed, given that the organization was actively involved in the previous phase of PEPDEL, EEF.
333. In **Thailand**, the Employers Confederation of Thailand (ECOT) has planned two workshops with PEPDEL support, to raise awareness among employers on the forthcoming Ministerial Regulations on disability that will have an impact on the employment of persons with disabilities. The workshops will involve a total of 80 employers mainly with medium to large enterprises in the provinces of Bangkok and Rayon. (The implementation of this activity is subject to the entering into force of the Ministerial Regulations of Ministry of Labour.3)
334. In **Tanzania**, a suitable partner for the implementation of PEPDEL activities needs to be identified and agreement reached on a work plan for 2010. As mentioned above, PEPDEL will explore the possibility of engaging a partner to collaborate in carrying out project work in Tanzania mainland – it was envisaged originally that the ILO/IA PP Regional Technical Office

could instigate activities, but this has proven to be constrained by the demands of PEPDEL and INCLUDE activities and partnerships within the sub-region.

335. In **Uganda**, building on the situation analysis conducted with PEPDEL support in Phase 2 of the ILO/IA PP, additional funding for a Supported Employment Pilot Project will be sourced, in collaboration with ILO Dar-es-Salaam and the Federation of Uganda Employers (FUE) that will be involved in the advisory group for this pilot project and serve as a channel for involving member companies in the project.
336. In **Zambia**, discussions are underway with the Zambia Federation of Employers to agree on activities to be supported. Once finalized, these activities will be conducted in 2010.
337. **INCLUDE**: More targeted identification of how employers' organizations can be involved in INCLUDE activities in participating countries.
338. **IPEC**: More intense action will take place in Africa and Asia involving employers as well as trade unions. A Corporate Social Responsibility specialist has joined IPEC with views at enhancing strategies involving the business community. In that context and in the context of the Project, in late 2009 a study on CSR initiatives in the food, drink and tobacco sector in Latin America was initiated and will be completed in cooperation with SECTOR. Similar studies should take place on other industries and other regions.

Immediate outcome 4.a.2: Increase the value of workers' organizations to existing and potential membership.

(Contributing Projects: **WEDGE**, **PEPDEL**, **INCLUDE**, **IPEC** - ILO Target: 30 cases, across all regions - Partnership contribution: 3 cases)

Extent to which workers' organisation have been able to add value to their services to members and potential members

339. **WEDGE**: Generally, WEDGE in East Asia does not work much with workers' organizations, as these usually do not have the mandate or capacity or interest to provide entrepreneurship training for their members (who are workers, not self-employed or entrepreneurs). However, there is emerging interest among some trade unions to provide entrepreneurship training or to refer members to relevant training providers, in order to deal with the problems faced by laid-off workers in a context of decreasing job opportunities.
340. **Cambodia**: the Cambodian Women's Movement Organization (CWMO), a collective of women leaders from the main Cambodian trade unions, is a member of the PAC and as such takes part in technical discussions on the topic of WED and is part of a network of relevant organizations.
341. **Lao PDR**: there has been no concrete collaboration so far with workers' organizations because of their weakness in providing services to members and their lack of interest in providing training on entrepreneurship to their members.
342. **Viet Nam**: the (VGCL), the country's main trade union body, is a member of the PAC and as such takes part in technical discussions on the topic of WED and is part of a network of relevant organizations. However, as in Lao PDR, there has been no concrete collaboration so far with

specific workers' organizations because of their weakness in providing services to members and their lack of interest in providing training on entrepreneurship to their members.

343. **Zambia:** Workers' organizations like the Zambia Congress of Trade unions provided skills to potential and actual laid-off women workers through the training programme on Start and Improve Your Business (SIYB) that WEDGE supported. Twenty five trainers were trained in SIYB and 118 potential and actual laid-off women workers were trained under phase II of the project.
344. The ZCTU also reached out to more members with entrepreneurship skills, Improve Your Exhibiting Skills IYES skills and Training for Transformation skills using the WEDGE Tools. In addition, Workers' organizations like the Free Federation of Trade Unions (FFTUZ) provided training to members on how to combine formal employment and business as a MOWE activity during phase II.
345. **PEPDEL:** Workers' organizations are represented in the PEPDEL's PACs in each of the participating countries where PACs have been established i.e. **China, Ethiopia, Viet Nam, Thailand** and **Zambia** (Tanzania and Uganda still lagging behind); the video 'From Rights to Reality: Trade Unions promoting Decent Work for Persons with Disabilities', produced in Phase 2, has been dubbed into Thai, Chinese and Vietnamese. This video was shown during the workshop for C.111 held in December 2009 at where most of the participants were from the All China Confederation of Trade Unions. In Viet Nam, this video was shown at the national Disability Day celebration on 28 November, and reached a wide audience.
346. In most participating countries, workers' organizations are relatively weak when it comes to promoting opportunities for persons with disabilities. **Viet Nam** is an exception in this respect. PEPDEL is working to build the capacity of workers' organizations in relation to the project's purpose and the video mentioned here is one of the tools that have been developed for this.
347. **INCLUDE:** in **Ethiopia**, the Congress of Ethiopian Trade Unions (CETU) has developed a plan of action for 2010, to sensitise labour union leaders on the employment rights of disabled persons including job retention, training and promotion.
348. In **Viet Nam:** as mentioned above, as a result of INCLUDE advocacy, the VGCL has submitted proposals for a series of workshops to promote an inclusive approach in employment services and in vocational training, which have been approved by PEPDEL and will take place in 2010 – these workshops will also involve INCLUDE in disability sensitization of participants using DET.
349. **IPEC:** Agreeing a sustainable work plan among IPEC, ACTRAV and ACTEMP took longer than expected – as explained in previous progress reports - but some activities have been carried out that have strengthened the social partners' capacities to tackle child labour. One such event was the training in Barbados of trade union child labour focal points for the Caribbean region. The ITUC produced a video public service announcement to be used by affiliated members in their campaigns and awareness raising initiatives and will be used in training sessions for trade union focal points in forthcoming workshops in Africa, Asia and South-East Asia, in collaboration with ACTRAV and ACTEMP; the first of these workshops will take place in South Africa 3-5 March 2010.

Future planning

350. **WEDGE: Cambodia and Viet Nam:** explore the potential of implementing activities on WED with CWMO and VGCL and the expected sustainability of such activities.
351. **Zambia:** More capacity building of ZCTU and FFTUZ for their personnel and mobilization of resources in order for them to reach out to more members with demand driven services.
352. **PEPDEL:** In **Viet Nam**, the VGCL is proposing 4 workshops in 2010 to mobilise members to contribute to the promotion of the employability and employment of persons with disabilities. Workshops will be held in Hanoi and Ho Chi Minh City. They will target a total of 180 union members at leadership, management and implementation levels. Two workshops aim at 1) increasing the awareness of the VGCL's staff at all levels on the role of TUs in promoting employment for people with disabilities; 2) building capacity of TUs to use a rights-based approach in monitoring the implementation of the legal rights to employment of people with disabilities; 3) recommending ways of promoting employment for people with disabilities. A further two workshops will aim at building capacity of employment service centres and vocational training schools in providing job placement services and training courses for disabled persons. (as mentioned above under INCLUDE)
353. Video 'From Rights to reality: Trade Unions promoting Decent Work for Persons with Disabilities', to be dubbed into **Amharic**, local language of Ethiopia. The video will be used in China, Thailand and Vietnam in a series of social dialogue meetings planned for 2010.
354. **INCLUDE:** Facilitation of greater attention of workers' organizations to disability issues in training and employment, through capacity building activities, in particular DET.
355. In **Viet Nam**, support to VGCL - through DET for participants - in conducting the PEPDEL-funded series of workshops for its 21 employment service centres regarding the inclusion of job-seekers with disabilities in the service provided and capacity-building workshops for VGCL vocational training centres, to enable them to cater for persons with disabilities. These workshops will take place in March and April 2010.
356. **IPEC:** More focal point training sessions for workers' and employers' organisations are planned in the African and Asian regions. (Intermediate outcome 4.b: Social partners influence economic, social and governance policies)

Immediate outcome 4.b.1: Increase the capacities of employers and workers' organisations to participate effectively in the development of social and labour policy.

(Contributing Projects: **PEPDEL, SAP-FL, IPEC** - Overall ILO Target: 10 cases across all regions - Contribution of the ILO-Irish Aid Partnership Programme: 3 cases)

Capacity increase of employers' organisations to participate effectively in the development of social and labour policy

357. **PEPDEL:** the capacity of employers' organizations to participate effectively in the development of social and labour policy is demonstrated by employers' contributions at all workshops relating to laws, policies and programmes concerning persons with disabilities, organized under PEPDEL. The evidence for their contribution is contained in workshop reports. Overall, however, the capacity of employers' organizations in most of the project countries requires strengthening.

358. Employers' organizations are represented on the PEPDEL Project Advisory Committee in each of the participating countries where PACS have been established (**China, Ethiopia, Viet Nam, Thailand and Zambia**) – this provides an opportunity to represent employer views on themes addressed by the project. An example of the capacity building of employers' organizations is provided by PEPDEL sponsorship of the participation of a representative of the **Zambia Federation of Employers** in the course on Labour Market Integration of Persons with Disabilities at ITC Turin in April 2009.

359. **SAP-FL:** To determine how much capacities have increased is practically impossible since the situation of forced labour varies considerably between countries and cultures. It is not possible therefore to determine a reliable baseline except for indicative data on certain sectors and types of labour environments.

360. The "flagship" publication in the employers' arena has been the seven part package 'Combating Forced Labour: A Handbook for Employers and Business', currently available in both hard copy and CD format in **Arabic, Chinese, English and Spanish** (with other languages soon to follow). The Handbook has been distributed to business and employer representatives, and other stakeholders, in **60 countries**. It is now widely used in various training activities, usually led by CSR departments of MNEs. Furthermore, the engagement of IOE, UN Global Compact, UN.GIFT and others to link to the handbook on their respective websites and to promote it has been obtained.

361. During the 2009 Conference discussions on the forced labour global report, the employers' spokesperson highlighted this handbook as "one area of technical cooperation which employers particularly valued", observing that the key to its effectiveness was that it "was prepared in close and active cooperation with employers and is an effective and usable tool which continues to be implemented in the field".

362. A strong partnership has been developed with the International Organization of Employers (IOE). Over the past eighteen month period very significant progress has been made. The key to

success with employers' organizations has been a series of initial activities to engage with their members in different regions and at different levels, identifying their practical concerns, followed by the preparation and dissemination of high-quality guidance materials.

363. The programme with employers has benefited from engagement with international business actors and in some cases companies representing different economic and operational sectors. This ensures that any guidance tools take account of specific challenges and dilemmas experienced by employers, respond to their questions, and reflect any good business practice. For the first edition of the employers' handbook, for example, a leading international recruitment company facilitated the external review. With support of national employers' organizations such as the **China** Enterprise Confederation (CEC) and the **US** Council for International Business (USCIB) there has also been extensive engagement with individual companies through awareness and training seminars. A further good model was a training session in April 2009 for a major **Norwegian** company, with the support and participation of the Norwegian Employers' Federation. In **China**, an intensive training was held for the suppliers of a major multinational garment company in forced labour and non-discrimination in November 2009. The CEC has adopted and disseminated to its members its own Code of Practice on preventing forced labour and trafficking in persons.
364. In addition, the SAP-FL was a partner in an EBRD project on the prevention of forced labour in the **Russian** construction industry. The project was implemented in cooperation with the Russian Employers' Council. Achievements include the publication of a joint ILO/EBRD Working Paper ("Preventing forced labour exploitation and Promoting Good Labour Practices in the Russian Construction Industry"), development of a code of conduct to which EBRD and ILO provided comments and internal EBRD guidelines.
365. As already reported above, in **India**, the employer-based model being piloted in Tamil Nadu brick-kilns has been hailed by the MoLE as "revolutionary". Furthermore, as stated in the self-evaluation report on the ILO/DFID partnership last August, examples of employer and business organisations' practical actions initiated to combat FL and trafficking in **Brazil, China, Thailand, the Ukraine, and the USA**, can be found in the Annex 2, section 4.5 to that report. A technical consultation was held in **India** to engage social auditors and ethical brands group, involving 25 senior CSR representatives of brands sourcing from India.
366. At global level, the IOE has developed a website and policy guidance for members on addressing forced labour with technical input from the SAP-FL (forthcoming); and co-convened regional workshop for Asian employers and business on forced labour. See:
367. IOE Site: <http://www.ioe-emp.org/en/policy-areas/forced-labour/index.html>
368. Asia regional workshop: <http://www.ioe-emp.org/?id=296>
369. The SAP-FL participated in Turin Centre's training in October 2009 for social auditors on implementing core labour standards in global supply chains. Training focused on auditing forced labour and trafficking. See: <http://www.itcilo.org/en/flyers/2009/a901363/view>
370. **IPEC**: In several countries in Eastern Europe, Central Asia and Latin America employers have been very active in mobilising affiliates and good practices involving selected business sectors

have been developed and tested in sensitisation activities promoted by ACTEMP, either independently or in partnership with IPEC. In Argentina, for example, the private sectors and the affiliates of the Confederation of Industry have created a network of business to combat child labour.

Capacity increase of workers' organisations to participate effectively in the development of social and labour policy

371. **PEPDEL:** The capacity of workers' organizations to participate effectively in the development of social and labour policy is demonstrated by workers' contributions at workshops relating to laws, policies and programmes concerning persons with disabilities, organized under PEPDEL. The capacity of workers' organizations to participate effectively in the development of social and labour policy is currently relatively weak. Workers' organizations are represented on the PEPDEL Project Advisory Committee in each of the participating countries where PACS have been established (as indicated above, 5 of 7 countries).

372. **SAP-FL:** As with employers' organisations, to produce comparative figures on how much capacities have increased amongst workers' organisations is practically impossible. Nonetheless, as with employers and IOE, a strong partnership has been developed with the International Trade Union Congress (ITUC), although there has been a slight difference in operational approach:

373. The main SAP-FL support has been to the ITUC in Brussels: under a series of service contracts, SAP-FL funds have enabled ITUC to engage a full-time coordinator to lead its work against forced labour and trafficking. One important output, establishing the political framework for intensified trade union action, was the three-year Plan of Action for a Global Trade Union Alliance against Forced Labour and Trafficking, adopted by the ITUC General Council in December 2007. The ITUC has since carried out a range of activities in close coordination with the SAP-FL, including: the holding of regional conferences in Africa and Europe; guidance documents in four languages targeted at trade unions; a video clip on forced labour for the 2009 ITUC World Day for Decent Work; a "Mini Action Guide" in different languages explaining what trade unions can do in practical terms; and a new website on forced labour, including a three-monthly newsletter on ITUC action distributed to almost 3,000 recipients in **English, French, German and Spanish**. This has been described by the ITUC forced labour coordinator as "the fastest growing of all ITUC dissemination tools over the past two-year period".

374. Further activities with trade unions have been conducted at national level, sometimes in the context of technical cooperation projects e.g. in the **countries of the Southern Caucasus**, and in **Moldova and Ukraine**; sometimes funded by SAP-FL core funds e.g. as in **Viet Nam**, where a Plan of Action was agreed with the Labour Ministry following ratification of C29, that included specific trainings for officials and members of the VGCL in late 2007; and in **Zambia**, where a "package" of SAP-FL support was delivered in response to a request from the Ministry of Labour, which included research on forced labour and trafficking, and production of a follow-up training tool/handbook for trade unions.

375. To demonstrate the enhanced capacity of ITUC and affiliates to undertake effective action against FL, the ITUC has made a commitment to retain the services of the forced labour

coordinator (at 50%) once direct ILO financial support terminates at end of 2009. ITUC has succeeded in mobilising additional resources for projects on human trafficking (with Anti-Slavery International) and migrant worker protection.

376. **IPEC**: Almost all trade union organisations that have taken part in training on child labour and social dialogue have elaborated Plans of Action for their institutions and campaigns and awareness' raising activities to sensitise affiliates and members were carried out. Media coverage and the number of campaigns generated reflect the level of national trade unions centres' participation in the development of national policies.

Future planning

377. **PEPDEL**: Identify ways of effectively engaging and supporting employers' and workers' organizations in countries of East Africa and East Asia in planned activities to promote the effective implementation of legislation in 2010. Support the workers' and employers' organizations as outlined below:
378. In **China**: Organization of dialogue sessions on job retention through the video "Rights to Reality" dubbed in Chinese - March 2010; Finalise and publish the "Anthology of Excellent Enterprises in promoting the employment of people with disabilities" developed by CEC (first quarter of 2010); as mentioned earlier, organization of two workshops - one in a coastal province and one in the Sichuan province targeting SMEs on access to the labour market for persons with disabilities. (to be scheduled for mid 2010).
379. In **Ethiopia**, collaboration with the CETU is planned for 2010 through the support of four workshops at local levels for trade union leaders. The aim of the workshops is to raise awareness among the TU leaders about the rights of persons with disabilities and to introduce Proclamation 568, and to enable leaders to advocate at the workplaces for the implementation of these.
380. In **Thailand**: Organization of dialogue sessions on job retention through the video "Rights to Reality" dubbed in Thai (February – March 2010); Workshop to raise awareness of the ministerial regulations on hiring people with disabilities and their implementation, using "Managing Disability in the Workplace". Activities with ECOT are pending the approval of the regulations by Cabinet.
381. In **Uganda**, as mentioned earlier, the Federation of Uganda Employers will be involved in the advisors' group for the proposed Supported Employment Pilot Project, and serve as a channel for involving member companies in the project.
382. In **Viet Nam**: two workshops to promote the role of VGCL in promoting employment for people with disabilities (Hanoi and HCMC) – March, April 2010; two workshops to promote inclusive employment and inclusive vocational training for centres managed by VGCL (Hanoi and HCMC) - May and June 2010
383. **SAP-FL: Employers' organisations**: as regards employers and business, there are two key questions. One is whether SAP-FL should continue to promote the concept of a "Business Alliance"; and, if so, what membership and organisational structure it should assume, and what

role SAP-FL should take on within such an alliance. A second issue is funding, and the sustainability of a programme. How can private sector funding be secured, as part of the ILO's emerging policies on public-private partnerships?

384. So far SAP-FL has held a number of conferences to engage with business, organised together with the IOE, and limited engagement with companies.

385. The EBRD project was negatively affected by a restructuring of Russian employers' organisations. Future action should focus on direct engagement with concerned industries and companies.

386. **Workers' organisations:** As regards trade unions, the contracts with ITUC have been relatively costly. Despite the best efforts of its forced labour coordinator, progress has been quite slow, and to stimulate action at country level has sometimes proved challenging, given the ITUC's structures at central and regional levels. The network of trade union focal points at national level remains fragile, and in need of continuous support and capacity-building. Henceforth, a preferred strategy would be to provide for activities with trade unions in future field projects, encouraging ACTRAV's early and full engagement in the design of such activities and thus ensuring its full support when they are implemented.

387. Another avenue for support to trade union action is through the Global Union Federations. Some initial steps have been taken in this regard, but once again, progress has been slow. International Framework Agreements also represent an opportunity for work with GUFs, bringing them together with business actors to reach agreement about how to ensure that forced labour does not penetrate company supply chains.

388. **IPEC:** Further similar events are planned. We are currently planning child labour focal point training workshops for March/April 2010 in Bangkok for South-East Asia and the Pacific; for the Portuguese Speaking countries in Maputo (Mozambique); for South Asia (venue to be decided); and a national training in Indonesia. A second session of focal point training for employers' organisations will also take place in 2010.

Immediate outcome 4.c.1: Increase member State capacity to develop policies and labour legislation through more tripartite dialogue between constituents
(Contributing Projects: **PEPDEL, SAP-FL**)

Proportion in which the capacity of member States to develop policies and labour legislation through tripartite dialogue has increased

389. **PEPDEL:** in **Ethiopia**, workshops have been carried out with PEPDEL support in the major regions to collect feedback from constituents on Proclamation 568 for the purpose of developing the Directives on its implementation.

390. In **Thailand:** technical round table meetings and PAC meetings have provided an opportunity for line ministries, workers', employers' and disabled peoples' organizations to meet and exchange views. The meetings provided the opportunity for constituents to provide comments on the

draft Ministerial Regulations to give effect to the Act for the Empowerment of Persons with Disabilities being developed by the Ministry of Labour.

391. In **Viet Nam**: at the first PAC meeting of PEPDEL and INCLUDE, representatives of the Hanoi Law University (who had never been invited to such technical activities on disability issues) welcomed the opportunity to meet with those involved in law and policy implementation in relation to persons with disabilities and expressed interest in introducing the disability law and policy in the university's regular teaching programme.
392. In **Zambia**, with PEPDEL support, meetings involving representatives of Government, employers' and workers' organizations as well as of disabled persons groups have been convened on several occasions to review recommendations for legislative reform following a disability audit of legislation; to develop an action plan to give effect to the policy decision to make vocational training programmes inclusive of persons with disabilities. In addition, support has been provided to disabled persons organizations (DPOs) to review and comment on the new constitution
393. **SAP-FL**: Country and region-specific activities contribute to enhancing the ILO's ability to support governments, social partners and other stakeholders to implement national laws and policies against forced labour and trafficking.
394. Practically all actions reported above contribute to developing and implementing policies and labour legislation through increased tripartite dialogue e.g. in **Armenia, Azerbaijan, Bolivia, Brazil, Georgia, China, Georgia, India, Moldova, Nepal, Pakistan, Peru, Thailand, Tajikistan, Ukraine, the UK, the USA and Zambia**.

Future planning

395. **PEPDEL**: Continuation of support to tripartism in the review of policies and programmes, and emphasis on this in practical guides to be developed, such as the guide on disability audits of laws and policies.
396. In **Ethiopia**, links will continue to be explored to support of the new Proclamation on the employment of persons with disabilities and its popularization - specifically, in collaboration with MoLSA, further workshops to collect feedback from constituents at regional level for the purpose of developing Directives to Proclamation 568 are planned in the 4 remaining regions for early 2010.
397. In **China**: a forum on tax preferential policy for entrepreneurs hiring persons with disabilities and for people with disabilities to develop their own entrepreneurship skills will be held early in 2010. The forum aims to improve the formulation of effective policies and supporting measures to the taxation system in China.
398. **SAP-FL**: N/A.

Immediate outcome 4.c.2: Improve the capacity of the tripartite constituents to implement labour policies and programmes, through coordination at regional and sub-regional levels

(Contributing Project: **PEPDEL**, **SAP-FL**, **IPEC** - Overall ILO Target: 5 cases - Contribution of the ILO-Irish Aid Partnership Programme: 1 case)

Extent to which the capacity of the tripartite constituents to implement labour policies and programmes has been improved

399. **PEPDEL**: In **China**, the CEC is finalizing an “Anthology of excellent enterprises in promoting the employment of people with disabilities”, to be published in 2010.
400. In **Ethiopia**, popularization activities regarding the recently adopted Proclamation on the Employment of Persons with Disabilities have contributed to the capacity of the Government at different levels to implement the Proclamation
401. In **Thailand**, a proposal for strengthening the capacity of labour inspectors at national level to inspect workplaces with specific attention to disability issues has been submitted to PEPDEL by the Ministry of Labour.
402. In **Zambia**, arising from PEPDEL contributions, State capacity to implement a policy concerning the training of persons with disabilities in inclusive settings has been enhanced: a review of existing provisions has been conducted by a consultant and a team of Ministry officials; findings and recommendations were discussed at a consultative workshop in Lusaka and steps have been taken in the development of a concrete action plan. This follows on a PEPDEL supported review of the legal framework concerning skills development and employment of persons with disabilities whose findings were discussed at a meeting to agree on recommendations.
403. **SAP-FL**: SAP-FL has worked to strengthen regional and sub-regional cooperation, for example in **Latin America**, and to a lesser extent in **South Asia**. Although it is not possible to establish precise comparative measurement of the improvement achieved, the general perception shows a clear improvement from tentative and trial/pilot-type beginnings. The experience gained during the implementation of the project and the considerable background developed, supported by publications and training materials, enables the ILO and its constituents to upscale actions towards considerable impact during the next 18 months.
404. In November 2009, the ILO GB adopted a new action plan against forced labour and trafficking which provides further guidance to the SAP-FL’s future work.
405. **IPEC**: The child labour focal points targeted for training were nominated to officially represent their organisations and are normally the ones who represent them in tripartite national child labour committees and IPEC steering committees. Traditionally, it is through social dialogue consultation with these structures that policies on child labour are developed. Our enhancing social partners’ capacity in these matters strengthens the ability of these tripartite committees to develop adequate policies. This is one objective of this project. Given the support of the Irish government for this project, in consultation with ACTEMP and ACTRAV, links would be established with the Irish Congress of Trade Unions and the Irish Business and Employers

Confederation to keep them informed on the development of project activity. (Activity introduced in IPEC's Project Document):

406. Since Ireland ratified Convention No. 182, the Government has consistently signalled to IPEC its interest in establishing ways for the Government of Ireland to best implement the Convention, notably in the context of Article 8. Since 2001, IPEC has been dealing with the Child Labour group of the Irish Aid Advisory Committee (IAAC) by participating in meetings and seminars organised by Irish Aid.
407. The IAAC Background Report on Child Labour prepared in 2001 paved the way for this Project. The Irish Congress of Trade Unions played an important role in the determination of priority countries for Irish Aid as a reference for future earmarking of resources for child labour activities but has not yet been directly involved in the implementation of this project.
408. A fruitful direct channel of communication was established between IPEC and the IAAC to discuss the formalities and conditions involved in becoming a donor country and how the donor would be involved in discussions about the geographical and sectoral targets for financial support.
409. In this framework, IPEC submitted proposals for funding broad thematic approaches involving various countries, sectors and types of work, including agriculture, the small urban manufacturing and service sectors; forced labour; awareness raising and education action within SCREAM in Africa; and trafficking in the Balkans and Ukraine. These proposals were the first line of technical support requested to Irish Aid that lead to the present partnership to focus on social partnership.

Future planning

410. **PEPDEL**: Benchmarking of progress in relation to labour policies and programmes to be carried out through the development of a disability-friendliness index – a tool to assess government performance in promoting opportunities for persons with disabilities through labour policies and programmes concerning their employability and employment; continuing support to constituents in regard to the implementation of labour policies and programmes.
411. In **China**, the Anthology of Good Practice in the Employment of Persons with Disabilities, prepared with PEPDEL support, will be launched in July 2010 by the CEC and ILO/PEPDEL, at two events: one in Shenzhen province and one in Beijing. Some enterprises mentioned in the Anthology will be invited to attend, they will show case studies, lessons learnt, and experience knowledge sharing. The Anthology will also be disseminated to member companies by CEC.
412. In **Ethiopia**, it is envisaged that once the Directives for Proclamation 568 have been issued, likely by mid 2010, further workshops could be arranged during the second half of 2010 at the regional levels to popularise the Directives and to support the implementation of the Proclamation. This needs to be discussed with MoLSA and approved by the PAC.
413. **SAP-FL**: future donor support should be firmly anchored in producing forced labour outcomes in the SPF 2010-2015 (particularly in the absence of RB support at present), ensuring that the ILO meet these commitments through intensive efforts spearheaded by the SAP-FL in the context of

broader efforts to promote the 1998 Declaration on fundamental principles and rights at work. According to the SPF, the target is to reach at least 20 countries where tripartite constituents take effective action to eliminate forced labour and human trafficking.

414. **IPEC**: An assessment of results of the existing social dialogue and tripartite mechanism in selected countries will be undertaken and is reflected in the recent work plan. To discuss with ICTU their interest in participating more actively in the sharing of experiences with the national trade union centres in future focal point training sessions.

V *PROCESS IMPROVEMENT*

STRATEGIC LESSONS LEARNT

Primary lessons:

415. **WEDGE:** Entrepreneurship training for low-income women should include not only basic business skills but also access to business development services (professional trouble-shooting and follow-up-advice), facilitated access to credit, social and gender empowerment (for example, through group creation and financial education). This is necessary to enable women to start a successful business. Training agencies and other partners should therefore understand the need for a holistic perspective, linking entrepreneurship training with access to skills development training, business development support services and microfinance services.
416. Project implementation in Cambodia has clearly shown that poor rural women are suffering from multiple disadvantages (poverty, gender discrimination, often also discrimination on the basis of race or ethnicity, sometimes also widowhood or divorcee status) and need social empowerment in order to gain the necessary status in their communities in order to carry out business activities. Communities in Cambodia are still recovering from the trauma and deep divisions created by many years of war, and social empowerment activities are much-needed to build trust between villagers and to build confidence among women who usually have very low levels of literacy and therefore feel powerless vis-à-vis local officials and other elites. The Cambodian guidelines on the formation of Self-Help Groups have been very useful for the project whose NGO partners have established 138 self-help groups, composed of 6,206 people (5,368 of them women), most of them from families of working children. However, the committee members of these self-help groups require training in several fields in order to operate effectively.
417. In addition, it is often necessary to agree on and implement strict rules on a minimum number or percentage of women as committee members of these self-help groups, because without such special action very few women will have the chance to emerge as leaders.
418. The methodology to apply this lesson should ensure that project design is holistic, incorporating diverse training activities aside from business training and allowing for periodic monitoring of improvements in women's social and economic status. Project planners should be aware that this is especially important in post-conflict situations when communities may experience difficulties in getting together and supporting each other in business.
419. **PEPDEL:** Activities to raise awareness of laws and associated regulations should take place not only at national level but also at regional, district and local levels, since the implementation process involves government officials at every level.
420. For example, in Ethiopia, in the course of PEPDEL- funded activities to raise awareness of the provisions of the new Proclamation on the Employment of Persons with Disabilities at regional and district levels, it became clear that many officials at these levels were not aware of the Proclamation and appreciated the opportunity to learn about it and its practical implications.

421. A similar situation appears to have prevailed in China in Phase 2, and is anticipated for Zambia, once the draft Act is passed.
422. As a standard procedure, country PACs should have a focus on regional and district level activities and discuss such plans in coming meetings, to scheduled activities in 2010.
423. **INCLUDE**: The inclusive approach to service delivery promoted by INCLUDE is an innovation in participating countries and considerable investment in sensitization and training resources is required for government and service providers to effectively adopt this.
424. While laws in several of the participating countries emphasise equal opportunities and in some cases an inclusive approach, none of the participating countries to date has effectively moved from a separate approach to service provision for persons with disabilities.
425. The methodology to apply this lesson should include: more generally arranged continuation of sensitization through DET and capacity building in disability issues; appropriate technical advice to service-providers should be supplied where required; country-level communications campaigns should focus on the process of inclusion, highlighting good practices and lessons learnt.
426. **SAP-FL**: Some internal “boundary” issues still need to be resolved in the context of the 2010 -11 P&B exercise, and the SPF 2010-15 to ensure that all relevant ILO units contribute in the most effective way possible to the Office-wide outcome on the elimination of forced labour, and to the achievement of associated targets over the 6-year period. Continuing efforts are needed also to liaise with field colleagues, in some regions, to impress upon them the importance of linking to the FL outcome. However, given the limited number of CPOs allowed, it is unsurprising that in many instances, FL will not be prioritised.
427. The forced labour outcome is one of 19 office-wide outcomes but lacks regular budget support. In addition, it is currently undersubscribed in terms of the number of country programme outcomes that link to it.
428. The methodology to apply this lesson will include raised it in the course of internal consultations both at HQ and with the field for implementation planning for 2010-11.
429. **IPEC**: Some preparatory phase should be planned to make consultation sessions in the field for setting priorities and add time for the elaboration of the Project work plan.
430. The Project design process did not allow enough time to undertake full consultation with all key social partners in the field and the development of the final joint work plan took longer.
431. Therefore, Negotiations with donor for preparatory funds would be advisable.

Secondary lessons:

432. **WEDGE**: It is important to think carefully why a project may want or need to focus on women's entrepreneurship development. Is it because poverty is worse among women? Is it because women have not yet received appropriate services in this field? Is it because women need to receive separate services from men due to cultural reasons or because their education levels

are much lower? Is it because there is an assumption that it is easy to group women together in producer groups (or at least easier than grouping men)? It is important to be clear about the 'why' part, because it will influence the 'what' and 'how'. Sometimes women are better off receiving women-only services, but other times, it is more important to ensure that these women have access to existing services and that such existing services are improved from a business perspective and are gender-sensitive and gender-responsive services (i.e. that the services respond to women's needs and priorities and particular situations).

433. The methodology to apply this lesson should take into account the experience gained in Cambodia and Lao PDR, where the project is demonstrating the importance of making mainstream entrepreneurship development training and services equally available to men and women. Rather than building new services exclusively for women, the project promotes women's equal access to existing (but improved and more gender-sensitive) services such as business training, advisory services, facilitated registration, credit, etc).
434. **PEPDEL**: Translation of project materials into national languages increases impact.
435. Relatively few government officials have fluency in the English language. The national language versions of the PEPDEL publications have been rapidly absorbed, thus reaching a far wider number of constituents and stakeholders.
436. To apply this lesson, PEPDEL will make emphasis on translating existing and new materials into national languages in 2010.
437. **INCLUDE**: Incorporating DET as part of other technical training is a workable strategy that makes it possible to reach a wider group of trainers and service providers.
438. DET has been inserted in SIYB training in Viet Nam and Laos PDR and in Get Ahead courses in China, Ethiopia and Uganda. Good feedback has been obtained from participants through the course evaluation.
439. Application method: this approach will be promoted by INCLUDE in collaboration with WEDGE in all participating countries, and highlighted through the PACs. Long term sustainability is what we are aiming at, which is why we emphasise development of a sense of ownership among constituents.
440. **SAP-FL**: Measurable results and impact at country level cannot be expected too quickly. It takes time to build national consensus to acknowledge and address a forced labour problem, identify its main forms and dimensions, agree on the appropriate legal and policy frameworks, build the implementation capacity of the relevant institutions, and develop and disseminate the necessary tools. The ILO should thus focus on a limited number of projects where it has the clear competence and expertise to deliver results, over what may be a quite extended period of time. It is important also to develop appropriate exit strategies, handing over responsibilities to appropriately capacitated national institutions at the earliest opportunity.
441. SAP-FL has suffered from the short time frame of certain of its projects (specifically in West Africa and Latin America) which has meant that progress and impact have been compromised

and/or opportunities lost. By contrast, where ILO/SAP-FL has been able to act over an extended period of time, such as in India, impressive achievements have been recorded.

442. SAP-FL has also suffered from the small size of budgets of some of its projects, which means that it is both difficult to implement the activities because of the lack of staff capacity and financial resources, and that projects can only deliver a relatively small number of discrete interventions which do not “add up” to more than that and therefore don’t have any significant or long-term impact.
443. Application method: fund-raising efforts must be focused on a limited number of priority issues and geographical areas. ILO/SAP-FL should continue to work closely with its partners at international and national levels in order to leverage resources available from elsewhere to the extent possible, to supplement its own resources. ILO should not be in the business of running multiple projects in multiple locations, but focus clearly on its areas of comparative advantage in providing policy guidance and institutional strengthening, based on ground realities.

Tertiary lessons

444. **WEDGE**: It is useful to have a business orientation from the start of the project. This includes developing an appropriate exit strategy and promoting sustainability, preferably at the stage of designing the project intervention.
445. The WEDGE project includes a great variety of interdependent and at times complex activities. Therefore, in order to ensure expected results become sustainable outcomes, there should be provision for a comprehensive baseline right from the start of the project and a well developed monitoring and evaluation mechanism built into the design of the project.
446. Evidence: What we are doing in Cambodia is to establish a training infrastructure, conducting TOT courses for government agencies, local and international NGOs, other development projects, UN agencies, etc. This is demand-driven, and with the understanding that WEDGE does not provide more than minimal funding support for these agencies to conduct their own follow-up training for their own target group. In fact, many agencies pay for the entire TOT or at least share the costs (except for government agencies).
447. Methodology: When projects integrate sustainability strategies from the onset around achieving local control of activities and methodologies, the chances of succeeding are increased significantly. WEDGE project in Eastern Africa has systematically handed over the MOWE activities to partner organisations. This is partly because local control is part and parcel of the methodology and the concept. For example, in Zambia, MOWE activities are self-sustaining and happen now without the support of the WEDGE project.
448. **PEPDEL**: Involvement of constituents in the PACs and in the development and approval of annual work plans, and of key partners in submitting additional requests increases the relevance of PEPDEL to develop national support interventions. For example: in Viet Nam, PEPDEL was invited to become actively involved in the process of drafting the new disability law, a development which was not foreseen at the start of 2009; in Ethiopia, the need to disseminate the new Proclamation at regional, district and local level was identified through the PAC work planning process, thus enabling PEPDEL to support knowledge-building on this: in

China, the proposal to develop a new tax preferential policy measure emerged from the process of consultation linked to the work planning process, and PEPDEL will support a forum on this in 2010.

449. Methodology: The process of consultation with constituents through the PACs and more general terms is central to identify activities relevant to national circumstances as they develop.

450. Active participation of constituents is necessary for the review of laws and policies – this is encouraged in PEPDEL at the highest level possible both through PAC membership and specifically in discussions about specific activities with PEPDEL support. It is hard to specify the level of participation required for results which are frequently not completely or are minimally dependent on PEPDEL, such as a decision by the government or the national parliament to develop a new law or policy. PEPDEL works on informing participants about the technical services and other forms of support available, and on building trust and credibility, so that when a decision is made by the government or the national parliament, they turn to PEPDEL for advice and related support.

451. Employers should be highly involved, but this is not always the case, due to other priorities and demands on their time. In the case of workers' organizations, a high level of involvement would be desirable but the reality in many countries is that these organizations are relatively weak and have not yet addressed the issue of disability through a coherent policy standpoint. The exception to this pattern is Viet Nam where the workers' organization is quite active in policy making and in providing services to persons with disabilities.

452. **INCLUDE:** DET is a facilitation process that builds on the existing knowledge and skills of professionals as experts competent in their own fields, rather than a 'training' process. By rooting the learning in participants' own expertise and being respectful of this, DET is more practical, more action-orientated, more effective and less "threatening" than traditional methods of raising awareness of disability issues. DET workshops to date have enabled participants to identify ways in which their own work and programmes can be adjusted to facilitate the participation of disabled persons.

453. Methodology: to date, DET workshops have enabled participants to identify ways in which their own work and programmes can be adjusted to facilitate the participation of disabled persons.

454. **SAP-FL:** The ILO itself has at times promoted new priorities without considering the impact on existing successful projects, and without due consultation with programmes such as SAP-FL whose work can be prejudiced by such changes.

455. This was the case in a highly successful SAP-FL project in Latin America (covering Bolivia, Paraguay and Peru):

456. The new funding arrangements being introduced in ILO may be perceived as a threat to policy programmes such as SAP-FL that rely entirely on donor resources. Learning from the first round of RBSA, it is important that some RBSA allocations in future are reserved for the funding of core, priority programmes that do not have RB funding.

457. In the first round of RBSA, no allocations were made to HQ programmes; all funds went to field offices. Even where there was light earmarking to FL/HT issues, field offices did not consult with HQ about how these resources should most effectively be utilised.
458. Methodology: Lessons from first round of RBSA must be taken into account in planning the use of RBSA for 2010-11.

Further lessons

459. **WEDGE**: Where MFIs exist, it is important to link training beneficiaries and to facilitate their access to relevant services. It is also important to keep in mind that many rural people may not have the social and economic skills to make good use of credit and therefore it is important to increase their understanding of these products so they may make informed decisions about their use.
460. Evidence and methods: In Cambodia, WEDGE has developed a training tool called "Financial Education" which was in the first instance intended for families with children affected by or at risk of child labour. However, its application has been extended to many other vulnerable groups. This has also proven possible to link training beneficiaries/new entrepreneurs with other financial services, such as group health insurance, depending on their needs and on the existence of relevant MFIs/NGOs offering such services.
461. Where no MFI exists, for example in Lao PDR, WEDGE has been involved in the establishment of Village Banks. A handbook on Village Banking is available in English, which explains the process and requirements. Village Banks also provide a good opportunity to increase the involvement of women entrepreneurs in local leadership structures. Care should be taken to ensure that any newly established informal MFIs such as Village Banks operate in accordance with local regulations and are given appropriate support during their establishment and subsequent growth. The question whether members should be allowed to take out loans for non-productive purposes should be addressed from the start.
462. **PEPDEL**: Effective communications materials in a variety of formats are invaluable complements to technical publications and most effective in reaching key stakeholders yet unconvinced of the capacity of persons with disabilities.
463. Communications materials developed to date and translated into national languages have generated interest in the media and among other stakeholders in a way that technical publications cannot be said to have done.
464. Methodology: in 2010, increased emphasis will be placed on developing country-level media campaigns to tackle mistaken assumptions and stereotypes about the working capacity of persons with disabilities, with a view to generating increased employment opportunities.
465. **WEDGE**: It is important to assist not only individual micro-entrepreneurs, but also those who are ready to form their own producer group or business association (or to encourage them to do so).

466. Evidence and method: WEDGE is using a manual called "Managing Small Business Associations". In East Asia, we have had good interaction with employers' federations or associations who have used this manual to strengthen the smaller associations that are their members. Business associations are also a good vehicle for policy advocacy, as we often find that the policy environment is not always conducive for promoting women's entrepreneurship or for introducing gender equality messages and tools in this area. Experience in East Africa shows that support should not only be in the form of technical assistance but a case should be built to support associations with seed money to establish functional secretariats.
467. **WEDGE:** In relation to enterprises established by those who have received training on entrepreneurship through the WEDGE project, the project has little knowledge of the success or failure rate. Projects should consider from their start what monitoring systems are required, and to determine who will be in charge of them, how they will be funded, and who will use the information gathered.
468. Methodology: the WEDGE project in East Asia will focus more attention in the future on monitoring the success/failure rate of enterprises established by those who have received training on entrepreneurship through the WEDGE project.
469. **WEDGE:** WEDGE in Eastern Africa has worked significantly with Women Entrepreneurs' Associations. This is mainly because WEAs are the main organisations advocating for and serving the needs of women entrepreneurs, while in many instances constituents still face difficulties in doing so. However, Women Entrepreneurs' Associations face challenges in building and consolidating their organisations. Many rely upon the volunteer leadership of a strong, charismatic founder and minimal infrastructures. This means that they are liable to face organisational crises when the leader leaves, the organisation expands, etc. Having a strong and visionary leadership team, appropriate resources (human and financial), clear mission and objectives that are driven by membership, basic demand-driven services responding to membership needs, strategic and succession planning, relevant partnerships and the capacity to mobilise resources are just some of the many elements needed for sustaining an association over time. To achieve this though, many organisations and their leaders hold neither the relevant internal capacity nor the resources (human, time, funding, etc.) to undertake this work. Therefore having access to tools to build their capacity is key.
470. Evidence and methodology: Ethiopia - Through Association building training by WEDGE towards end of 2003 and strong leadership, Amhara WEA has been transformed from a 50-member, small association into a strong organization of over three thousand members, delivering various services to its members, having four branch offices and recruiting over 12 employees.
471. **WEDGE:** Gaining the support of the ILO's Regional offices and their Directors can be an effective way of ensuring political support for WED in the region and for leveraging partnerships and resources to upscale and expand over time and hopefully push for further policy improvement on including women's needs in MSME development and private sector development initiatives and mainstreaming gender equality into broader policy measures.
472. Evidence and method: In the Regional Office for Africa, when the Regional Director named WED to be a regional priority, Regular Budget Supplementary Account (RBSA) funds were allocated to

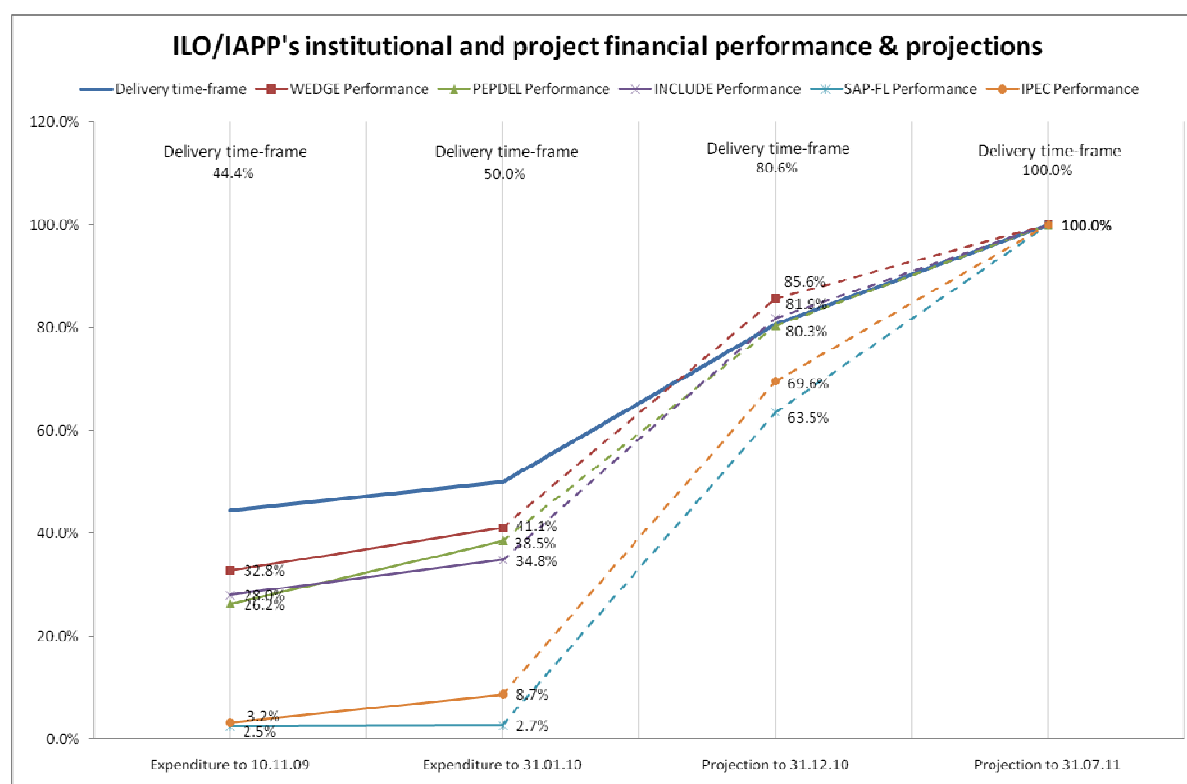
WED and the programme was able to expand into five new countries. Furthermore, a Regional WED forum was initiated under the auspices of this office to highlight the ILO's work in WED (mainly achieved through the Irish Aid partnership) and mobilise partnerships for WED in Africa. The African Development Bank signed on as a partner in this initiative and a platform for action on WED was established during the event (for which the WED programme is now looking for further partners to implement).

VI FINANCIAL PERFORMANCE AND PLANNING

Expenditure⁵ and future projections⁶

Projects	ILO/IAPP Budget Equiv.	Exp. 01.07.08 to 10.11.09	Exp. 11.11.09 to 31.01.10	Proj. 01.02.09 to 31.12.10	Proj. 01.01.11 to 31.07.11	Possible balance
WEDGE	4,431,952.00	1,454,536.36	368,348.28	1,971,488.28	637,579.08	0.00
PEPDEL	2,144,493.00	562,500.49	263,703.08	896,100.00	422,189.43	0.00
INCLUDE	2,287,459.00	640,323.54	154,917.11	1,077,611.00	414,607.35	0.00
SAP-FL	2,573,391.00	65,583.87	3,939.06	1,564,752.12	939,115.95	0.00
IPEC	1,429,662.00	46,225.57	78,532.78	870,000.00	434,903.65	0.00
Totals	12,866,957.00	2,769,169.83	869,440.31	6,379,951.40	2,848,395.46	0.00

Trends



Current budgetary concerns

473. **WEDGE**: Insufficient budget due to the unfavourable exchange rate makes it impossible to implement all planned activities. As a result, several activities on the work plans for Cambodia and Lao PDR have been deleted.

474. **PEPDEL**: there is greater demand for PEPDEL support than can be provided for due to budgetary constraints. There is a decline of the overall amount available in US Dollars due to exchange rate fluctuation at the time of the 2009 transfer from Irish Aid.

⁵ Extracted from IRIS

⁶ Estimations drawn up by Evaluation Manager in consultation with project managers.

475. **INCLUDE**: Decline in overall amount available in US Dollars due to exchange rate fluctuation at the time of the 2009 transfer from Irish Aid. Demand for INCLUDE activities will accelerate in 2010, as INCLUDE agencies become operational.
476. **SAP-FL**: Expenditure of Irish funds has been low as SAP-FL has been drawing upon its DFID and Netherlands core funding support, which expire end of March and end of April 2010 respectively. After this, SAP-FL's core programme will be funded almost exclusively by Irish Aid and therefore expenditure rates will be very much higher.
477. **IPEC**: There are currently no budgetary concerns.

VI Project teams' review of the ILO/IAPP initial risks assumptions

- i. **“Key interlocutors and partners could fail to engage throughout this Partnership Programme.”** – At the beginning of this phase, the risk was considered low but of high impact.

Regarding ILO in-country staff and Country Directors following progress on daily basis:

478. **WEDGE:** Ethiopia, Kenya, Uganda, Tanzania, Viet Nam and Zambia: active support from ILO Offices at all levels, generally good relations with constituents at highest levels.
479. **Cambodia and Lao PDR:** no official ILO country office with permanent staff exists in these countries, which has made it very difficult to adequately follow and influence policy developments, take part in UN working groups and be represented at high-level events. ILO staff and directors are of utmost importance in engaging key interlocutors and partners of the project and facilitating the work of the project. Hence, the lack of such support in Cambodia and especially in Lao PDR has made it difficult for us to carry out policy-level activities in these countries.
480. **PEPDEL:** ILO in-country staff and Country Directors follow progress regularly, but not on a daily basis.
481. **INCLUDE:** ILO in-country staff and Country Directors follow progress regularly, but not on a daily basis.
482. **SAP-FL:** In general, ILO in-country staff and Country Directors follow progress regularly.
483. **IPEC:** IPEC staff and the specialist keep all offices, from directors to administrative and finance officials informed and involved.

Regarding the current level of risk:

484. **WEDGE:** N/A. (please see above.)
485. **PEPDEL:** For **Thailand** the unstable political situation could become a risk factor. In **Zambia**, the fact that the Permanent Secretary of the Ministry of Communications and Social Services has changed twice in the course of Phase 3 of PEPDEL has made it difficult to follow up on the status of the draft Act, developed with PEPDEL support.
486. **INCLUDE:** In **Zambia**, the fact that the Disability Focal points appointed in government ministries have turned over rapidly is a constraining factor.
487. **SAP-FL:** Has remained low.
488. **IPEC:** No and it remains low as all actions foreseen in this projects are in connection with on-going activities and the priorities of constituents in the field.
- ii. **“The ILO tripartite constituents may not have the necessary capacity to assume responsibility for, and sustain, activities initiated under this Partnership Programme.”** – At the beginning of this phase, the risk was considered low and of high impact.

Regarding the level of constituents' commitment through the years:

489. **WEDGE**: The risk of lack of capacity is real and very high in both **Cambodia** and **Lao PDR**, especially within government circles. Both countries have low levels of education and training, and high levels of aid-dependency, which means that governments are unwilling and unable to devote the necessary resources and staff to assuming responsibility for the continuing the project's activities. Ministry staff members have received training through the WEDGE project but training cannot make up for the lack of appropriate structures within ministries, the lack of incentives for civil servants to perform at a reasonable level, and the lack of interest in engaging with and providing support for poor rural citizens.
490. **Uganda**: Limited capacity of constituents is seen. However, they still continue to show commitment with the project. The same applies to government.
491. **PEPDEL**: Governments are consistently demonstrating more interest than in previous years, due to the attention paid to the UN CRPD. Social partners are showing similar interest, though this is at a low level. The Ministry of Labour in Thailand has secured some funds for activities on disability for the years 2010-12.
492. **INCLUDE**: Participating countries are showing more interest in the issue of inclusion of persons with disabilities as a result of the momentum created with the entry into force of the UN CRPD.
493. **SAP-FL**: Too early to tell for the target countries under IAP. Good commitment is being shown already in **Nepal** where activities are most advanced (using other sources of funding).
494. **IPEC**: Yes, we have had constituents' commitment.

Regarding the ILO support from other DWCP elements funded by ILO regular budget or other donor funding:

495. **WEDGE**: WEDGE has received ad-hoc support from ILO regular budget for minor activities (translation, printing), but this is not related to the risk of low capacity. Financial and technical support from the G-RBSA project in **Cambodia** has been useful to build capacity of MIME staff on gender equality.
496. **PEPDEL**: Through ILO regular budget funds, translation and publication of several disability materials have been possible in **Vietnamese, Thai and Chinese**. Funds have also made available for activities in **Vietnam** and awareness-raising in **Thailand**. In East Africa, no ILO support through ILO funds has been necessary to date.
497. **INCLUDE**: ILO SRO Bangkok and the Viet Nam country office contributed approximately 9,000 USD for INCLUDE-related activities. Expenses involved in the media event during the ILO Governing Body meeting were substantially cost-shared through ILO regular budget funds.
498. **SAP-FL**: AGFUND funding secured in **Ethiopia** and **Nepal**; EC funding in **Zambia**. No RB contributions as yet.
499. **IPEC**: The success of this project is based also on the fact that the ground for activities with social partners has been prepared by projects previously financed by other donors.

Additionally, the social dialogue specialist and ACTRAV and ACTEMP focal points on child labour are constantly advising their networks in the field and on-going projects to enhance the outcomes of the one funded by Irish Aid.

500. We have had support elements from projects financed by Brazil, France, ILO-RBSA, Norway, RENGO, Spain, and USDOL.

Regarding the current level of risk:

501. **WEDGE**: For **Cambodia** and **Lao PDR**, these risks have been higher than expected. For **Viet Nam**, the risk has not (yet) arisen (the project's activities have only just started hence it is too early to tell whether low capacity will affect the project's sustainability)

502. **PEPDEL**: **China**, **Vietnam** and **Thailand** offices have included some funding from the regular budget for activities on disability for the next biennium, reducing initial low risks to even lower.

503. **INCLUDE**: N/A.

504. **SAP-FL**: The risk has remained low.

505. **IPEC**: The risks are indeed very low as social partners are permanent supporters of ILO initiatives in the field. However, the extent of freedom of association for the constituents concerned and their levels of engagement and involvement vary from country to country.

iii. **“Other civil society partners may not have the necessary capacity to assume responsibility for, and sustain, activities initiated under the Partnership.”** – At the beginning of this phase, the risk was considered of medium level and of medium impact.

Regarding the selection of partners:

506. **WEDGE**: partner NGOs and projects only receive capacity building on WEDGE tools if they can show adequate resources for implementing training using these tools, e.g. other sources of funding or continuing training activities for at least one year after receiving WEDGE training.

507. **Cambodia**: the project has also focused on strengthening capacity of business associations to deliver business development services to their (mostly female) members on a semi-cost recovery basis.

508. **Lao PDR**: the number of civil society partners to select from is very low, given that there are hardly any national NGOs (due to the political system in the country) and few international NGOs in the country work on livelihood/private sector development. The project therefore had limited freedom to select partners based on the sustainability of their operations.

509. **Viet Nam**: provincial- and district-level partners are semi-autonomous “mass organisations” that have been selected on the basis of their networks, their staffing at the local level, and their ongoing activities in the fields of entrepreneurship and gender equality promotion, funded from government sources or on cost-recovery basis. Hence we do not expect any major problems of capacity to sustain activities.

510. **Uganda:** For ethics, we hired an outside consultant who did a partner reappraisal, identifying areas of synergy, capacity, coverage and abilities for partnership. Based on the fact that 17 out of the 22 partner organisations appraised came out with above-average ratings and 6 of them within the top 25%, the consultant's conclusion was that "it is evident that the ILO-Irish Aid PP [in Uganda] has partner organisations with capacity to implement the programme". (Report available on request).
511. **PEPDEL:** partners in each country were selected on the basis of the relevance of their mandate and their capacities to deliver.
512. **INCLUDE:** in **Lao PDR, Cambodia** and **Viet Nam** civil society partners were selected on the basis of the population of disabled persons they reach and their capacity for dialogue with policy makers. The partners chosen are solid organizations with support from bilateral donors and sustainability strategies in place.
513. In **East Africa**, **INCLUDE** agencies were selected through a tendering process. Other partners are significant stakeholders in the field of disability in the countries in question, with which the ILO/IA PP worked in Phase 2.
514. **SAP-FL:** N/A.
515. **IPEC:** With regards to research institutions, the bidding process is done on the basis the technical capacity to deliver the best value products.

Regarding the level of institutional solidity of the links between government and social partners:

516. **WEDGE:** The institutional links between government and trade unions are very solid in **Viet Nam** and **Lao PDR**.
517. **PEPDEL: Thailand:** Institutional links are solid. The presence of the ILO in the country is highly recognized.
518. **China, Ethiopia, Uganda, Tanzania, Viet Nam** and **Zambia:** links are not institutionalized, though the ILO's role in promoting social dialogue is recognised.
519. **INCLUDE:** Selected DPOs and non-governmental organizations are all registered and recognized by the Government in the participating countries.
520. **SAP-FL:** N/A.
521. **IPEC:** The ILO's supervisory bodies assess variously the application of ratified Conventions which have a bearing on these links (for example Conventions, 87, 98, 144, and in the context of child labour, 182). However, the mapping to be done on social dialogue and tripartism by the project itself should provide better indicators about the decision-making levels in selected countries once the consultation process is completed.

Regarding the current level of risk:

522. **WEDGE**: risk is higher than initially expected and it has been difficult to take additional measures to mitigate it.
523. **Cambodia**: risk is high but adequate measures have been taken to mitigate it
524. **Viet Nam**: risk is relatively low and adequate measures have been taken to mitigate it.
525. **PEPDEL**: The capacity of DPOs in **Tanzania** and **Zambia** requires strengthening – the risk is somewhat higher than expected, though experience in Phase 2 pointed to this as a risk factor.
526. In **Ethiopia**, the risk is lower than expected.
527. The risks in **Thailand** and **Viet Nam** are at medium level.
528. **INCLUDE**: Several of the partners selected have significant capacity building needs that will be addressed.
529. **SAP-FL**: N/A.
530. **IPEC**: N/A.
- iv. **“Significant political change or destabilisation of national institutions in the countries covered by the Partnership Programme could rise.”** – At the beginning of this phase, the risk was considered low but of high impact.

Regarding the countries covered by the project and not yet engaged in DWCPs:

531. **WEDGE**: **Lao PDR**. However, the Government of Lao PDR has recently asked the ILO to review its country-level activities, with a view to agreeing on a DWCP.
532. **PEPDEL**: None.
533. **INCLUDE**: **Lao PDR**.
534. **SAP-FL**: None.
- IPEC**: None.

Regarding the countries that are One-UN-pilot country:

535. **WEDGE**: **Viet Nam** and **Tanzania**;
536. **Uganda**: not a One-UN-Pilot country but has two UN Joint Programmes in place, one being the UN Joint Programming on Gender Equality (with WEDGE involved in an outcome on gender and livelihoods), with funding from DFID. The other UN JP is the UN Joint Programming on HIV/AIDS. . Also, the **Vietnam** chapter of WEDGE actively and effectively collaborates with the Joint UN Programme on Gender Equality in which the ILO takes part.
537. **PEPDEL**: **Viet Nam** and **Tanzania**.

538. **INCLUDE:** Viet Nam and Tanzania.

539. **SAP-FL:** None.

540. **IPEC:** Mozambique

Regarding any signs of significant change that would lead to a phasing out of activities:

541. **WEDGE:** no significant change.

542. **PEPDEL:** PEPDEL is now in its 3rd Phase – it is anticipated that the project will phase out in 2011.

543. Political instability in **Thailand** and rapid turnover of staff at the highest level of the relevant ministry in **Zambia** have already been mentioned as risk factors that delay activities supported by the project.

544. **INCLUDE:** no, on the contrary more interest coupled with very low capacity in the field of disability inclusion is voiced by national institutions.

545. **SAP-FL:** no.

546. **IPEC:** Not applicable.

Regarding any consultations with Irish Aid in this respect:

547. **WEDGE:** N/A.

548. **PEPDEL:** N/A.

549. **INCLUDE:** N/A.

550. **SAP-FL:** N/A.

551. **IPEC:** No.

VII CONCLUSIONS, RECOMMENDATIONS and LONG-TERM SUSTAINABILITY CONCERNS

552. **WEDGE: General conclusion:** ILO capacity and means for policy advocacy are limited. More work is needed to ensure that ILO is represented at policy level on a regular basis by relevant technical experts and is considered a reliable and serious partner in policy development by government partners and social partners. This requires presence in-country (at managerial and technical level) and a long-term investment of time and effort, probably larger than what can be offered by an individual TC project. It also requires an active involvement of policy-makers with field-level activities that target direct beneficiaries, e.g. through field visits by policy-makers, events where poor rural women and men can make their voices heard, and improved communication and promotional materials.

553. The WEDGE project has substantially increased its impact by collaborating effectively with other ILO projects in the sub-region in East Asia, in particular with the project on "Promotion of Asian women through prevention of human trafficking, protection of domestic workers and gender capacity building" (Gender-RBSA) in Cambodia and Lao PDR, with IPEC-TBP (1st phase) in Cambodia, with the Joint UN Project on Gender Equality in Vietnam, and with the project on disability inclusion (INCLUDE). This collaboration covers the technical and the financial levels, including cost-sharing primarily for activities on establishing self-help groups and offering training on Financial Education (IPEC), gender training and participatory gender audit (G-RBSA), and GET Ahead training of trainers (Joint UN Project in Vietnam).

554. There is a need for Certification and recognition of trainers and/or institutions for effective use and adaptation of WEDGE tools which should be considered.

555. In many countries, the project works even if coordinators for different partners do not necessarily collaborate closely but are brought together by project activities through complementary or interdependent goals, objectives and expertise. Depending on the country context, the establishment of a national coordination committee could be useful in enabling ongoing coordination and the use of tools and approaches and in building sustainability in advance of the project's conclusion.

556. To ensure that lessons are learnt and applied, the overall evaluation of the programme could be done within the project's time-frame to take advantage of project staff being still in place. This would facilitate the provision of the correct and relevant information, documentation to, and the involvement of beneficiaries with, the evaluators and enable a smooth phasing out of the external collaboration.

557. To ensure the long term sustainability of the WEDGE tools and approaches, the following issues should be considered (some of which are already under development):

- to match WEDGE (and all SME development) tools with the competencies of (selected) partners;
- to conduct an intensive series of ToTs on the WEDGE tools to build a pool of facilitators, accompanied by upgrading and coaching of trainers over time;

- to establish a committee that is closely involved in the project to take over WEDGE's role of coordination and eventually manage the programme at national level;
- to create regional WED-quality-control facilities, to oversee and support the use of WEDGE tools, protecting the quality of materials and quality of training provided by various stakeholders.

558. WEDGE Country-specific recommendations:

559. **Cambodia:** high levels of aid dependency in Cambodia make it difficult to achieve replication of good practices by government agencies. It is therefore vital in TC projects to target both government officials and managers of development partners' programmes and projects, to ensure that good practices are replicated and that the use of training approaches is expanded through other development projects.

560. Due to the effects of the global economic downturn on Cambodia, there is an increased need to introduce effective and gender-sensitive entrepreneurship training methodologies and materials in institutions tasked with assisting laid-off workers. These are mostly women formerly working in the garment sector who migrate back to rural areas. The WEDGE project is heavily involved in such efforts, through relevant working groups, ensuring that grassroots partner NGOs include laid-off women in their activities as much as possible (as new members in self-help groups or business groups/associations or through outreach to raise awareness about the usefulness of such groups).

561. **Lao PDR:** The small number of women working as trainers and technical staff in governmental and non-governmental organisations in Lao PDR makes it difficult to reach goals related to gender-equality promotion. Concerted efforts are needed to encourage partner organisations to send women to capacity building events, so that the number of women technical officers and trainers increase in the future. Positive action is needed (and its correct meaning needs to be explained in detail each and every time) in order to get more women to attend capacity building events.

562. **PEPDEL:** PEPDEL is in operation at a most opportune time, as countries move to ratify and implement the new UN Convention on the Rights of Persons with Disabilities. Tools and publications developed in previous phases now have enhanced relevance. It is recommended that their translation into national languages be given priority in the remainder of Phase 3.

563. The communications' strategy developed under both the PEPDEL and INCLUDE projects along related media materials has the potential to be singularly effective in reaching out to key stakeholders whose collaboration is essential to improve the implementation of disability legislation and policies concerning the employability and employment of persons with disabilities. It is recommended that emphasis be placed on country level media campaigns in the remainder of the project, to accompany the technical publications, advice and advocacy work under PEPDEL.

564. The involvement of universities in institutionalising the disability legislation curriculum developed under Phase 2 within existing courses, with adaptations to the national setting as required, along with the establishment of the Centre for Disability Law and Policy at the

University of the Western Cape, South Africa, and the links that have been initiated with PEPDEL support to other third level institutions, bode well for the sustainability of PEPDEL's impact.

565. Concerns relating to long-term sustainability include the following: with the allocation of responsibility for disability issues to a range of government ministries, in line with the provisions of the United Nations Convention on the Rights of Persons with Disabilities, government officials have limited familiarity with the topic and need capacity building and considerable technical support. This has meant that progress with project activities has proceeded at a slow pace in some cases. In addition, rapid turnover of ministerial staff in some countries has presented difficulties with project implementation in some cases.
566. **INCLUDE**: Inclusion of disability issues across national programmes has a great potential to effectively tackle issues of poverty and exclusion faced by persons with disabilities.
567. **INCLUDE** helps countries to move from an approach that provides policies and services for persons with disabilities separately, to one that emphasises their full, mainstream participation
568. The **INCLUDE** project is piloting a fundamentally new approach, support countries in the shift from an approach that provides policies and services for persons with disabilities separately, to one that emphasises their full, mainstream participation, empowering them to play a dynamic role in their societies' economic and social development. This requires change at many levels, including behavioural and attitudinal change; revision of policies, rules and regulations; as well as changes to the built-in environment and to the ways in which information is communicated. **INCLUDE** is taking place at the start of a long process towards an inclusive society as envisioned in the UN Convention on the Rights of Persons with Disabilities. **INCLUDE** agencies are in many cases 'learning by doing' and the materials and practical guides being developed during the project will have widespread application beyond the participating countries.
569. The **INCLUDE** project will be more effective in tackling these challenges if an effective long term media campaign is put in place. Long term sustainability would be enhanced in this way.
570. The level of systemic change required is unlikely to happen in a short time frame. A matter of concern is that it will be difficult to reverse well-established programmes, policies and services, and to bring about change in attitudes and practices before the project ends in 2011.
571. **SAP-FL**: **SAP-FL** continues to make good progress in meeting its over-arching objective to strengthen and consolidate a global alliance against forced labour. The inclusion of the outcome on the elimination of forced labour in the ILO P&B 2010-11 and SPF 2010-15 is a good indicator of the commitment of the ILO Constituents to this goal.
572. However, planning and implementation of the **SAP-FL** programme of work remains challenging in the absence of long-term and secure funding for the programme, its staff and activities. Achievements recorded at country-level can be compromised if support is withdrawn too early, before such achievements have been consolidated and national capacity sufficiently built in order to ensure long-term sustainability. Likewise, global initiatives in advocacy, communications, research, coordination with international partners and so on require a long-term planning horizon if they are to be truly effective. **SAP-FL** has succeeded in significantly raising the profile of ILO's work in the fields of human trafficking and forced labour, and it

would be a very great pity if, for lack of resources, this profile and momentum were to be lost. Therefore, the importance of securing additional support for SAP-FL in the medium-long term cannot be over-emphasized.

573. A further reflection is that it is very challenging to apply existing results-based management tools, like the logical project framework analysis including specific indicators and targets, to a programme like SAP-FL, whose activities necessarily evolve over time in response to changing conditions, demands and opportunities. One of the great advantages of the support provided by donors such as DFID and Irish Aid has been its flexibility. And it is hoped that such flexibility will be maintained in the future. Nonetheless, efforts will be focused in the coming period to July 2011 on the achievement of concrete results in the IAP target countries specified in SAP-FL's proposal, along with complementary activities of more global scope.
574. **IPEC:** With the Global Action Plan and its particular focus on Africa, we should specifically seek to support complementary projects and existing initiatives in Africa.
575. It is of paramount importance that field staff understand the importance of tripartism and social dialogue. This is crucial for the sustainability of the work of IPEC.
576. Working with our social partners in the field will underline the ILO's commitment to the national organisations.
577. Unfortunately, the decentralized nature of IPEC, ACTRAV and ACTEMP, as well as our projects, led us to take a relatively long time for take-off of in this phase of the project. We consider this phase to have been the most difficult and we are certain that having completed the Work plan, the project can now carry out the planned activities.

6. Conclusions on this Self-evaluation process

578. Interdependent projects funded in partnership with major donors provide a particular opportunity for different technical units to work together and for different institutional bodies to collaborate more efficiently at field level, given their interdependent roles.
579. The definition of objectives and of expected outcomes in project documents is not always as specific as it could be to allow a more precise definition of indicators of progress and achievement.
580. Indistinct definition of performance indicators makes the establishment of monitoring systems and monitoring processes imprecise and progress difficult to demonstrate with evidence.
581. The evaluation process demonstrated that there is not enough uniformity in the way ILO staff at various levels understand some of the concepts and terms of RBM and project management, such as expected results, outcomes, outputs, strategy, strategic objectives, development objectives, specific project objectives, indicators of progress and achievement.
582. The project documentation made it difficult sometimes to differentiate between the meanings of the terms 'member states', 'constituents' and 'social partners', particularly in reference to capacity development.
583. Often outcomes in the project and partnership documentation are expressed in percentages, although no baseline data is cited or no activity to establish or suggestion to establish a baseline is given, making progress and achievement measurement extremely subjective and non verifiable.

7. Recommendations on this Self-evaluation process

584. To introduce a slot for 'Lessons learnt' in the next version of the Self-evaluation guide.
585. While independent work with team leaders and evaluation teams is enriching on a one-to-one basis, the self-evaluation process of interdependent projects such as these can be improved with enhanced and more formal team work between the evaluation manager and project managers.
586. Since data collection depends on the efficiency of each project team, it is recommended that the timetable for the self-evaluation process be defined on a team basis rather than independently between the evaluation manager and each project manager.

8. Lessons Learned from this Self-evaluation process

587. Open communications between the heads of departments involved in a self-evaluation process and the donor reinforces the process and helps to keep pace with the desired timeframe.

9. Documentation reviewed

- Minute Sheet, PARDEV, 30 October 2009, “Mid-term Evaluation of the ILO-Irish Aid Partnership Programme 2008-2011, Carol Logan / EVAL, Tita Prada de Mesa / PARDEV
- Telephone conference on mid-term evaluation of Irish Aid – ILO Partnership Programme on 9 October 2009.
- ILO – Irish Aid Partnership Programme – Third Phase 2008-2011 – 10 May 2008.
- Memorandum of Understanding – ILO/IAP – 10-7-2008
- 2008 Statements of Income and Expenditure for technical cooperation projects funded by Ireland.
- Financial extracts from ILO-IRIS
- INCLUDE:
 - Project Document,
 - PROGRESS REPORT, August to December 2008
 - Summary Overview of Progress: August 2008 – November 2009
- IPEC:
 - Project Document,
 - PROGRESS REPORT, July 2007-December 2008
 - FACT SHEET: ILO – Irish Aid Annual Review Meeting, 12 November 2009
- PEPDEL:
 - Project Document,
 - PEPDEL and INCLUDE South-East Asia Project Organigram
 - PEPDEL and INCLUDE Africa Project Organigram
 - PROGRESS REPORT, August 2007 to December 2008
 - Summary Review of Progress: August 2008 – November 2009
- SAP-FL:
 - Project Document,
 - PROGRESS REPORT, July 2007-December 2008
 - Fact sheet - October 2009
- WEDGE:
 - Project Document,
 - Planning for sustainability 2008-2011
 - PROGRESS REPORT, Aug 08- Jan 09
 - FACT SHEET – ILO – Irish Aid Annual Review Meeting

10. Reference documents

- Self-Evaluations for Projects, ILO/EVAL 2009
- Evaluability template-DWCP & related projects-Updated 03.2009.xls
- Concept and policies of project evaluations.pdf, ILO/EVAL 2006
- Evaluation summary guide.doc, ILO/EVAL 2006
- Planning and Managing Project Evaluations, ILO/EVAL 2006
- ILO Evaluation Guidance on Lessons Learned, ILO/EVAL
- Digital folders containing attachment documents submitted with Self-evaluation questionnaires:
 - IPEC-DATA
 - PEPDEL+INCLUDE-DATA
 - SAP-FL-DATA
 - WEDGE-DATA

