



Evaluation Summaries

Evaluation: Promotion of Decent Jobs for Poor and Migrant Women in Honduras, Nicaragua and Costa Rica

Quick Facts

Countries: Honduras, Nicaragua, Costa Rica

Final Evaluation: December 2005

Mode of Evaluation: independent

Technical Area: Employment Policy and Advisory Services

Evaluation Management: Americas

Evaluation Team: Nora Zúñiga de Silva

Project Start: July 2004

Project End: February 2006

Project Code: RLA/04/53/NET

Donor: Netherlands (US\$ 1,000,000)

Keywords: Decent work, Migration, Poor women

Background & Context

Project Background: The project aims to contribute to the eradication of poverty and the promotion of gender equality and the empowerment of women by means of promoting decent work for poor and vulnerable women in poor and migration affected communities. The emphasis is on the support to national policies and institutions for the design and implementation of education for work programmes aiming at increasing the employability of poor women and the awareness of their social and labour rights, both in their countries and as migrants. The project seeks to achieve its goals by meeting the following immediate objectives

- To promote educational opportunities and decent employment alternatives for vulnerable women and girls in selected poor and migrant communities.

- To enhance the capacity of key actors in Central America to mainstream gender concerns in employment, human resource development, poverty reduction and migration policies, and programmes.
- To contribute to knowledge sharing, enhancement and dissemination of the policy and programme implications and practical tools for addressing gender, employment, poverty and migration concerns.

Evaluation Context: The purpose of the final evaluation is to analyze all of the activities undertaken by the project in relation to the immediate objectives and the project indicators in order to assess the efficiency, effectiveness, relevance and sustainability of the project. In addition, the objective of the evaluation is to draw lessons learned from the project implementation with a view to assess whether the project objectives, methods and approaches are still useful and relevant. Furthermore, the evaluation will make recommendations and list lessons learned for future projects.

The evaluator reviewed all project related materials, documents to assess the overall project performance, and went on field missions to the three countries to conduct interviews and meetings with project staff and all major project stakeholders

Main Findings & Conclusions

Overall, the project has turned out to be highly satisfactory. It achieved the goals set out in the project document, and in some cases such as Honduras, even exceeded the expected outcomes. The project has particularly developed an important effort at the Tripartite level, where it has shown the importance of employment policies being synchronised with basic education policies, employment education, training and manpower qualification and the labour market demands.

The creation of a Tripartite opportunity for dialogue through the Tripartite Advisory Commission in Honduras has brought added value to the project. The Tripartite Advisory Commission has been holding meetings on a regular basis, where they have worked hard to achieve the project's objectives. This could very well work as an example to establish round table discussions on other development issues.

The initial consultation with the entrepreneurial sector permitted a definition of affirmative actions to improve the labour qualifications of the project beneficiaries and generated jobs within the framework of the project strategy and the manpower needs. This in turn created an interest among the local governments, where they have made significant contributions in favour of the project beneficiaries.

Co-operating with the entrepreneurial sector has also meant that the project beneficiaries were able to put into practice the knowledge that they had been generating from the project, and therefore improving their skills by applying them in the workplace.

Training materials have been developed within the project, such as the "Employment and Education Modules" and the book "Nuestros Derechos y Obligaciones Laborales", which will permit replication of these activities in

other regions of the project countries, as well as in other countries in Central America.

The migration aspect of the project should have been dealt with differently; it could for example have been approached in the area of employment education as a training for migrant women, including a module that allow potential women migrants to understand the risks they run in a situation of illegal migration.

Pursuant to indications in the project document and budget, the project should have received technical assistance from GENPROM and the Regional Gender Specialist, which for various reasons did not come through. This has probably had a somewhat restraining impact on the project's activities.

In sum, the project activities and work carried out in Honduras, has resulted in very positive achievements that in the view of the evaluator, could be replicated elsewhere. In Nicaragua, the goals were accomplished, but there is a need to continue the work in order to fully consolidate the programme and to strengthen the national structures. In Costa Rica, project activities mainly included holding workshops and radio dissemination campaigns to inform migrants about their labour rights as well as the requirements necessary to formalise their migration status. The unstable political situation in the region, with current presidential political campaigns in both Honduras and Costa Rica, has had a somewhat restraining impact on the project implementation and its performance, though.

Recommendations & Lessons Learned

Recommendations: With this project, the ILO has found a way to achieve the Decent Work Agenda in the three countries. However, it seems clear that this objective will demand more time in order to be fully consolidated in the long-term.

This project should be used as a pilot experience to be replicated elsewhere, in other parts of the region and other countries in

Central America, by using the installed capacity and taking advantage of the interest shown by the main social actors.

Keeping in mind that these are development projects, the new project proposals should be for an effective implementation for at least two years, taking into account the already trained instructors, as well as the beneficiaries from this project, who might be used as trainers for the skills they have learned in their own communities, making for a multiplier effect.

In case of a continuation or replication of the project, a delimitation of the development objectives is required and the immediate objectives have to be more realistic in terms of expected outputs.

It is difficult and comprising in project development to establish objectives that are tangentially coincident, such as basic education, labour education, and migration. Not all of the components might progress with the same ease, especially when projects do not include capabilities to inherently develop all of the components on an equitable basis. The evaluated project for instance included neither advisor, nor technical assistance on the migration component, which would have been recommendable.

Lessons learned: A lesson that should be replicated is the strategy followed in order to achieve full Tripartite participation by the social partners, and even expand this participation to include other partners that might be interested in the development of the project beneficiaries.

In general, development projects should be implemented over a period of time exceeding two years, in order to avoid becoming a short-term activity that never fully consolidates.