



# Evaluation Summary



International  
Labour  
Office

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Office

## Mid Term Evaluation of the Project “Improved labour migration governance to protect migrant workers and combat irregular migration” (January 2017-December 2020)

### Quick Facts

<b>Country</b>	: Ethiopia
<b>Mid-Term Evaluation</b>	: June-July, 2019
<b>Evaluation Mode</b>	: <i>Independent</i>
<b>Administrative Office</b>	: ILO Country Office for Djibouti, Ethiopia, South Sudan, Sudan & Somalia
<b>Technical Office</b>	: MIGRANT, ILO Geneva
<b>Evaluation Manager</b>	: <i>Tahmid Arif</i>
<b>Evaluation Consultants</b>	: Jane Hailé, Siseraw Dinku
<b>Project Code</b>	: ETH/16/02/GBR
<b>Donor(s) &amp; Budget</b>	: Department for International Development (DfID), UK (GBP 2,780,226.00)
<b>Keywords</b>	: Labour migration governance, migrant workers, irregular migration

### Background & Context

#### Summary of the project purpose, logic and structure

The main purpose of the project “*Improved labour migration governance to protect migrant workers and to combat irregular migration*” is to make regular labour migration accessible and

desirable to potential Ethiopian migrants so that they do not opt for irregular migration. The project is composed of two related components: the first component addresses *Outcome 1- Migrant Workers are better protected through improved access to support services that empower them to make informed decisions and to claim their rights*. Activities and outputs under Outcome 1. Include strengthening and decentralization of training provided by TVET to regional, zonal, and woreda level; improvement of information available through Migrant Information Centres (MIC); strengthening and decentralization of the Ethiopian Migrant Data Management System (EMDMS); providing migrants and potential migrants with improved knowledge and skills including entrepreneurial and financial information, through the revised and strengthened curriculum; increasing knowledge and awareness of migrants about legal and policy frameworks for protection of men and women migrant workers.

Activities and Outputs under *Outcome 2- Improved access to protection services for migrants being provided by Ethiopian missions and other relevant institutions* – include policy-oriented research on labour migration dynamics in Ethiopia and major destination countries; improvement of the capacity of Ethiopian communities, trades unions, NGOs employers’ federations and private employment agencies to understand and apply international labour

standards and best practices; strengthening the capacity of Ethiopian Diplomatic Missions and Communities to ensure the provision of effective service for Ethiopian migrants in-country, and activities to raise the awareness of the migrants themselves as to their rights and duties whilst employed in the destination country. (See Annex vii Monitoring and Evaluation Plan for full details.)

### **Present Situation of the Project**

The project is based on the experience and lessons learned under the previous EU-funded ILO project *Development of a Tripartite Framework for the Support and Protection of Ethiopian Women Domestic Migrant Workers (MWD) to the GCC States, Lebanon and Sudan (2013-2016)*, and is often regarded as a second phase of that project. This EU-funded project established the same two-pronged approach of strengthening the regular process of migration in Ethiopia, as well as enhancing oversight by Ethiopian missions in the destination countries. At the mid-term the project has had significant achievements in capacity-building and awareness-creation in Ethiopia and in destination countries, and contributes actively to ongoing policy debates which frame overseas migration, and reintegration, as an important response to the continuing national unemployment situation. The project is due to end in December 2020, and an extension is currently being considered in line with the recommendations of the Mid-Term Evaluation report.

### **Purpose, scope and clients of the evaluation**

The purposes and scope of the Mid-Term Evaluation, were to:

- assess the implementation of the project so far, identifying factors affecting project implementation (positively and negatively). If necessary, proposing revisions to the expected level of achievement of the objectives

- analyse the implementation strategies of the project with regard to their potential effectiveness in achieving the project outcomes; including unexpected results
- review the institutional set-up, capacity for project implementation, coordination mechanisms and the use and usefulness of management tools including the project monitoring tools and work plans
- review the strategies for sustainability
- identify the contributions of the project to the SDGs, the ILO objectives and its synergy with other projects and programs
- identify lessons learned and potential good practices for the key stakeholders.
- provide strategic recommendations for the different key stakeholders to improve the implementation of the project activities and attainment of project objectives.

The intended clients and beneficiaries of the evaluation are ILO colleagues on the project, in country, and in regional and headquarters locations; national stakeholders and actors in-country and in destination countries; the donor; and last but by no means least the migrants and potential migrants themselves.

### **Methodology of evaluation**

The evaluation has used a participatory approach, engaging project staff and a range of stakeholders throughout the evaluation process. The evaluation utilized a primarily qualitative methodology drawing on multiple sources to facilitate triangulation, and to verify the validity and credibility of the evaluation findings. Main sources were an extensive review of documentation; face-to-face interviews, as well as discussion by Skype and WhatsApp with key informants in Ethiopia, in destination countries; and in ILO offices in Algeria and Geneva. Small

group discussions and direct field observation took place in two locations. A checklist of key questions was developed to guide interviews and discussions during the mission.

### Main Findings & Conclusions

Substantive alignment and relevance of the project was assured by a Baseline Survey conducted between September and October 2017 soon after the launch of the project, and a Capacity Assessment of the TVET system, the Bureau of Labour and Social Affairs of Amhara, Oromia, SNNPR and Tigray Regions, along with Addis Ababa and Diredawa City Administration .

The primary work of the very small project team is to ensure day-to-day implementation of the project and to coordinate activities with and through key stakeholders. The project receives support on financial and administrative matters from the ILO Country Office and receives technical backstopping on request from MIGRANT, ILO Geneva, and from the Migration and Mobility Specialist from ILO/CO Algiers and other ILO units and specialists.

The activities supported by the project to improve regular labour migration governance through institutional strengthening, and knowledge enhancement in Ethiopia, and in destination countries are expected to have both immediate and long-term impacts.

The project has enhanced Social Dialogue in several ways. An important mechanism has been the inclusion of Tripartite Partners and other government officials (notably Ministry of Foreign Affairs (MoFA)) and private sector participants, (notably Private Employment Agencies(PEA)) on the same training and study tours, where aspects of labour migration governance and international labour standards were discussed. This approach has already born fruit in terms of the coherence of the project and may be expected to continue to do so.

The project is part of the ILO's portfolio on labour migration governance and has

demonstrated both continuity (with the earlier EU-funded programme on Migrant Domestic Workers), and evolution in response to the changing country and stakeholder context. The project has demonstrated efficient use of resources, value for money and good synergies with other relevant ILO activities.

The project's principal focus on capacity-building of key institutions and processes in Ethiopia and in destination countries will facilitate the sustainability of results.

### Recommendations

**Recommendation 1.** *Strengthen project organization and management* by developing a clearer internal division of labour within the project team; and develop comprehensive project briefings and presentations for use with project stakeholders, and external audiences which would include inter alia the comprehensive Project Map developed by the project team in the course of the evaluation .

<b>Addressed to</b>	PM and project staff
<b>Priority</b>	High
<b>Resource</b>	Low
<b>Timing</b>	Short-term

**Recommendation 2.** *Develop a system for storage and efficient retrieval of materials generated by the project team itself, and by different stakeholders:* Materials could be catalogued according to a number of parameters including chronology and source; for example, according to purpose (administrative/management /training/awareness-creation etc.); according to audience (policy-makers/technical staff/ private sector/migrants & potential migrants); relative to Outcome etc., such that they could be shared in an orderly fashion on request, as well as used in future briefings, training and research.

<b>Addressed to</b>	PM and project staff
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<b>Priority</b>	High
<b>Resource</b>	Low
<b>Timing</b>	Medium-term

**Recommendation 3.** *Articulate more precisely the project's current and future position and activities concerning gender equality mainstreaming to reflect existing and proposed efforts going forward; A thorough gender analysis of the project must address gender representation at all levels (policy, institutional, beneficiary), and for all actors and actions, and should not overlook the dynamics of decision-making relative to migration at household and community levels.*

<b>Addressed to</b>	PM & project Staff with ILO, CO, & HQ support
<b>Priority</b>	High
<b>Resource</b>	Low
<b>Timing</b>	Medium- Term

**Recommendation 4.** *Articulate more precisely a comprehensive plan for advocacy, information, communication and training activities based on an analysis of the different audiences to be reached, both within and outside the project, for different aims and objectives: This would include enhancing mechanisms for internal exchange in addition to the current PSC/TWG fora. Communication and Visibility measures requested by the donor should be reflected in this broader matrix. The project may wish to adapt the Communication Planning Matrix included at Annex xto the full report in order to present key project activities and achievements with the wide range of audiences in a coherent manner.*

<b>Addressed to</b>	Project Staff with CO or external support if necessary
<b>Priority</b>	High
<b>Resource</b>	Medium
<b>Timing</b>	Medium-term

**Recommendation 5.** *Further, adapt the Monitoring & Evaluation Plan going forward to*

*capture the effects and impact of activities. This would involve supplementing current data-collection activities with more substantive and qualitative surveys and studies both in Ethiopia and destination countries.*

<b>Addressed to</b>	ILO and national stakeholders
<b>Priority</b>	High
<b>Resource</b>	High
<b>Timing</b>	Medium-term

**Recommendation: 6.** *Advocate for long-term investments in building the capacities of TVETs. ILO should use its comparative advantage in drawing lessons and best practices from its projects in other countries to encourage continued donor investment in TVETs.*

<b>Addressed to</b>	ILO & national stakeholders
<b>Priority</b>	High
<b>Resource</b>	Low
<b>Timing</b>	Short-term

**Recommendation: 7.** *Formulate an agreed MIC sustainability plan with partners. The project with regional MoLSA and BoLSA should jointly plan for the integration of MIC services into government structures. At least for the short term, integrating MICs into existing government overseas employment services, and identifying alternative sources of funding, including funding from external sources and regional/local government budgets could be considered as viable options.*

<b>Addressed to</b>	ILO & national stakeholders
<b>Priority</b>	High
<b>Resource</b>	Low
<b>Timing</b>	Short-term

**Recommendation 8.** *Develop a new phase of the project, before phasing out the current project, to cover the whole migration cycle and to respond to the Ethiopian Government's policy shift, which recognizes the value of promoting regular migration and reintegration to address unemployment in the country. A new project*

document with a clear Theory of Change needs to be developed reflecting Lessons Learned and new information generated throughout the project, as well as responding to all recommendations included in the Mid –Term Evaluation Report

<b>Addressed to</b>	ILO, national stakeholders, potential donors.
<b>Priority</b>	High
<b>Resource</b>	Low
<b>Timing</b>	Short-term