



International Labour Organization

IPEC

International Programme on the Elimination of Child Labour

IPEC Evaluation

**National Programme for the prevention and
elimination of child labour in Jordan**

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**An independent mid-term evaluation by a team of external
consultants**

November 2005

NOTE ON THE EVALUATION PROCESS AND REPORT

This independent evaluation was managed by ILO-IPEC's Design, Evaluation and Documentation Section (DED) following a consultative and participatory approach. DED has ensured that all major stakeholders were consulted and informed throughout the evaluation and that the evaluation was carried out to highest degree of credibility and independence and in line with established evaluation standards.

The evaluation was carried out a team of external consultants¹. The field mission took place in November 2005. The opinions and recommendations included in this report are those of the authors and as such serve as an important contribution to learning and planning without necessarily constituting the perspective of the ILO or any other organization involved in the project.

Funding for this project evaluation was provided by the United States Department of Labor. This report does not necessarily reflect the views or policies of the United States Department of Labor nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.

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Executive Summary

The purpose of this mid-term evaluation was to focus on the major achievements and challenges of development and immediate objectives of this programme. This includes a general analysis of the country programme's validity of the design of its project document, implementation and delivery process, performance as well as special concerns. Project activities will also be viewed in terms of the following: i) type and degree of capacity building efforts undertaken ii) advocacy and awareness raising iii) building knowledge on child labour and iv) direct action with working children and environment.

The report is divided into three sections: in the first section, the process of design and management of the national country programme is analyzed. In the second section, the performance is evaluated and special concerns are raised. This evaluation concludes with the findings and recommendations.

The following issues have been emphasized by the evaluator:

Socio-economic and cultural context

The socio-economic situation and cultural context of Jordan leading to the potential increase in child labour was mentioned in the project design.

Adequacy of the problem analysis

Partners continued to stress the importance of culture and tradition when addressing the issue of child labour, as they believed the root cause of child labour was not poverty alone.

Jordan continues to absorb an influx of immigrants from surrounding countries. This has been especially true in the past few years with Iraqi families. This situation has led to some disturbance in the socio-economic situation in Jordan.

Development and Immediate Objectives

The development and immediate objectives of the country programme document were rather clear to all partners involved. However, the problems lie in the individual action programmes and some of the focal points.

Overall Validity of Design

Most partners felt that the overall project design was realistic, but due to previous management problems encountered and resulting gaps in technical and financial follow up, more time is needed to reach initially stated objectives.

Management and Coordination

At the time of evaluation, there seemed to be satisfaction from partners with present IPEC management and operation of the IPEC office

Relevance

In cooperation with other relevant partners, IPEC engaged in a detailed assessment of the child labour situation. IPEC devoted special attention to *gender sensitivity* in order to ensure that interventions were relevant to both working boys and girls as well as male and female indirect beneficiaries.

Effectiveness

In order to ensure effectiveness, at the outset, the IPEC action programmes were developed in cooperation with IPEC-HQ based on a clear process of problem identification and analysis on child labour. They also identified specific results to be achieved and well-established indicators for monitoring.

Sustainability

To achieve sustainability, IPEC activities were carried out at different levels including national and governorate levels, building support and mainstreaming of child labour activities, the training of focal points and relevant staff of all partner institutions. The integration of child labour dimensions into planning at various levels of government was a high priority for IPEC.

Efficiency

In general, there was no indication of over-spending in any of the action programmes, nor the project as a whole. Where expenditures were found to be beyond project capabilities and feasibility, they were rejected by present IPEC management.

Causality

Causality effects which have affected the progress in some project results as well as delays in others have been both internal and external.

In the beginning, IPEC partners were provided with very long and complicated reporting measures (in English, not their native language), which took them a long time to fill out and therefore prolonged the release of their progress payments and activities. This complicated reporting procedure was recently modified, allowing partners to fill out the forms much more quickly and easily and therefore allowing quicker release of progress payments and implementation of respective activities.

Unanticipated Effects

These included the following:

- increase in M.A theses and university and school projects carried out on child labour
- increase in painting and drawing exhibitions on child labour
- action plans and programmes were drawn out by educational councilors (trained through IPEC programmes) and followed up to help children who were at risk of dropping out from school. They did this follow up as their own initiative; it was not accounted for in their programme at this stage.
- extensive media interest in child labour as demonstrated by many TV interviews with IPEC management as well as over 200 articles on child labour published since beginning of programme (as seen in files of MOL)

Alternative Strategies

It was forecasted that an *exit strategy* needed to be accounted for starting from now to discuss how to continue with present initiatives regardless of IPEC support.

There needs to be more “intentional upstreaming” of pilot programmes as well as “intentional downstreaming” of national policies and programmes, in order to also ensure sustainability of all action programmes

Moreover, the findings of the evaluation are as follows:

- Implementation was delayed due to transitions in management occurring at ILO ROAS focal points and IPEC Desk Officers for Arab States in HQ, as well as lack of follow-up from IPEC Jordan NPM. There was even a total gap in project management between November to March/April 2005 during which the IPEC assistant was trying to follow up on financial/administrative issues alone.
- The several changes that took place in IPEC NPMs hampered the programming and implementation process of the different Action Programmes
- According to Ministry of Labour under-secretary and IPEC partners, present IPEC-NPM (appointed in July 2005) is speeding up the process of implementation of all AP's and, with the help of her assistant, is providing ample support to existing programmes as well as newly-established ones
- There is high level political commitment and a positive enabling environment for child labour issues in Jordan and the IPEC programme specifically, especially by Queen Rania and the Ministry of Labour in addition to the Greater Municipality of Amman. This is also well-reflected in the National Childhood Plan (2004-2013) which has included a chapter on child labour implementation measures and a related budget
- IPEC partners in Jordan show a high degree of commitment to the programme and relatively good technical capabilities, but they still require further capacity building and training on child labour issues as well as reporting procedures
- Although networking and coordination amongst different potential partners had been stronger during the preparatory phase of the IPEC programme in Jordan (AP within MOL only), it became weaker later on (at initial stages of country programme). Previous management did not continue coordination and networking efforts. This also caused a problem in the design of the NPPF as there was very little involvement of stakeholders and national partners, and therefore, it had to be redesigned. However, it is picking up its momentum again with new IPEC management.
- IPEC Management felt that there is ample room in Jordan for more projects in child labour, especially in the following fields:
 - research
 - tourism
 - direct services to working children
 - providing alternatives to families of working children
 - more work in the fields of agriculture, domestic child labour and working street children
 - educational support programmes for at risk and working children.

Therefore the recommendations are:

1. All child labour focal points, old and new, should be re-oriented into the child labour problem and moreover in going over their respective objectives and their immediate needs in implementing them as soon as possible.
2. The centralization (within IPEC HQ) of the country programme should be reinforced so that decision-making processes concerning implementation of objectives and respective outputs remain between IPEC Jordan management and IPEC-HQ Management. This may accelerate progress of the project.
3. An AP needs to be designed and an agreement signed as soon as possible with JOHUD and the Greater Amman Municipality in order to start direct work with at-risk and working children and their families. A mechanism for the operation of the project should be installed and capacity building of personnel started soon after to deal with the child labour issue in a comprehensive manner
4. Direct action programmes for the rehabilitation and education of girls who have dropped out of school need to be designed and implemented as soon as possible with the Ministry of Education and Questescope
5. Both “up streaming” and “down streaming” potentials can be reinforced in the JOHUD programme as it has a wide grass root networks amongst civil society organizations as well as good networks at the governorate and national levels which need to be reinforced for a wider ownership of the programme, as well as sustainability. Upstreaming and downstreaming activities need to be developed with the rest of action programmes, also.
6. Networking and coordination amongst governmental and non-governmental partners need to be enhanced. This would not only allow for sharing of information and knowledge, but would also increase the possibilities of mobilization of technical and financial resources for the different programmes. The latter could increase chances of the rate of implementation and moreover sustainability and replication of the different action programmes.
7. Additional programmes concentrating in direct services and educational programmes for at-risk and working children and alternatives for their parents, and research in other forms of child labour such agriculture, domestic work and working street children can be sought.
8. An exit strategy for IPEC Jordan needs to be planned in order to ensure national ownership and sustainability of project efforts in the future. Partners need to start identifying other potential partners and donors and this can be done through a well thought-out orientation session using the “donor mapping” that is being carried out now by the IPEC project as part of its NPPF.
9. Last but not least, the programme needs at least an additional 12 months to reach most of its stated objectives, especially the direct work with at-risk and working children. Realizing the initially well-established infrastructure for IPEC Jordan, and the rapid progress of implementation of activities of AP’s in the past few months, and an interactive IPEC management, the country programme may also be able to extend its aims.

The evaluation team concludes that:

In spite of the disturbances that the Jordan Country Programme went through, it was able to establish very good grounds at central as well as provincial levels in Jordan; especially in Amman, Irbid and Zarqa. It has undergone extensive awareness raising efforts; both in written (newspapers and magazines) and visual media (TV interviews and programmes, as well as film productions). It has also organized widely-attended international events (ie. World Day Against Child Labour).

In addition, extensive capacity-building efforts have taken place at the central and provincial regions mentioned above, especially in terms of training. By the end of December 2005 almost 60 health and safety inspectors, 80 educational councilors, 60 social workers, 80 trade union members, and 30 employers would have been capacitated to act against child labour. It is clear that these capacity building efforts have extensively affected the communities in which those capacitated persons work (ie. schools, communities, social development centres etc.) and therefore have influenced directly and indirectly their surrounding communities concerning the issue of child labour. For example, social and education specialists have already started to reach out to at-risk, working children and their parents within their own capacities of work. The training they had has helped them to attend to target groups and work with them irrespective of IPEC funds. Trained school teachers have started to form parents associations and invite them to focus group discussions and meetings in order to eventually prevent their children from dropping-out, as well as to return others who have dropped-out recently. The capacity-building efforts which have taken place under the SCREAM programme have affected tens of school teachers and social workers on how to deal with cases of potential drop-outs as well as returning others to school. These results have been spontaneous spin-offs from the capacity building efforts. These were clarified through stories told by people from MOE, MOSD and MOL as well as lists of students who received aid provided to MOE by capacitated teachers. However, more efforts and services need to be concentrated in that direction now (although 3,000 may not be reached easily and partners are stating the ability of reaching around 2,000-2,500) and only if project is extended for another 12 months at least.

At the same time, very well-developed products have been produced by the project with the help of specialized consultants. These include i) a teaching manual designed specifically for social issues to teach them about the child labour issue and the different means of intervention with at-risk and working children ii) a guide for educational councilors and school directors on the different means on preventing at-risk children from early school dropout and early entry into the work force iii) a SCREAM guide translated into Arabic by present NPM and other teaching materials developed to spread the word of combating child labour through the arts iv) a report on the national and international legislations that deal with child labour.

IPEC Jordan and the issue of child labour is given top priority on the national agenda due to the support of the Queen of Jordan, Queen Rania. Therefore, child labour is one of the priorities addressed in the National Childhood Plan, also headed by the Queen. Child labour is also receives a specific budget on that plan, therefore stressing a commitment to this cause.

The JOHUD organization, which is to take up an integral role in the IPEC programme along with Great Municipality of Amman in providing direct services to at-risk and working children, is also headed by Princess Basma, (the king's aunt) who has shown commitment to the issue as well. However, JOHUD has requested a time extension of at least 22 months to be

able to reach and provide full-fledge services to the withdrawn children and their families. Also, the MOE requested 24 months to allow the registration of working children into the Education Drop-Outs programme to fulfill the course requirements that will enable them to enroll into the vocational training centre.

Coordination amongst partners exists at present, but partners would like to see more of it, especially with other potential service providers and donors. They feel that coordination and cooperation amongst the wider circle of governmental and non-governmental organizations remains limited.

However, due to the managerial problems that the programme went through, partners of IPEC Jordan have requested an additional 12 months in order to complete their direct action with at-risk and working children.

Finally, a clear exit strategy needs to be better defined as explained by IPEC partners to ensure sustainability and continuity of the programmes.

I. Introduction

IPEC-HQ (DED) commissioned an independent external consultant to carry out a mid-term evaluation for IPEC-Jordan Country Programme based on an identified TOR . This included a desk review (of project documents, progress reports, evaluation of activities, minute sheets, other related reports, etc.) and a field mission to meet directly with all existing and potential partners, as well as project management staff (A meeting with previous IPEC management was suggested, but no response was received). However, institutional memory was relayed from IPEC's present assistant had been working there since the establishment stage of IPEC Jordan Country Programme. The field mission included a one day participatory evaluation workshop in which the "*evaluation process*" was used also as a tool to move forward in the best way possible (improve progress in implementation of project), in addition to learning from past experiences .

Evaluation meetings with IPEC management and partners included open-ended questions and discussions as well as specifically defined questions. Each partner was seen twice, once on an individual basis and another as part of a group (workshop). Meetings were carried out with individuals representing the Ministries of Labour (ie. undersecretary and CLU focal point of MOL), Education and Social Development, employers and workers organizations, consultants working within different AP's, as well as new potential partners, such as the Jordanian Hashemite Foundation for Human development.

Training manuals, awareness raising materials, documentary films and magazines, surveys carried out, workshop materials and relevant evaluation reports were collected and analyzed by the consultant. Newspaper, magazine interviews, and articles on child labour in Jordan and IPEC programmes, were also collected and scanned to determine the degree of IPEC visibility in Jordan and its potential effect on the coverage of child labour issues.

As a result, the purpose of this mid-term evaluation was to focus on the major achievements and challenges of the initial and intermediate development objectives of this program. This includes a general analysis of the country programme's validity of the design of its project document, implementation and delivery process, performance as well as special concerns. Project activities will also be viewed in terms of the following: i) type and degree of capacity building efforts undertaken ii) advocacy and awareness raising iii) building knowledge on child labour and iv) direct action with working children and environment.

Details on the status of each AP, including relevant indicators and their quantitative and qualitative forms of verification, will be found within the annex section. Lastly, detailed findings, conclusions, and suggested recommendations will be stated towards the end of the report based on the desk review, views of project management, IPEC partners, concerned individuals as well as observations of evaluation consultant.

II. Design

Socio-economic and cultural context

The socio-economic situation and cultural context of Jordan, which could lead to a potential increase in child labour, was mentioned in the project design. As the project stated:

“The contributing causes of child labour are generally attributable to interrelated social, cultural and economic issues in the country”

After discussions with different partners and with an economic researcher (Centre for Strategic Studies at the University of Jordan in Amman) who is researching the worst forms of child labour in Jordan, one sees that the economic situation in Jordan is getting worse and that perhaps up to one-third of Jordanians live at or below the poverty line. It was mentioned that in 1990 Jordan adopted a Structural Adjustment Programme under the IMF and World Bank. Although this is supposed to improve the GDP in a few years time, it did not reflect positively in the short-term as welfare indicators show increase in poverty. This is especially due to the cut in subsidies on welfare, bread, and fuel and other basic food items. This, of course, potentially could lead to an increase in child labour in the short-term. However, the economic research consultant explained that, with time, he believed the situation would improve.

The researcher also mentioned additional probable reasons for the increase in child labour in Jordan during the past few years. These included the following:

- not a motivation and incentive; meaning that people feel that even if they spend money on their children's education, they will not find appropriate work in future and therefore education has few economic returns
- “mismatch” between youths educational backgrounds and jobs which they are employed in
- unemployment of adults is high
- per capita income has become less and therefore there has been severe pressure on families to seek other sources of income

In addition to all these reasons, it became clear from discussions with partners that culture and traditions still play a major role in reinforcing child labour. This especially relates to the following types of labour:

- small artisan workshops where parents want their children to inherit their skills and business in future
- small informal establishments (ie. car mechanics, carpentry etc.)
- girls domestic work within and without their homes as well as in agriculture

Therefore, one has to take the above into consideration when designing separate programmes, especially at the awareness-raising level as well as vocational training opportunities.

Adequacy of the problem analysis

One sees that there had been quite a comprehensive look at the macro and micro level socio-economic problems behind child labour and a related problem analysis of the situation. However, since the design of the project document and its related programmes, it is clear that the socio-economic situation has not changed that much and the original problems continue to exist. These include:

- unemployment amongst adults
- rapid urbanization
- increasing poverty at the family level, partly due to unemployment and partly due to the removal of subsidies on basic life commodities such as fuel and bread (which increased prices by almost 28%)

On the other hand, Jordan continues to absorb an influx of immigrants from surrounding countries. This has been especially true recently with Iraqi families. This situation has led to some disturbance in the socio-economic situation in Jordan. On the one hand, there are many wealthy Iraqi families coming to Jordan who have high purchasing abilities. This, in return, is leading to an increase in prices in Jordan, especially in assets such as land and apartments. On the other hand, there is an influx of poorer Iraqi families who are looking for work and who need welfare support. This also creates more pressure on the socio-economic system.

Because this situation has only recently developed, the new strains on the socio-economic system in Jordan could not have been accounted for in the original problem analysis.

Moreover, partners continued to stress the importance of culture and tradition which needs to be attended to more and given more attention when addressing the whole issue of child labour, as they don't believe that the reason is poverty and its related factors alone.

Development and Immediate Objectives

The development and immediate objectives of the country programme's document were clear to all partners involved. However, there were issues with the individual action programmes and some of the focal points. This was due to the following reasons:

- some focal points appointed were not consulted when the Action Programmes were written since they had just been agreed upon with higher authority within ministry/organization (ie. minister, head of organization etc.) who did not necessarily look at details. This was the situation of the Ministry of Social Development focal point as well as the Trade Unions', which caused a lot of confusion during implementation.
- many of the focal points do not read and understand English and AP's in English were not translated into Arabic before the beginning of the programme, causing a lack of understanding of the links between problem analysis/related responses/objectives, outputs, etc. This issue affected almost all partners. Only the Agreements had been translated by the Ministries/organizations themselves as many people cannot translate official agreements from a language other than the Arabic language. This led to some delays in implementation.

Overall Validity of Design

Other than the issues mentioned above, the overall design of the country programme by IPEC HQ was clear and made sense to all partners. No one seemed to think that it was ambiguous and unrelated to actual situations and problems. A very good technical job had been done on the design of the country programme in addition to the separate related AP's (technically supported by HQ) The major additional factors which they added to it was the stress on the cultural/traditional aspects which need to be stressed and addressed further in addition to problems faced in vocational training and mismatching between educational background/motives of children/vocational training and employment opportunities, not to mention the increase in poverty and decline in welfare subsidies.

Most partners felt that the overall project design was realistic, but due to previous management problems and gaps in technical and financial follow up, they need more time to reach the initially stated objectives, especially the third objective of Country Programme:

“At the end of the project, replicable models for prevention of child labour, and for withdrawal and rehabilitation of working children in Jordan developed and implemented”

III. Implementation

International inputs

All partners agreed that the international financial inputs were enough to carry out their Action Programmes at this stage. The only problem faced was by the Jordan River Foundation, which was supposed to carry out most of the direct action with working children and their families. Negotiations had been started between previous management and JRF on the establishment of a centre for working children and the provision of direct services to working children and their families. Linked to the programme was a vocational training institute which was also to provide vocational training for children. However, an agreement had not been signed. When new management came in June, it found that JRF along with VCT had requested US\$600 to perform their task. IPEC management found that this could not be afforded and was beyond budget capabilities.

One major complaint concerning international IPEC inputs was the lack of provision for incentives for focal points within the different action programmes. This was continuously requested from focal points as they are working almost double time and their present salaries were far too low (approximately US\$300) to allow them to add running costs incurred within respective projects (i.e. transportation, photocopying, extra use of mobile phones as focal points work from remote areas where there are no land phones etc.). They explained that with their existing salaries they can hardly move around from one place to another to follow up on and coordinate the different activities under their respective programmes. Therefore, they said that they needed some administrative and transportation costs (ie. compensation costs) for their costs incurred within the AP as inputs (removed “international” inputs). MOL also requested some compensation costs for labour inspectors.

Project management as well as partners were satisfied with international (IPEC-HQ) technical inputs and assistance. They were pleased that there was ample room for coordination and cooperation with international expertise (i.e. SCREAM initial training, SIMPOC, child labour monitoring training, mid-term evaluation). However, they felt that they still needed more assistance in the near future in order to speed up progress towards achieving stated objectives, especially in the re-training of all focal points and in assisting the Jordanian Hashemite Foundation for Human Development in moving rapidly toward its status as a comprehensive programme for prevention, withdrawal and rehabilitation of working and at-risk children.

National inputs

National inputs have been of many different forms: personnel, logistical, in kind and operational costs in many cases. Here, one sees that programmes relied heavily on their own resources. For example, CLU's have been given ample space within their ministries/organizations and provided with necessary furniture, etc. In some cases, as with the Ministry of Labour, the unit is provided with three personnel (who take their major salary from the Ministry and a very small compensation cost from IPEC). Here, it is important to note that there is a focal point for child labour (since almost 5 years) and a head of child

labour unit appointed recently however without a clear cut division of responsibilities amongst them which may be problematic in future.

The Ministry of Education, for example, has carried out extensive capacity-building for teachers and student councilors on child labour in far away regions of Jordan, which proved to be an expensive endeavor (i.e. transportation, clubs, stationary, etc.). The same is true for the Ministry of Social Development, trade unions and employers: they all carry out their trainings within their own vicinities rather than in hotel rooms (where costs of rooms, food, and use of equipment are much higher). Of course, there are some exceptions when necessary.

At the same time, the new pilot programme with the Jordanian Hashemite Foundation for Human Development will provide a wide array of services and personnel for its direct work with at-risk children and their parents. They will provide medical, social and educational services in addition to human and civic rights education to children and their families. Moreover, they have the capacity to act as a referral centre so that they can refer cases to other NGOs and institutions. They are offering their centers, personnel and services, as well as their networking capabilities, to the project to be established with IPEC.

National inputs have been wide-spread and varied, especially in awareness-raising programmes. For example, the SCREAM programme has spread in Jordan since its initiation. Most of its activities were through national resources and inputs (in addition to the international inputs which were available). The Petra University, for example, through its focal point, implemented SCREAM with their own resources. They did not only carry out “child to child” activities and awareness-raising sessions on child labour, but they also produced a whole magazine on different child labour topics and surveys. They have also recently produced a documentary film on child labour in Jordan, totally at their own costs. They are now preparing TV programmes on the physical and moral abuse of children, also with their own resources.

Another major national input will be that of the Greater Amman Municipality, which will contribute to the direct action programme of the Jordanian Hashemite Foundation for Human Development with an amount of approximately US\$60,000. This contribution suggests a political and financial commitment from the municipality. Also, an initial budget of US\$10,000 has been allocated for the implementation of a child labour section in the National Plan of Action: a national strategy by national partners for improving the situation of children in Jordan.

In general, there is a feeling that international inputs are satisfactory provided that some compensation costs need to be provided for focal points in order to carry out their child labour activities more efficiently. At the same time, partners are not reluctant to provide all the national inputs which they can afford (i.e. place, overhead costs, maintenance costs, personnel etc.).

Outputs and Activities

Requested Outputs	Status of Output	Reason for delay	Feasibility for implementation by end of project
Output 1.2: submission and adoption of NPPF	- had stopped for a while and now back in progress	Lack of follow-up from previous management, operation of major consultant, and previous change of consultants	Should be completed within six months time
Output 1.3: implementation of national advocacy campaign	This has been an ongoing process and still continuing		This has been one of strongest aspects of programme and was highly supported by the SCREAM programme and others (TV interviews, newspaper articles, magazines, film production on child labour)
Output 1.4: production and dissemination of child labour survey	-survey is to start now as questionnaire is completed	- IPEC was waiting for approval from SIMPOQ-HQ	Should be completed by February as described by consultant,
Output 2.1: Implementing partners capacitated to design, monitor and evaluate child labour prgs.	- since beginning of programme, partners have been capacitated on CL and training on monitoring has started with some partners (ie. MOL, MOE, MOSD)	- delays in whole programme - need for child labour consultants	- can definitely be achieved by end of programme. A child labour monitoring consultant is coming from HQ to carry out training for fulfilling this output
Output 2.2: Capacity enhancement plan for CLU staff including updating of data base on child labour	Capacity building for staff started earlier as well as database (esp. during preparatory phase).		Database updating has been a continuous activity, however there needs to be further capacity building for CL staff
Output 2.3: Labour inspectors trained to investigate and monitor child labour situation at workplace level	This was carried out for approximately 90 labour inspectors	Implementation of labour laws has been minimal but some advice was provided to child labourers and their parents	Further training on monitoring is to take place but most important is to have actual implementation of labour laws at grass root level
Output 2.4: Core group of trainers and teachers within MOE trained in their role of CL monitoring	Training took place of at least 60 teachers		More training is to take place and aims will be fulfilled by end of project

Output 2.5: Mainstream of child labour issues in MOE education system	This has started		This is a continuous process
Output 2.6: implementation of child labour action plan for workers and employers orgs.	<ul style="list-style-type: none"> - workers have started their capacity-building and are continuing now and producing awareness raising materials - employers have just started their capacity building efforts 	<ul style="list-style-type: none"> - lack of follow up on them previously due to gap in IPEC management and difficulty in writing reports - inadequate technical abilities and delay in finding appropriate international training consultant in addition to gap in IPEC management 	<ul style="list-style-type: none"> - will complete capacity building within a few months and are completing their advocacy materials now to be disseminated soon - have just started their programme and need a little more than their stated ending date to complete their programme (at least 8 more months)
Output 3.1: carrying out of the baseline survey	Will start in January	To get approval of SIMPOC	Will finish by end of February
Output 3.2: establishment and implementation of CLMS	This has been started by MOE in a well-developed way and to some extent by MOL	- MOL and MOSD and new direct action programme in addition to MOE need more training on CLMS	<ul style="list-style-type: none"> - Training on CLMS was to take place lately by IPEC HQ but was delayed to end of January due to latest events in Jordan - implementation of CLMS systematically all together will need at least 12 months time from now to be well established
Output 3.3: establishment of social support centre	Not yet, although some rehabilitative activities are taking place through MOSD	There has been a change of Implementing Agency (from JRF to JOHUD) lately. In the past JRF was waiting to rehabilitate building but then requested a large budget from IPEC	-Agreement should be signed within a month's time and establishment completed within a month after as the centre already contains most services and personnel required.
Output 3.4: rehabilitative services provided to withdrawn children			- implementation will take at least 18 months from now in order to establish mechanisms, build capacities and start rehabilitative and referral work
Output 3.5: Referral of children to educational and training programmes	-This will take place through: i)JOHUD programme ii) Two centers		Needs 24 months to enable the drop-out children to accomplish the 3 stages of the Educating Drop Outs programme and to get the formal accreditation from the

	will be established within the MOE to provide educational services for drop-out children, in Sahab-area for boys and the other in Zarka for girls iii) and girls centre to be established with MOE and in cooperation with Questescope		MOE to enroll into the Vocational Training Centre
Output 3.6: implementation of scheme to improve working conditions of older children	This has started with MOL but needs to be continued with especially MOL and employers	- employers started late in their programme	- need at least 18 months and more training on CLMS and methods of improving working conditions
Output 3.7: families provided with counseling and awareness raising	This has been started by MOL and MOE and is ongoing		-On going process -JOHUD and MOSD needs to be involved in it too now
Output 3.8: poverty alleviation schemes for families of child labourers established	This has not been attended to yet	Due to delay in whole programme, especially with direct interventions	- can be attended to by JOHUD, MOSD, employers, workers organizations (in cooperation with other state institutions) but not within less than 18 months

Management and Coordination

As described by IPEC partners, new IPEC management in Jordan has helped speed up their implementation process as it is dealing with issues in a much more practical way. There were a lot of complaints about previous management procedures and gaps, where months could pass by without any follow-up except from anyone other than the IPEC assistant. There was no reference to go back to and this affected the momentum of partners and their activities. Management gaps were explained by IPEC assistant as follows:

- i) it took some time to identify first IPEC NPM with whom the whole country programme was to start with
- ii) NPM was identified and 6 months later before he was officially contracted, he declined offer for reasons that are not clear
- iii) then a second NPM was selected (an academician and university professor) who after designing and signing several AP's and Agreements respectively, resigned.

Then, the present NPM was called upon because she had initially worked on the preparatory phase in Jordan within MOL. However, there was another lapse in management during this selection process.

However, during the long management gap (almost 7 months) and transition periods, the IPEC office assistant was trying her best to answer partners concerns with the limited authority she had.

This leads to another point: almost all partners complained that they felt that IPEC Jordan did not have enough authority to make decisions and they had to go back to IPEC-HQ and the Beirut office for every detail. This slowed down progress in implementation of different AP's and related activities. They requested that more decision-making authorities were delegated to IPEC Jordan in cooperation with IPEC HQ in order to speed up implementation process. Getting approvals (financial and technical) from both HQ and ILO ROAS were lengthy processes; they suggested that their main reference could be HQ alone.

At time of evaluation, there seemed to be satisfaction from partners with present IPEC management and operation of IPEC office. They explained that there is good follow-up on technical and financial procedures from NPM and her assistant. It is important to note that the partners had been very dissatisfied with reporting procedures because they found them to be too complicated and lengthy. This caused some delays in progress with some activities. Moreover, they had to be filled out in English, which most focal points were not fluent in. To overcome this obstacle, the reports were summarized and translated into Arabic, then re-translated into English by NPM for HQ and the records.

Coordination amongst IPEC partners is evident through the National Steering Committee, but it was clear that all parties are demanding more coordination meetings and sessions amongst IPEC partners.

More coordination may be required to reinforce “upstreaming” of grass roots programmes and vice-versa. There needs to be further coordination and support from national governmental organizations and parliamentary committees to grass root activities and interventions, “downstreaming” of national policies and services

External factors

As mentioned earlier, the situation of the Iraqi immigrants had, to some extent, affected the economic situation, both positively and negatively: it brought a lot of money and investors into the country but, because of their high purchasing power, prices have risen and affected the poor and middle income groups. This is especially true in reference to prices of purchasing and renting apartments.

IV. Performance

Relevance

In order to ensure relevance, the process IPEC used to design its support for child labor interventions at the country level began with an analytical assessment of the national and local situation. In cooperation with relevant partners, IPEC engaged in a detailed assessment of the child labour situation (largely supported by a national survey carried out by the CLU at MOL then on the magnitude, types and working conditions of child labour in Jordan, taking a sample of 2,500 working children) and identified areas for IPEC support. Interventions reflect the strategic “vision” of the programmes. According to partners, when these sub-programmes’ components are put together; they comprise a coherent and relevant strategy. IPEC devoted special attention to *gender sensitivity* in order to ensure that interventions are relevant to both working boys and girls as well as male and female indirect beneficiaries. The latter means that at this stage of the project, all social workers trained by MOSD, all educational specialists trained by MOE, and all workers and employers organizations were almost 50% males and 50% females (ref: list of trainees provided to external consultant as well as description of partners). Moreover, children and teachers targeted by SCREAM programme were also male and female.

As mentioned earlier, the problems/needs identified in project design still exist and still need to be addressed by the project. Almost all actors believed that programme is still very relevant. This was demonstrated clearly by the Ministry of Labour’s under-secretary in addition to all the IPEC partners. He believed that it was a very relevant project and the ministry strongly supports it, but on the other hand he expressed that they need at least an additional 18-month extension to be able to carry out the objectives. He also stressed the need to concentrate on at-risk and working children.

All main partners agreed that the main priority should be direct action with at-risk and working children. Therefore, priorities and objectives need to be re-identified in the near future.

Effectiveness

In order to ensure effectiveness, the IPEC action programmes were developed in cooperation with IPEC-HQ based on a clear process of problem identification and analysis, identification of desired results, and the establishment of indicators for monitoring.

Programmes have been successful and innovative with the active involvement of education leaders, peer educators, social workers and volunteers. IPEC programmes were also successful in supporting policy development related to child labour and in advocacy regarding the worst forms of child labour. There is sufficient evidence from the programmes to suggest that IPEC is making a difference. Evidence regarding activities that are most successful in preventing school dropout and early entry into work, as well as wide-scale awareness-raising, are demonstrated through the Ministry of Education (see annex I for details), Ministry of Social Development (see annex II for details) and the SCREAM programme (see annex III for details). There are also many interviews and articles found in Jordanian newspapers and on

TV stations. The effects of the IPEC programme have also been demonstrated in intangible ways which have not necessarily been listed by the Action Programmes. For example, since the initiation of the IPEC country programme, the number of MA theses or school projects carried out on child labour has increased. At the same time, the number of phone calls made to the CLU at the Ministry of Labour from parents of at-risk and working children have also increased. (see Annexes I and II for verifications of indicators or respective action programmes, qualitative and quantitative)

IPEC has been an effective and proactive member of all national dialogues. IPEC continues participation in a variety of country-level coordination mechanisms, including the National Steering Committee, tripartite partners and National Childhood Plan (2004-2013). It is important to mention that the National Council for Family Affairs, NCFA, has requested IPEC to design its child labour chapter.

Although IPEC has established some partnerships, additional ones could still be sought. These could include potential donors, financial institutions, the private sector, NGOs, and other diverse types of stakeholders with the goal to increase the impact of child labour prevention and rehabilitation interventions.

Sustainability

To achieve sustainability, IPEC activities carried out at different levels included the following:

(a) At national and governorate levels (Amman, Zarqa and Irbid), wide-scale advocacy and awareness-raising sessions took place within more than 20 public schools in order to increase the understanding of child labour among youth and at-risk children. This was especially carried out through the well established SCREAM programme. The advocacy strategy established recently has also helped IPEC to expand the outreach of its messages to key audiences (communications media, journalists, key decision-makers, university professionals, non-governmental organizations (NGOs) and the general public, among others), as well as to expand its partnerships with governmental and non-governmental organizations

b) Building support and seeking mainstreaming of child labour activities into governmental budgets and plans. For example, municipality of Amman will contribute financially (US\$60,000) as well as politically, to the direct action programme to be established with JOHUD. Moreover, the National Plan for childhood which has now incorporated a special chapter on child labour (through the efforts of IPEC Jordan) will also reserve a substantial budget to implement related objectives and respective outputs (see annex). This led to placing child labour high on national policy agendas and budget schemes. Moreover, as a result of their partnership with the IPEC programme and the lobbying of their child labour focal point, the Ministry of Social Development has decided to include a special allocation for child labour activities within their annual budget at the end of the year 2006.

(c) The training of focal points and relevant staff of all partner institutions has been an indispensable tool in enhancing institutional capacity, both at the country and at the provincial levels. As part of sustainable institution building, IPEC provided support to key strategic organizations, such as the Ministry of Labor, Ministry of Education, Ministry of social Development and Employers and workers organizations.

As a result of these programmes, many staff have become highly-sensitized and equipped with the effective skills to combat the problem of child labour in Jordan. The integration of child labour dimensions into planning at various levels of government was a high priority for IPEC. For example, the Ministry of Education is planning to have “child labour” as a main topic within continuous training programmes for teachers and part of their promotion conditions. This means that when and if teachers want to get a promotion, they will have to take several required education courses of which the topic of “prevention of school dropout and child labour issues” will be a main part. Political, economic and social institutions were mobilised in an effort to formulate child labour policies within the context of overall national development goals and objectives; especially through the National Plan for Childhood.

The plan to work with the JOHUD organization may ensure sustainability for direct work with at-risk and working children for the following reasons:

- it is a very well-established institution in terms of social, health and educational services
- it has extensive outreach programmes within different Jordanian communities
- it has 50 rehabilitation and referral centres (referral to other service centres within the surrounding communities)
- it has wide networks with surrounding NGO’s and social development centres at the grassroots levels
- it will have a project steering committee with higher policy levels, including a governor’s representative, municipality, some ministries, etc.

The choice of this institution to carry out the direct work will increase the chances of sustainability of the programme.

Although sustainability efforts have begun, a clear exit strategy needs to be formally planned.

Efficiency

There was no general indication of over expenditure in any of the action programmes, or the project as a whole in fact. Actually, IPEC partners were trying to save in as many areas where possible. This was especially evident in the way they carried out their workshops and training sessions, lunches, and breaks. Most of these sessions were carried out within their own buildings where they were in charge of all logistical arrangements and cleaning. Lunches and breaks were simple and in many cases on their own accounts especially coffee breaks.

This was clear especially in the Ministry of Education where they used their schools and resources for carrying out several training sessions for their educational councilors. Similarly, the Ministry of Labour and Social Development; and Employers and Workers organizations (with a few exceptions when their vicinities could not hold larger numbers).

Where expenditures were found to be well beyond project capabilities and feasibility, they were rejected by present IPEC management. This was reflected in the preliminary (unofficial) agreement made previously with the Jordan River Foundation, which had requested approximately US\$600 for establishing a comprehensive action programme to work directly with working children.

As an alternative, IPEC management is finalizing an agreement with JOHUD to carry out an even more comprehensive rehabilitation and vocational training programme for around 1,500-2,000 at risk and working children and support for their parents where needed at a much lesser cost (US\$200,000).

At the same time, most focal points have been working on the child labour programme as an additional load to their existing demanding jobs and in many cases contributing to the extra costs incurred (i.e. transportation from one region to another in Jordan to arrange for workshops and for coordination purposes as well as using mobile phones especially in remote areas).

Causality

Causality effects which have affected the progress in some project results as well as delays in others, have been both internal and external. For example the extensive capacity-building efforts as well as awareness-raising efforts which have taken place to date have been widely affected by the coordination of efforts which originally took place within the CLU at MOL (first stage of IPEC) and flourished later on through the immense positive response by the media and major educational institutions like the Jordanian University. The latter extended the message of child labour through different forms of media (film productions, surveys, shows, theatres etc.) with no costs incurred by IPEC whatsoever.

On the other hand, the delays which occurred in the programme as a whole and in reaching directly to working children for withdrawal and rehabilitation efforts were mainly related to the continuous changes in IPEC management and gaps in technical and financial follow-up. Moreover, IPEC partners were provided with very long and complicated reporting measures (which were also in English, not their mother language) at the beginning which made them take very long time in filling them and therefore that prolonged the release of their progress payments and therefore activities to take place. This complicated reporting procedure was recently modified (several months ago) allowing partners to fill them out much more quickly and easily and therefore allowing quicker release of progress payments and implementation of respective activities. Moreover, they are also now allowed to write in Arabic most of their reports and have them translated by IPEC management in Jordan.

Unanticipated Effects

As described earlier, there had been several unanticipated effects or “spin offs” from the project which were not necessarily accounted for at the beginning of project. These included the following:

- increase in M.A theses and university and school projects carried out on child labour
- increase in painting and drawing exhibitions on child labour
- action plans and programmes were drawn out by educational councilors (trained through IPEC programmes) and followed up to help children who were at risk of dropping out from school. They did this follow up as their own initiative, it wasn't accounted for in their programme at this stage.
- extensive media interest in child labour as demonstrated by tens of TV

interviews with IPEC management as well as over 200 articles on child labour published since beginning of programme (as seen in files of MOL)

Alternative Strategies

In order to move forward with the programme now in the best possible way and to speed up implementation of direct action with working and at-risk children and be able to provide them with most of required services, it was collectively agreed that:

- much more coordination and sharing of knowledge is required between actual IPEC partners in order to complement their activities and projects as a whole
- IPEC partners need to also seek out to other governmental and non-governmental organizations within their respective communities in order to maximize resources available for projects and their respective target groups
- in that respect a “social mapping” needs to take place in order to learn “who” does “what” and “when” in order to complement and support the IPEC projects and target groups

On the other hand, it was forecasted that an *exit strategy* needs to be accounted for starting from now, meaning how to continue with present programmes regardless of IPEC support. It was decided that an exit strategy will be drawn up soon. First of all, there will be a completion of the “donor mapping” exercise which has already begun as part of the preparation of NPPF. Then there would be basic training for all IPEC partners on the different ways to carry out fundraising (identify and potential donors, write proposals etc.)

At the same time, there needs to be more “intentional upstreaming” of pilot programmes as well as “intentional downstreaming” of national policies and programmes, in order to ensure sustainability of all action programmes.

V. Special Concerns

International Labour Standards

The project has emphasized international labour standards especially C.182 for combating worst forms of child labour and C.138 for setting minimum age for employment early on in the design of the project . C.182 has been ratified by the Jordanian government in 2002 and efforts to comply with it have been intensified since then.

Therefore, all AP have been in return implemented in light of those international conventions and labour standards. All focal points and intended beneficiaries were oriented toward them in their initial trainings as well as follow up sessions. They were also trained that all of their programmes and activities have to be implemented in light of those conventions (when preparing media programmes, awareness raising activities and direct action programmes).

Within the framework of the above (especially implementation of C.182), technical support was provided by IPEC to a special task group (economists, occupational health and safety specialists and MOL and workers and employers organizations), headed by a leading economist at the Jordanian University to identify the worst forms of child labour in Jordan. This is in light of the convention 182.

Prior to this step, a study on the related laws and regulations was conducted under the Ministry of Labour. This study reviewed the following:

- occupational health and safety
- minimum age legislations
- laws or policies established to comply with Convention No.182
- child rights and welfare regulations
- national policies on children
- general labour laws
- research, laws and regulations from other countries such as Lebanon and Egypt.

Equality and Gender Issues

Equality and gender issues had been recognized since the design stage of the action programme. It was especially emphasized in the following statement:

“models for support programmes will be differentiated according to gender needs, interests, and opportunities, and special attention will be paid to gender sensitivity in all actions taken” (PRODOC, pg.38)

However in practice, we see a relative gender balance in intended beneficiaries. For example, the social workers who were trained under the AP of MOSD were almost sixty-five percent male and thirty-five percent female. Those educational councilors trained under MOE were almost sixty percent females and forty percent males. Employer groups engaged in Employers training were represented by almost fifty-percent males and fifty-percent females. The child labour unit at the Ministry of Labour is composed of one male and two females.

So in general, one feels that there is a relative gender balance in management and intended beneficiaries within programmes.

As for the direct beneficiaries, the new project is intended to work with both at-risk and working girls and boys equally. Moreover, there is a plan to also establish a special programme with the Ministry of Education in cooperation with the international organization Questescope to establish a centre especially for those girls who have dropped out of school and cannot go back to the formal education sector. Through this special programme, they can still get an official special certificate from the Ministry of Education which will prove their enrollment in some official form of informal education.

Environmental factors

The major positive effect that the project will have on the environment is the establishment of an extensive children's playground and park by the Amman Greater Municipality for the project to be established within JOHD. This project will reflect very positively on not only the targeted children, but the surrounding community as a whole

VI. Findings, Conclusions and Recommendations

Findings

After carrying out desk review, undergoing a field mission to Jordan to meet with existing and potential partners and coordinating a participatory evaluation workshop, the main findings included:

- A well-established IPEC AP had been originally established within the CLU at MOL before the initiation of the Country Programme; this paved the way for the CP in terms of raising awareness on the child labour issue and producing a preliminary database on the child labour issue in Jordan

- Initial design of project document for IPEC's Jordan Country Programme was well designed in terms of especially *design validity, relevance and special concerns*. Partners and especially Ministry of Labour under-secretary reflected this during evaluation meetings

- There was a gap between the signing of MOU and actual intended starting date of IPEC's Jordan country programme as the latter was signed in February 2002 and the former was to start in June 2004.

- An officially contracted NPM was appointed to IPEC Jordan in June 2004. Then, the officially contracted NPM had prepared and signed several agreements with the main partners (i.e. MOL, MOE, MOSD, workers and employers organizations) between June 2004 and October 2004.

- Then, according to partners, implementation was delayed due to transitions in management occurring at the time in ILO ROAS focal points and IPEC Desk Officers for Arab States in HQ, as well as lack of follow-up from IPEC Jordan NPM. There was even a total gap in Jordan management between November to March/April 2005 during which the IPEC assistant, was trying to follow up on financial/administrative issues alone which did not require major decision making as mentioned earlier

- The several changes that took place in IPEC NPM's hampered the programming and implementation process of the different Action Programmes

- According to Ministry of Labour under-secretary and IPEC partners, present IPEC-NPM (appointed in July 2005) is speeding up the process of implementation of all AP's and, with the help of her assistant, is providing ample support to existing programmes as well as newly established ones.

- There is high level political commitment and a positive enabling environment for child labour issues in Jordan in general and IPEC programme in specific, especially by Queen Rania and the Ministry of Labour in addition to the Greater Municipality of Amman. This is also well reflected in the National childhood Plan (2004-2013) which has included a chapter on child labour which includes implementation measures and related budget

- IPEC partners in Jordan show a high degree of commitment to the programme and relatively adequate technical capabilities, but they still require further capacity-building and training on child labour issues as well as reporting procedures.
- As described earlier, initial reporting procedures for IPEC partners had been too complicated.
- The country programme has a very well-established infrastructure.
- Due to continuous changes in IPEC management and the lack of clear communication with the Jordanian River Foundation (which was supposed to work directly with at-risk and working children), there has been very little rehabilitation and withdrawal efforts with working children. although preventive measures from school drop-out however other work has started through other programmes such as Ministry of Education and Ministry of Social Development as this has become part of their intrinsic work and duties
- Although networking and coordination amongst different potential partners had been stronger during preparatory phase of the IPEC programme in Jordan (AP within MOL only), it became weaker later on (at initial stages of country programme). Previous management did not continue coordination and networking efforts. This had also caused a problem in the design of the NPPF as there was very little involvement of stakeholders and national partners; therefore it had to be redesigned. However, it is picking up its momentum again with new IPEC management.
- The IPEC programme is well-known amongst different governmental and non-governmental agencies. (This was clearly evident from evaluation workshop, incoming phone calls to IPEC office from different groups, field visits and people's reactions, participation of IPEC in numerous national as well as local events, invitations for TV interviews and newspaper coverage etc;).
- IPEC's participation in local and national events, in addition to its wide-scale awareness-raising programmes, widespread SCREAM programme as well as over 100 TV and newspaper interviews and coverage, all helped to make IPEC quite visible in Jordan. However, more continuous networking and partnerships are required on the national and grassroots levels.
- All partners felt that they can meet initially-stated objectives with an extension of at least 12 months.
- IPEC Management felt that there is ample room in Jordan for more projects in the child labour field, especially in the following fields:
 - research
 - tourism
 - direct services to working children
 - providing alternatives to families of working children
 - more work in the fields of agriculture, domestic child labour and working street children
 - educational support programmes for at-risk and working children

Conclusion

In spite of the disturbances that the Jordan Country Programme went through, it was able to establish strong ground at local and provincial levels in Jordan; especially in Amman, Irbid and Zarqa. It has undergone extensive awareness-raising efforts ; both in written and visual media and its organization of widely-attended international events (i.e. World Day Against Child Labour).

In addition, extensive capacity-building efforts have taken place at local as well as provincial levels (those selected regions mentioned above) especially in terms of training. By the end of December 2005, almost 60 health and safety inspectors, 80 educational councilors, 60 social workers, 80 trade union members, and 30 employers were capacitated to act against child labour. It is clear that these capacity-building efforts have extensively affected the communities in which those capacitated people work (i.e. schools, communities, social development centres, etc.) and therefore have influenced directly and indirectly their surrounding communities concerning the issue of child labour. For example, social and education specialists have already started to reach out to at-risk, working children and their parents within their own capacities. The training they have received has helped them to aid target groups and work with them irrespective of IPEC funds. Trained school teachers have started to form parents associations and invite them to focus group discussions and meetings in order to prevent their children dropout as well as to return others who have recently left school. The capacity-building efforts which have taken place under the SCREAM programme have affected school teachers and social workers on how to deal with cases of potential dropouts as well as returning others to school, too. These results have been spontaneous spin-offs from the capacity-building efforts. These were clarified through stories of cases told by persons from MOE, MOSD and MOL as well as lists of helped students provided to MOE by capacitated teachers. However, more efforts and services need to be concentrated in that direction now (although 3,000 may not be reached easily partners are stating the ability of reaching around 2,000-2,500) and only if project is extended for another 12 months at least.

At the same time, very well-developed products have been produced by the project with the help of specialized consultants. These include i) a teaching manual designed specifically to inform teachers on the child labour issue and on the different means of intervention with at-risk and working children ii) a guide for educational councilors and school directors on the different means on preventing at-risk children from early school dropout and early entry into the work force iii) the SCREAM guide translated into Arabic by the present NPM and other teaching materials developed to spread the word of combating child labour through the arts iv) a report on the national and international legislations to do with child labour.

Above and beyond, IPEC Jordan and the issue of child labour is given top priority on the national agenda due to the support of the Queen of Jordan. Therefore, child labour is one of the priorities addressed in the National Childhood Plan also headed by the Queen. Child labour is also allocated with a specific budget on that plan, therefore stressing the commitment to its attendance.

The JOHUD organization which is to take up an integral role now in the IPEC programme along with Great Municipality of Amman in providing direct services to at risk and working children, is also headed by princess Basma, (the kings aunt) who has shown commitment to the issue as well. However, JOHUD has requested a time extension of at least 22 months to be able to reach and provide full fledged services to the withdrawn children and their families.

Also, the MOE requested 24 months to allow the registered working/drop out children into the Education Drop-Outs programme to fulfill the course requirement that will enable them to enroll into the vocational training centre.

Coordination amongst partners exists at present, but partners would like to see more of it, especially with other potential service providers and potential donors. They feel that coordination and cooperation amongst the wider circle of governmental and non-governmental organizations remains limited.

Due to the managerial problems that the programme went through, partners of IPEC Jordan have requested an additional 12 months in order to complete their direct action with at-risk and working children.

Last but not least, a clear exit strategy needs to be better defined as explained by IPEC partners to ensure sustainability and continuity of programmes.

VII. Recommendations

1. All child labour focal points, old and new, should become reacquainted with the child labour problem and their objectives and their immediate needs in implementing them as soon as possible.
2. The centralization (within IPEC HQ) of the country programme should be reinforced so that decision-making processes concerning implementation of objectives and respective outputs remain between IPEC Jordan management and IPEC-HQ Management. This may help to speed up progress of project with its remaining duration.
3. An AP needs to be designed and an agreement signed as soon as possible with JOHUD and the Greater Amman Municipality in order to start direct work with at-risk and working children and their families. A mechanism for operation of project should be installed and capacity-building of personnel started soon to deal with the child labour issue in a comprehensive manner
4. A direct action programme for rehabilitation and providing an accelerated education programme for girls who have dropped out early from school needs to be designed and implemented as soon as possible with the Ministry of Education and Questescope.
5. Both “up streaming” and “down streaming” potentials can be reinforced in the JOHUD programme because it has a wide grassroots networks amongst civil society organizations and strong networks at the governorate and national levels which need to be reinforced for a wider ownership of programme as well as sustainability. Up streaming and down streaming activities need to be developed with the rest of action programmes, too.
6. Networking and coordination amongst governmental and non-governmental partners need to be enhanced. This would not only allow for sharing of information and knowledge of each other’s activities and programmes, but would also increase the possibilities of mobilization of technical and financial resources for the different programmes. This could increase the rate of implementation, sustainability and replication of the different action programmes.

7. Additional programmes concentrating in direct services and educational programmes for at-risk and working children, and alternatives for their parents, and moreover research in other forms of child labour such agriculture, domestic work and working street children can also be sought.
8. An exit strategy for IPEC Jordan needs to be planned from this stage in order to ensure national ownership and sustainability of project efforts in the future. Partners need to start identifying other potential partners and donors and this can be done through a well thought out orientation session using the “donor mapping” that is being carried out now by the IPEC project as part of its NPPF
9. Last but not least, the programme needs at least an additional 12 months to reach its stated objectives, especially the direct work with at-risk and working children.

ANNEX I

Immediate Objectives, Achievements and Means of Indicators

DEVELOPMENT OBJECTIVE	To contribute to the Elimination and Prevention of Child Labour in Jordan	
IMMEDIATE OBJECTIVE	ACHIEVEMENTS	MEANS OF VERIFICATION
I/O At the end of the project, sufficient information will be available to support the progressive elimination of child labour, focusing initially on the worst forms, including information to support the Government of Jordan in adapting relevant policies and through development of a National Policy and Programme framework	<ol style="list-style-type: none"> 1. National report on child labour(magnitude, types, distribution etc.) in Jordan produced and disseminated 2. Survey on working conditions of children working in the worst forms of child labour in Jordan being implemented now 3. Increase in no. of M.A. theses on child labour in Jordan 4. development of National Policy and Programme Framework (in process) 5. commitment by MOL to include budget for NPPF once completed 6. development of a donor mapping strategy to help seek potential donors/partners for child labour issue in Jordan (completed) 7. Contribution of IPEC to National Childhood Plan, 2004-2013 (through developing chapter on child labour) 	<ol style="list-style-type: none"> 1. copy of report 2. meeting with consultant and copy of questionnaire t be used, developed in cooperation with SIMPOC 3. according to IPEC NPM and CLU at MOL focal point 4. according to IPEC NPM and MOL CLU focal point 5. meeting with under-secretary and IPEC NPM 6. meeting with consultant 7. copy of chapter provided
I/O-2 At the end of the programme, the key institutions will have the capacity to address child labour in their programmes and monitor child labour incidences	<ol style="list-style-type: none"> 1. all child labour focal points within AP's capacitated 2. report produced on national and international labour laws concerning child labour 3. National Childhood plan includes budget allocation for child labour 4. - 48 well qualified labour inspectors capacitated (in 2001) - 36 labour inspectors (half of total labour inspectors) capacitated in Feb.2005 - monitoring child labour in small workshops 5. -TOT was undergone within MOSD for 20 social workers - they in turn trained another 20 in Amman 	<ol style="list-style-type: none"> 1. IPEC NPM 2. copy of report 3. copy of budget allocation 4. - CLU focal point and IPEC NPM - questionnaire for child labour monitoring 5. MOSD focal point and their minute sheets for training sessions 6. - MOE focal point and minute sheet of training sessions and names of participants and evaluation sheets - copies of samples of plans 7. workers organization focal point 8. - CLU focal point

	6. -TOT for MOE was undergone for more than 60 well qualified educational councilors and school directors - individual plans designed by teachers on means of prevention of school dropout for each student 7. 40 trade union members trained and awareness raising materials being completed 8. - 30 employers trained - monitoring of formal factories at present	- inspectors reports
I/O-3 At the end of the project, replicable models for prevention of child labour, and for withdrawal and rehabilitation of working children in Jordan developed and implemented	1. - extensive manual developed within MOE to help school councilors and directors on prevention of school dropout students (boys and girls in cooperation with MOE). - developed in cooperation with parents of at risk and working children and school personnel 2. - extensive training manual developed for training of social workers to work on rehabilitation of working children as well as prevention of early work 3. raising the awareness of more than 100 educational social workers through the SCREAM programme to prevent early school dropout and early work (who in turn work with students on prevention of school dropout) 4. negotiations almost completed on initiation of AP with JOHUD organization to prevent, withdraw and rehabilitate at least 1,00-1,500 children 5. negotiations with MOE for new education project for girls school dropouts who are working in cooperation with Questescope	1- copy of manual submitted and meeting with consultant responsible - copy of questionnaire for teachers on child labour topics needed to include in manual 2. copy of manual submitted 3. - minutes for training distributed by MOL - SCREAM manual translated to Arabic - new power points developed by MOL to transfer SCREAM idea 4. meeting with JOHUD director 5. IPEC NPM and responsible for programme at MOE

Annex II Achievements

Implementing Agency	Objectives	Achievements as per I/A report or statements by I/A	Achievements as per project management	Comments/Evaluations by Evaluation Consultant	Proposed Follow Up Steps
Ministry of Labour	I. sufficient information will be available to support the progressive elimination of child labour, focusing initially on w.f.c.l including information to support the Govt. of Jordan in adapting relevant policies and through development of NPPF II. CLU will have capacity to plan, manage and coordinate child labour related activities at National and local levels and provide support to gov't and NGO institution for the development, monitoring and evaluation of child labour projects III. labour inspectors will have capacity to investigate and monitor child labour situation at workplace level IV. policies and programmes developed and implemented to sensitize public and policy makers to bring about changes that will improve the situation of child labour and advocacy programmes developed at several levels	1.1 production and dissemination of national child labour report 1.2. production of NPPF underway 1.3 contributed to National childhood plan 1.4 study on w.f.c.l being implemented at present 1.5 report on national and international legislations produced and disseminated 2.1 CLU focal points capacitated 2.2 National Steering committee activated 3.1 48 labour inspectors capacitated in 2001 3.2 36 labour inspectors capacitated in 2005 4.1 wide-scale SCREAM programme established 4.2 documentary film on child labour produced by Jordanian University	Very well established CLU in terms of knowledge available and capacity building	-Very well established national awareness raising activities through SCREAM - well experienced focal point - need well defined divisions of labour within CLU	Needs to concentrate most on child labour monitoring within informal establishments
Ministry of Education	Project I (Existing prog.): I .child labour issues are reflected in the education policies and ongoing progs.	1.1 training manual produced 1.2 child labour training may become part of	Very well developed programme and moving on time. Timing sometimes depends on schedules of	Very good capacity building done and very good manual developed which could be used in other Arab speaking and	-Trainers who become trained are to reach 100 in especially three directorates , Aman, Zarqa and Irbid

	<p>II. capacity of MOE is enhanced to increase enrolment, retention and performance levels of working children and minor incidences</p> <p>Project II; Educational Programme for working girls who have dropped out of school</p>	<p>promotion scheme 2.1 48 social educators, teachers, school directors trained 2.2 follow up and monitoring system established</p> <p>To be established within the coming few months with MOE and Questescope</p>	<p>schools (i.e. exam times, vacations etc.)</p>	<p>non-Arab speaking countries (with minor acculturation).</p> <p>Manual included topics such as :</p> <ul style="list-style-type: none"> -child rights and child labour and legislations -school dropout and child labour -characteristics of successful school teacher -educational incentives for school teachers - programmes for school dropouts - case studies etc. 	<p>- need to focus now on the individual plans that they have started to prevent school dropouts as it has very good potentials which is reflected in preliminary results. They were able to withdraw 13 students from work and back to school.</p> <p>-Has very good success rate as there has been previous experience in this.</p> <p>- this project should be started as soon as possible to complement rehabilitation project with JOHUD to start</p>
Ministry of Social Development	<p>I.MOSD will have the capacity address child labour in their programmes and monitor child labour incidences</p> <p>II. high level officials of MOSD have been sensitized to mainstream child labour into ongoing policy and programmes.</p>	<ul style="list-style-type: none"> -Establishment of CLU - training of focal point - manual for training of social workers developed - 40 social workers trained to become trainers in prevention, withdrawal and rehabilitation. Of at risk and working children - Child labour has become part of major policies of MOSD - MOSD will include child labour in its budget at end of 2006 	<p>Very active programme and has --very good future prospects</p>	<ul style="list-style-type: none"> -Very well established programme and capacity building abilities. - very good manual developed for training of social workers which could also be used in other Arab states and even translated into other languages 	<p>- programme has very good abilities to start outreach programmes to at risk and working children more vigorously now.</p>
Trade Unions	<p>I. Increased capacity within GTUF to develop and implement a plan of action to combat child labour in</p>	<ul style="list-style-type: none"> - CLU established - focal point trained - GTUF action committee 	<p>- training is to reach a 100 members altogether to become trainers in the</p>	<p>-have good abilities and think that they can work most in awareness raising and</p>	<p>- need to continue awareness raising sessions in selected regions and on</p>

	selected areas II. sensitised public and policy makers to bring about changes that will improve children's lives in selected areas	against child labour established and trained - altogether 40 trade union members trained - awareness raising materials produced recently	regions of Amman, Irbid and Zarqa	legislations and advocacy rather than direct action	implementation of action plan - need to work more on advocacy for implementation of fair labour laws as well as compulsory and free education - need more training for central action committee
Employers	I. capacity of CLU of JCI will have been increased to investigate and monitor situations of child labour and coordinate with employers child labour activities and establish codes of conduct II. awareness level amongst members of JCI will be raised on child labour issues and the knowledge base on child labour will be strengthened within JCI	-CLU established - CLU focal point trained - capacity building of 30 employers - action plan drawn for awareness raising, monitoring, legislative actions as well direct interventions - awareness raising materials are being produced	- programme was delayed due to follow up and management problems as well as problems in bringing in international consultant for training		- employers have good potentials and need to start working on their action plan which they have recently drawn out
JOHUD	Will work mainly on the direct prevention, withdrawal and rehabilitation of at risk and working children			Has very good potential to succeed since it has extensive services in itself as well as very good networking and communication with surrounding and relevant NGO's as well as governmental institutions and authorities. Moreover, director and people responsible are very well aware of the concepts of "coordination, referral systems and up streaming and down streaming of policies and interventions"	-Need to establish mechanisms of operation as soon as possible - capacity building at all levels within project should start very soon after

Annex III Blank Table

Implementing agency	Objectives	Achievements of the project as per I/A report or statements by implementing agency	Achievements as per project management (Comments,additions)	Comments/Observations by evaluation consultant	Proposed follow up Next steps

Checklist

- 1. implications of project**
- 2. direct support/institutional support**
- 3. direct beneficiaries/indirect beneficiaries**
- 4. gender balance (direct and indirect beneficiaries, management of project)**
- 5. effectiveness and efficiency**
- 6. sustainability**
- 7. relevance**
- 8. lessons learned**



**International Programme on the Elimination of Child
Labour
ILO/IPEC**

Annex IV

**Final - basis for
contract
21 Nov 2005**

**Terms of Reference
For
Independent Mid-term Evaluation
National Programme for the Prevention and Elimination of Child
Labour in Jordan**

November 2005

ILO Project Code	JOR/02/P50/USA
ILO Project Number	P340.02.514.050
ILO Iris Code	10995
Country	Jordan
Duration	38 Months
Starting Date	September 2002
Ending Date	January 2007
Project Locations	Selected rural and urban areas
Project Language	English/
Executing Agency	ILO-IPEC
Financing Agency	US DOL
Donor contribution	USDOL:US\$ 1,000,000

I. Background and Justification

1. The 1990's witnessed increasing awareness of and attention to the child labour situation in Jordan. Although there has been considerable concern about the scale and nature of the problem and significant efforts to fight it, child labour is still a growing problem facing Jordan today. The contributing causes of child labour are generally attributable to interrelated social, cultural and economic issues in the country. IPEC began working in Jordan in 1997 in an effort to help the Government of Jordan gather information on the scope and nature of child labour through the National Study on Child Labour. Based on a series of workshops and seminars organized by the ILO and the National Task Force for Children (NTFC), Jordan ratified Convention No. 182. An agreement between the Government of Jordan and the ILO/IPEC was signed in October 2000 for the implementation of an Action Programme entitled 'Towards the Elimination of the Worst Forms of Child Labour Through the Development of a National Policy and Programme Framework and Enhancing the Capacity of the Government of Jordan. The Ministry of Labour initiated the programme in January 2001. Although previous IPEC support has allowed the Child Labour Unit (CLU) to develop the experience and infrastructure necessary to co-ordinate child labour activities in Jordan at the national level and to support the development of a National Programme and Policy Framework (NPPF), key stakeholders concluded that further assistance was needed to further strengthen the capacities of the social partners and to revise and to update the NPPF framework.
2. The present national programme was developed in consultation with governmental and nongovernmental organizations and the United Nations in Jordan. The programme is based on national priorities and needs as outlined in the stakeholders' meeting. The development objective of the programme is to contribute to the elimination and prevention of child labour in Jordan. IPEC assistance was originally scheduled to be provided for a period of three years due to project revisions the project will now run for 52 months. (Start date September 2002 to January 2007). To contribute to the achievement of the development objective the programme will address key upstream issues (policy development and management of change) and provide downstream support, demonstration of projects and capacity development of high-leverage areas. The three immediate objectives that support the development objective are:

Immediate Objective 1: At the end of the project, sufficient information will be available to support the progressive elimination of child labour, focusing initially on the worst forms, including information to support the Government of Jordan in adapting relevant policies and through the development of a National Policy and Programme Framework.

Immediate Objective 2: At the end of the programme, the key institutions will have the capacity to address child labour in their programmes and monitor child labour incidences.

Immediate Objective 3: At the end of the programme, replicable models for prevention of child labour and for withdrawal and rehabilitation of working children in Jordan developed and implemented.

Project activities focus on the following components:

- A) Capacity Building
- B) Advocacy and awareness raising
- C) Building a knowledge base on child labour
- D) Direct targeted action with working children and their environment

Background to Mid-term Evaluation

- 3. The mid-term evaluation was originally scheduled to take place in May 2004, however due to the process of implementation, key stakeholders decided to postpone the mid-term evaluation to Fall 2005. In August 2005 a consultation process was re-launched to solicit key stakeholders' inputs on the timing, aspects to be addressed and methodology of the evaluation. Following consultations with key stakeholders, it was decided that the final evaluation take place in November/December 2005.
- 4. The present Terms of Reference for the evaluation was prepared based on a consultative process with key stakeholders who have been asked to provide inputs on the purpose, questions to address and methodology of the evaluation.
- 5. A final evaluation will be held as per consultative process and as indicated in the project document.

II. Scope and Purpose

Scope

- 6. The scope of the evaluation includes all project activities to date including Action Programmes. The evaluation should look at the project as a whole and address issues of project design, implementation, alternative strategies, any lessons learned, replicability and recommendations for the future strategy of the programme.

Purpose

- 7. The mid-term evaluation should serve as a **learning tool** for the project management team. The purpose of the mid-term evaluation is to review the ongoing progress and performance of the project (extent to which immediate objectives have been achieved and outputs delivered), to examine the likelihood of the project achieving its objectives and to examine the delivery of the project inputs/activities and an investigation on nature and magnitude of constraints, the factors affecting project implementation and an analysis of factors contributing to the project's success.
- 8. Given the delays in the project implementation, the mid-term evaluation should make recommendations for any possible **revision of work plans, targets, and strategies and provide a perspective for re examining the objectives, partnership arrangements and resources**. It should identify the potential impact of the process of implementation of the project on policy and strategies of the project and suggest a possible way forward for the future. The mid-term evaluation will be used as input and background documentation for any future project revision.

III. Suggested Aspects to be Addressed

9. The evaluation should address the overall ILO evaluation concerns such as **relevance, effectiveness, efficiency** and **sustainability** as defined in the *ILO Guidelines for the Preparation of Independent Evaluations of ILO Programmes and Projects* and for gender concerns see: *ILO Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programmes and Projects, January 1995*. The following are the broad suggested aspects that can be identified at this point for the evaluation to address. Other aspects can be added as identified by the evaluation team in accordance with the given purpose and in consultation with DED. The evaluation instrument prepared by the evaluation team will indicate further selected specific aspects to be addressed.

Design

- Assess whether the project design was logical and coherent and took into account the validity and practicality of institutional arrangements, roles, capacity and commitment of stakeholders.
- Analyse whether available information on the socio-economic, cultural and political situation in Jordan was taken into consideration at the time of the design and whether these are reflected in the design of the project.
- To what extent were external factors identified and assumptions identified at the time of design?
- Assess whether the problems and needs were adequately analysed and determine whether the needs, constraints, resources and access to project services of the different beneficiaries were clearly identified taking gender issues into concern.
- Were the linkages between inputs, activities, outputs and objectives clear and logical?
- Did the Action Programmes designed under the programme provide clear linkages and complement each other regarding the project strategies and project components of intervention?

Achievements (Implementation and Effectiveness)

- Examine the reasons for delays in the following project outputs and assess the feasibility for their effective realization by the end of the project considering the amount of time and resources remaining in the life of the project:
 - Output 1.2, submission and adoption of NPPF;
 - Output 1.3, implementation of the national advocacy campaign;
 - Output 1.4, production and dissemination of child labor survey;
 - Output 2.6, implementation of child labour action plan for workers' and employers' organizations;
 - Output 3.1, carrying out of the baseline survey;
 - Output 3.2, establishment and implementation of the CLMS;
 - Output 3.3, establishment of social support centers;
 - Output 3.4, rehabilitative services provided to withdrawn children;
 - Output 3.5, Referral of children to educational and training programs;
 - Output 3.6, implementation of scheme to improve working conditions for older children;
 - Output 3.7, families provided with counseling and awareness raising;
 - Output 3.8, poverty alleviation schemes for families of child labourers established.
- Assess the efficiency of the programme i.e. compare the allocated resources with results obtained. In general, did the results obtained justify the costs incurred?
- Examine delivery of project outputs in terms of quality and quantity were they delivered in a timely manner?
- Assess whether the project will be able to achieve its intended outputs and whether it has or will achieve its objectives
- Review whether the technical guidance provided by project staff, partner organizations and relevant ILO units were adequate

- Assess the degree to which the project has been effective in building capacity to address child labour and raising awareness on the negative consequences of child labour and benefits of education among key actors.
- Assess the level and result of government involvement in the project.
- Assess the effectiveness of the different action programmes implemented and their contribution to the immediate objectives of the project.
- Has the capacity of community level agencies and organizations in Jordan been strengthened to plan, initiate, implement and evaluate actions to prevent and eliminate child labour?
- Has the target population been reached? Will the target numbers be reached by the end of the project?
- In which areas could ILO-IPEC and other entities strengthen collaborative action? (i.e. joint awareness raising campaigns, project monitoring).
- Which are the mechanisms in place for project monitoring? Please assess the quality and use of and adherence to work plans and monitoring plans.
- How did factors outside of the control of the project affect project implementation and project objectives and how did the project deal with these external factors?

Relevance of the Project

- Examine whether the project responded to the real needs of the beneficiaries
- Validity of the project approach and strategies and their potential to replicate
- Assess whether the problems and needs that gave rise to the project still exists or have changed
- Assess the appropriateness of the sectors/target groups and locations chosen to develop the programme based on the finding of baseline surveys.
- How does the strategy used in this project fit in national development, education and anti-poverty efforts, existing policies and programmes on child labour and interventions carried out by other organizations?

Sustainability

- What mechanisms are in place to promote local ownership of the programme and long-term sustainability?
- Has the training of labour inspectors and other officials led to any tangible changes in enforcement of laws or institutional responses to the plight of child labourers? Assess to what extent a phase out strategy has been defined and planned and what steps are being taken to ensure sustainability
- Assess what contributions the project has made in strengthening the capacity and knowledge of national stakeholders, to encourage ownership of the project to partners and to enhance the long-term commitment and capacity of local/national institutions (including governments) and the target groups to use the achievements of the project.
- Identify whether actions have been taken to ensure the access of girls/other vulnerable groups to services and resources
- Examine whether socio-cultural and gender aspects endanger the sustainability of the project and assess whether actions have been taken to sensitize local institutions and target groups on these issues

IV. Expected Outputs of the Evaluation

10. The expected outputs to be delivered by the evaluation consultant are:
 - A desk review
 - An evaluation instrument prepared by the evaluation consultant
 - Limited visits to project sites
 - Stakeholder workshops facilitated by the evaluation consultant

- Draft evaluation report including stakeholder workshop proceedings and findings from field visits by evaluation consultant
 - Final Report including:
 - ✓ Executive Summary which includes conclusions and recommendations
 - ✓ Clearly identified findings
 - ✓ Clearly identified conclusions and recommendations
 - ✓ Lessons learned
 - ✓ Potential good practices and effective models of intervention.
 - ✓ Appropriate Annexes including present TORs
 - ✓ Standard evaluation instrument matrix
11. The total length of the report should be a maximum of 30 pages for main report, excluding annexes; additional annexes can provide background and details on specific components of the project evaluated. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.
- All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided both in paper copy and in electronic version compatible for Word for Windows. Ownership of the data from the evaluation rests with ILO/IPEC. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentation can only be made with the agreement of ILO/IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.
12. The final report will be circulated to key stakeholders (those participants present at stakeholder evaluation workshop will be considered key stakeholders) for their review. Comments from stakeholders will be consolidated by the Design, Evaluation and Documentation Section (DED) of ILO/IPEC Geneva and provided to the team leader. In preparing the final report the team leader should consider these comments, incorporate as appropriate and provide a brief note explaining why any comments might not have been incorporated.

V. Evaluation Methodology

13. The following is the proposed evaluation methodology. While the evaluation consultant can propose changes in the methodology, any such changes should be discussed with and approved by DED provided that the research and analysis suggests changes and provided that the indicated range of questions is addressed, the purpose maintained and the expected outputs produced at the required quality.
14. The evaluation consultant will be asked to use the **standard evaluation instruments** that ILO/IPEC has developed for documenting and analyzing achievements of the projects and contributions of the Action Programmes to the project.
15. The evaluation will be carried out using a desk review, field visits to project sites and Amman for consultations with project staff and project partners and beneficiaries and other key stakeholders and to hold a stakeholder workshop for further data collection.
16. The team will be made up of one international external consultant.

17. The evaluation consultant will be responsible for undertaking a desk review of the project files and documents, undertake visits to the project locations, facilitate the workshops and will be responsible for drafting the evaluation report. Upon feedback from stakeholders to the draft report, the consultant will further be responsible for finalizing the report incorporating any comments deemed appropriate.

Composition of the evaluation team:

18. The evaluation team will consist of an international evaluation consultant who previously has not been involved in the project.
19. The background of the international evaluation consultant should include:
 - ✓ Relevant background in social and/or economic development
 - ✓ Experience in the design, management and evaluation of development projects, in particular with local development projects.
 - ✓ Experience in evaluations in the UN system, preferably as team leader
 - ✓ Relevant regional experience preferably prior working experience in Jordan
 - ✓ Experience in the area of children's and child labour issues and rights-based approaches in a normative framework are highly appreciated.
 - ✓ Experience in the area of education and legal issues would also be appreciated
 - ✓ Experience in the UN system or similar international development experience
 - ✓ Familiarity with and knowledge of specific thematic areas
 - ✓ Fluency in English and working level knowledge of Arabic
 - ✓ Experience facilitating workshops for evaluation findings
20. The evaluation will be carried out with the technical support of the IPEC-DED section and with the logistical support of the project office. DED will be responsible for consolidating the comments of stakeholders and submitting it to the international consultants.

Timetable and Workshop schedule:

21. The total duration of the evaluation process including submission of the final report should be within two months from the end of the field mission.
22. The evaluation consultant will be engaged for 16 workdays *of which 6 days will be in country in Jordan*. The timetable and schedule is as follows:

Phase	Responsible Person	Tasks
I	Evaluation Consultant	<ul style="list-style-type: none"> ○ Telephone briefing with IPEC DED Desk Review of project related documents ○ Evaluation instrument based on desk review
II	Evaluation consultant with national consultant and logistical support by project	<ul style="list-style-type: none"> ○ In-country to Jordan for consultations with project staff ○ Field visits to project sites ○ Consultations with project staff ○ Consultations with project partners ○ Consultations with girls and boys, parents and other beneficiaries ○ Workshop with key stakeholders (1 day workshop)
III	Evaluation consultant	<ul style="list-style-type: none"> ○ Draft report based on consultations from field visits and desk review
IV	DED	<ul style="list-style-type: none"> ○ Circulate draft report to key stakeholders ○ Consolidate comments of stakeholders and send to team leader
V	Evaluation consultant	<ul style="list-style-type: none"> ○ Finalize the report including explanations on why comments were not included

Phase	Duration	Dates
<i>I</i>	3 work days	Nov. 28-30
<i>II</i>	5 days	Dec. 4-9
<i>III</i>	5 days	Dec. 12-16
<i>IV</i>	10 days	mid-January
<i>V</i>	3 work days	January 23-25

Sources of Information and Consultations/Meetings

Available at HQ and to be supplied by DED	<ul style="list-style-type: none"> • Project document • TPRs • DED Guidelines and ILO guidelines
Available in project office and to be supplied by project management	<ul style="list-style-type: none"> • Progress reports/Status reports • Technical and financial report of partner agencies • Other studies and research undertaken • Action Programme Summary Outlines Project files • National workshop proceedings or summaries • NPPF document • Other documents

Consultations with:

- Project management and staff (former staff if possible)
- Partner agencies: Ministries of Labour, Education and Social Development, Higher Council for Youth, King Hussein Foundation, Greater Amman Municipality (GAM), Ministry of Planning (Including Department of Statistics), the Ministry of Awqaf and Islamic Affairs, the National Council for Family Affairs, the Information Resource Center (IRC) and the National Team for Family Protection
- Social partners Employers' and Workers' groups
- Girls and Boys
- Community members
- Parents of boys and girls
- Teachers, government representatives, legal authorities etc as identified by evaluation team
- Child Labour Unit
- National Steering Committee
- Telephone discussion with USDOL
- National Partners involved in the further development, enhancement and implementation of the NPPF.

Final Report Submission Procedure

23. For independent evaluations, the following procedure is used:
 - The **team leader** will submit a draft report to **IPEC DED in Geneva**
 - IPEC DED will forward a copy to **key stakeholders** for comments on factual issues and for clarifications
 - **IPEC DED** will consolidate the comments and send these to the **evaluation team leader** by date agreed between DED and the evaluation team leader or as soon as the comments are received from stakeholders.
 - The final report is submitted to IPEC DED who will then officially forward it to stakeholders, including the donor.

VI. Resources and Management

Resources:

24. The resources required for this evaluation are:
 - Fees for 16 days for an independent consultant
 - Fees for travel to Jordan and DSA in Jordan as applicable and as set out in the ILO rules
25. For the evaluation exercise as a whole:
 - Fees for local travel in-country
 - Stakeholder workshop expenditures
 - Any other miscellaneous costs

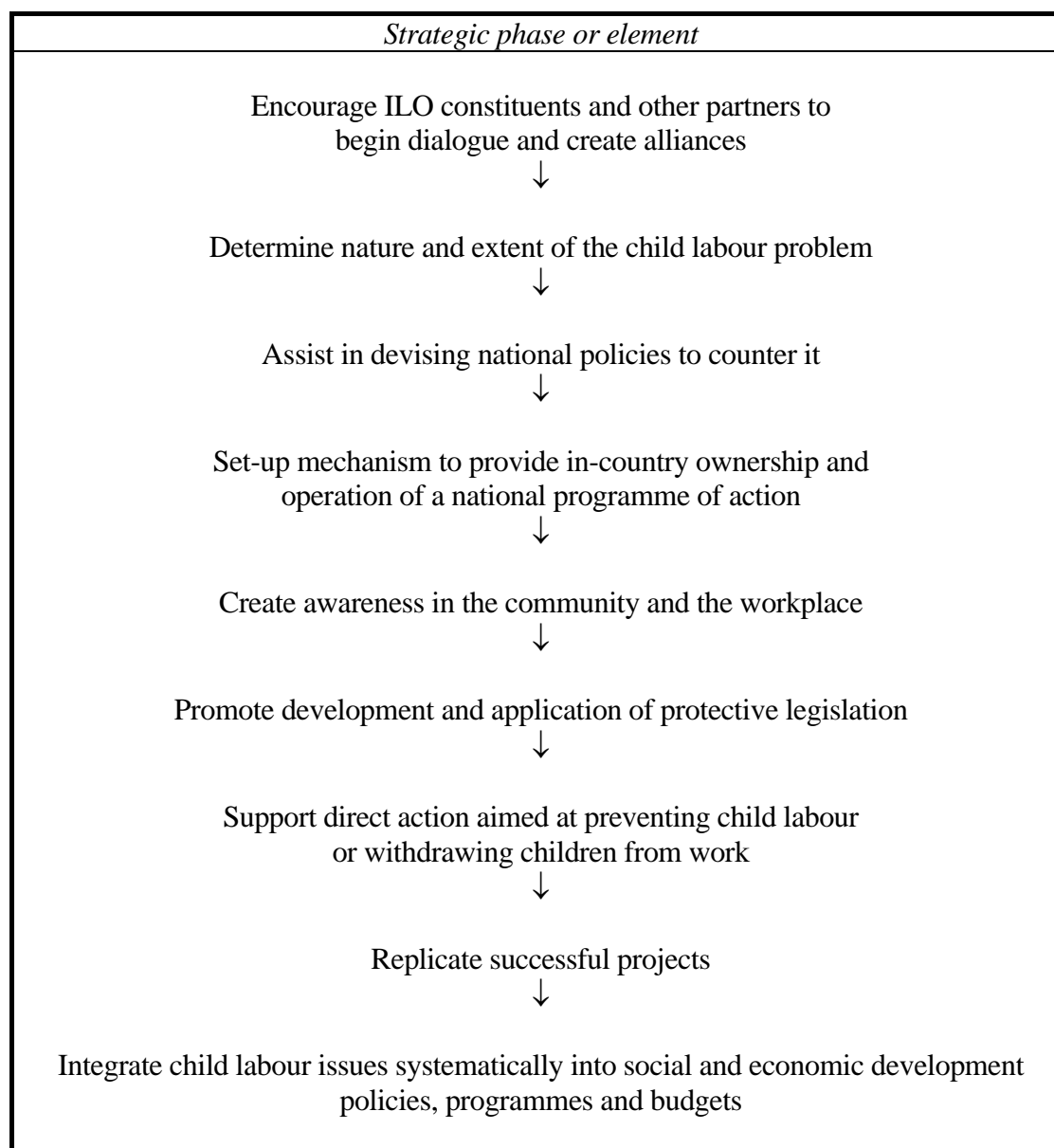
A detailed budget is available separately.

Management:

26. The evaluation team will report to IPEC DED in headquarters and should discuss any technical and methodological matters with DED should issues arise. IPEC project officials in Jordan will provide administrative and logistical support during the evaluation mission.

**ANNEX 1 to ToRs
ILO/IPEC
COUNTRY PROGRAMME APPROACH**

Phased, multi-sectoral Strategy



ANNEX 2 to ToR
List of Action Programmes (as of March 2005)

Approved Action Programmes						
Serial No.	Action Programme number (P340.92.235.051 or P340.02.900.050 BL21Pos 003)	Title of AP and name of Implementing Agency	Amount in US \$	Number of monitoring visits undertaken this year	Start date	Expected completion date
1	General Trade & Union Federation (GTUF) –7	Strengthening the Capacity of General Trade Union Federation (GTUF) to Combat Child Labour	19,850.75		17 th July 2004	15 th July 2005
2.	Jordan Chamber of Industry (JCI)-7	Awareness Raising of Employers on Child Labour in particular its Worst Forms	19,950.65		17 th July 2004	15 th July 2005
3.	Ministry of Education (MOE) 7	Increasing the Attendance, Retention and Rates of Working Children in the Primary Education System	62,158.76		1 st Sept. 2004	1 st Sept. 2006
4.	Ministry of Labour (MOL) 7	Enhancing the Ministry of Labour to Combat the Worst Forms of Child Labour in Jordan to be implemented by the Ministry of Labour	76,012.66		1 st Sept. 2004	1 st Sept. 2006
5.	Ministry of Social Development (MOSD) 7	Enhancing the Capacity of the Ministry of Social Development to Combat the Worst Forms of Child Labour in Jordan	30,978.01		15 th Sept. 2004	15 th Sept. 2005
6.	Yarmouk University – 8	Child Labour Club –	US\$4696.32		9 th Sept. 2004	15 th Sept. 2005
7.		Musical & Drama Play " Hand by Hand" ; Combating Child Labour through Arts	US\$ 4995		15 th Sept. 2004	15 th Sept. 2005