

High-Level Evaluation on Promoting Fair and Effective Labour Migration Policies

9 March 2022 / 14:00-15:00 CET



► Evaluation team

PPMI Team	Loes van der Graaf, Irma Budginaite-Mackine, Rimantas Dumcius, Roger Plant, Luka Klimavičiūtė, Hanna Siarova, Elizabete Vizgunova-Vikmane
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► Agenda

1. Introduction to the event and the high-level evaluation by EVAL (5min)

2. Presentation of the evaluation (15min)

-Scope and methodology

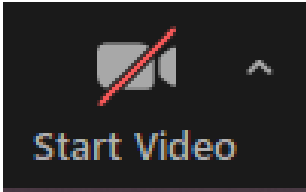
-Key findings, recommendations & conclusions

3. Remarks on the way forward and follow-up (10 min)

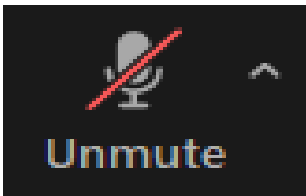
4. Discussion and Q&A (25min)

5. Closing remarks by EVAL and MIGRANT (5 min)

Ground rules



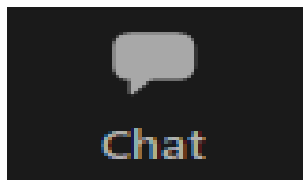
Please stop your video, unless you intervene



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Share your views through the chat!

For technical problems
contact:

- Janette Murawski at murawski@ilo.org
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► What are high-level evaluations?

► ABOUT HIGH-LEVEL EVALUATIONS

- High-level, organization-wide evaluations of strategies & actions
- Can focus on a policy outcome, institutional issue or DWCPs in a region
- Follow a standard approach – EVAL's Protocol 1: Strategy & Policy Evaluations
- Considers performance within ILO's results-based management system- provides the opportunity to validate which expected outcomes have been achieved and where to improve.
- Use OECD-DAC criteria



► **Background, purpose, scope and methodology of the evaluation**

► Evaluation Office

► High-level independent evaluation of ILO's strategy and action for promoting fair and effective labour migration policies, 2016-2020

- Scope – focused on Outcome 9 and output 7.5, but other ILO work/outcomes considered
- Specific attention to Fair Recruitment request by ILC
- Including the work of MIGRANT, but also other departments working on labour migration
- Timeframe – 2016 to 2020 (three biennia)
- Forward-looking too – including post-COVID world

Purpose of the evaluation : to provide an account regarding performance strategy and key results to the GB and internal ILO stakeholders. Appreciate the successes and limits in ILO's strategy in promoting fair and effective labour migration and to assess the impact and effectiveness of the work on fair recruitment

Methods

Desk review	- Various plans, reports, biennial P&B, DWCPs, CPOs et al. - Analysis of the Synthesis review of country/project evaluation reports - Normative and strategic documents relevant to the theme - Analysis of selected individual project evaluations as required
Interviews	64 interviews with 108 ILO staff, constituents, partners and other stakeholders (65 women) - Remote (by international consultants and EVAL) plus national consultants
Case study countries	- Five country or project case study countries: Thailand, Ethiopia, Tunisia, the Regional Conference on Migration in Latin America, and the Free Movement of Persons and Migration (FMM) in West Africa - One large case study on Fair Recruitment, covering the global level, as well as the Philippines–Hong Kong, Nepal–Jordan, and Guatemala–Mexico corridors. - Collaboration with other ongoing evaluations (HLE South Asia, Ethiopia, Colombia)
Surveys	<u>ILO staff</u>: A questionnaire was distributed to 239 ILO staff, with a response rate of 30.5%. <u>Constituents and stakeholders</u>: A questionnaire was distributed to 117 constituents, donors, UN partners and other partners, with a response rate of 32,5%.
Adjustments due to COVID	Travel restrictions, use of national consultants, more time-consuming, difficulty in obtaining interviews with stakeholders, more collaboration with other evaluation initiatives

► Selected Key Findings and Recommendations

Findings - RELEVANCE

- 1 The ILO's work is **unique** in the global area of labour migration. It is the only agency that addresses labour migration through **social dialogue, labour standards, and tripartism**, which is perceived as its main added value compared with other agencies.
- 2 Fair recruitment and labour migration are **highly relevant for all stakeholders**. On the national level, a "**nationals first**" attitude prevails among certain trade unions.
- 3 ILO's work remained relevant during the **COVID-19 pandemic** by addressing the most pressing issues at the time. It showcased its flexibility by switching its fields of work to address urgent arising needs.

Findings - COHERENCE

- 1 The ILO managed to **coordinate its interventions** in labour migration with other organizations to avoid overlap, although in some instances it could not be prevented..
- 2 The ILO's work on labour migration is **coherent with ILO strategies on gender equality, non discrimination and social dialogue**, while environmental sustainability receives increasing attention.

Research showed **little evidence on the integration of disability perspectives** in ILO labour migration interventions.

- 3 **Recognition of ILO's added value** exists, yet its achievements and interventions sometimes **lack visibility to all stakeholders**.



Findings - EFFECTIVENESS

- 1 In almost all instances, the ILO achieved its programme and budget targets, and also exceeded some of the expected results
- 2 An important outcome of many ILO interventions was the improved capacity of constituents and enhanced social dialogue on labour migration.
- 3 66.4% of survey respondents agree that ILO has a clear approach to fair and effective labour migration (rating 5 or 6).
- 4 ILO's cross-cutting work on international labour standards and gender equality was mostly effective.
- 5 ILO's work on mitigating the effects of the pandemic was perceived as one of its most effective fields of work, in particular, the ILO's technical support to Member States on protecting the rights of migrant workers, on negotiating with other countries on wage payments.

Findings - EFFICIENCY

- 1 Constituents and other stakeholders are generally **satisfied with the timeliness, accessibility and availability of the ILO's work**, despite occasional delays in project execution.
- 2 The ILO's **human resources for labour migration are perceived as stretched** to meet the volume of projects and demand of the field.
- 3 Existing monitoring and evaluation approaches are not always efficient, due to **lack of results data, missing baselines, and weak or absent monitoring frameworks**.
- 4 Coordination and collaboration between technical units at the headquarters level (82%) and **between headquarters and the field (74 %) was found highly effective**. Labour migration projects often benefit from expertise of different branches/departments.

Findings – IMPACT & SUSTAINABILITY

- 1** The most visible and clear impact of the ILO is the adoption of legislation and policies facilitating fair labour migration. Progress towards ratification of Conventions related to migrant workers was slow.
- 2** Impact can be affected by a lack of implementation measures, as well as by labour migration barriers put up by other countries.
- 3** Impact and sustainability face similar challenges, particularly changing political contexts and short project durations that do not allow for long-term implementation support.

CONCLUSIONS & LESSONS LEARNED

- 1 During the period under review, the ILO has made significant progress in its overall work on fair labour migration, including fair recruitment.
- 2 Major projects at the regional, interregional and country levels have included legal and political reform, including labour standards, among their principal objectives.
- 3 The work of the ILO on labour migration was perceived as highly relevant, useful and effective over the period 2016–20. However, the impact of COVID will continue to affect ILO's work in the near future
- 4 The evaluation found multiple barriers to the work of the ILO, related to both internal and external challenges.
- 5 The heavy workload poses a substantial burden on ILO staff, and interventions often lack personnel with sufficient technical expertise.
- 6 Gaps in the ILO's visibility were identified, both in terms of its overall vision and activities, and in terms of ILO standing out among other agencies. This is linked to the lack of ILO presence on the ground in many countries.

► Recommendations for future Labour Migration Programming

1. **Increase ILO visibility** by expanding capacity to communicate and by strengthening its participation in global, regional and country-level groups and networks. ILO should lead initiatives, and set the agenda for labour migration and for addressing labour mobility issues related to crisis, such as access of refugees and those forcibly displaced to labour markets
2. The ILO should **continue and enhance its work on migration corridors and regional economic communities**, through capacity-building and sharing of best practices with regional economic communities and constituents.
3. The ILO should ensure that its development cooperation work **explicitly identifies a sustainability plan and follow-up** and provides for **greater technical support at the country level to encourage adoption, implementation and compliance of ratified Conventions, adopted policies and laws, and its global guidelines and recommendations.**

► Recommendations for future Labour Migration Programming

4. The ILO should **strengthen its monitoring and evaluation approaches on labour migration** at the global, regional and national levels.
5. The ILO should continue **strengthening its work on fair recruitment**, particularly to better **translate global outputs to the national level** and **enhance synergies** between its projects and between ILO initiatives and other organizations' initiatives on fair recruitment.
6. The ILO should enhance its efforts to **address the challenges caused by COVID-19 on social protection** for migrant workers and refugees in the labour market, engagement with both origin and destination countries on decent work opportunities, skills recognition and protection, both in the short term and in the longer term.

► Follow-up to recommendations with a focus on the way forward

► Discussion and Q+A

► Closing remarks

Thank you!

CONTACT THE ILO EVALUATION OFFICE



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