



# Technical Cooperation Progress Report (TCPR)

104043 and 104002: IRIS Project No.  
RAS/13/55/UKM and GLO/13/53/UKM: TC Symbol  
DFID (UK Government) :Donor  
DWT/CO New Delhi :Administrative Unit

**Country or Region:** Bi-Regional Project (Bangladesh, India, Nepal, Jordan, Lebanon)

**Title:** Work in Freedom (ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East)

**P&B Outcome:** Outcome 15

**Report:**

Annual For projects reporting on an annual basis, all sections must be completed and the report must cover the previous 12 months.

6-month For projects reporting twice per year, all sections must be completed and the report must cover the previous 6 months.

Quarterly For projects reporting on a quarterly basis, every second and fourth report (i.e. twice a year) should complete all sections. The other reports may leave out sections A3 and A4.

**Sequence:**  1<sup>st</sup> report  2<sup>nd</sup> report  3<sup>rd</sup> report  4<sup>th</sup> report  5<sup>th</sup> report  6<sup>th</sup> report  7<sup>th</sup> report  8<sup>th</sup> report  9<sup>th</sup> report  10<sup>th</sup> report  11<sup>th</sup> report

**Related project(s):** RAS/12/15/UKM and GLO/12/39/UK

Reporting Information	
<b>Reporting period:</b>	From 20 April 2013 to 31 Dec 2013
<b>Report prepared by:</b>	Leanne Melnyk, Technical Officer, Bharti Birla National Project Coordinator
<b>Report reviewed by:</b>	Beate Andrees, Head of Special Action Programme to Combat Forced Labour, Fundamental Principles and Rights at Work, ILO-Geneva <i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i> Reviewer initials: <Initials>
<b>Report approved by:</b>	Ms Tine Staermose, Director ILO DWT for South Asia and Country Office for India, April 15, 2014 <i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i> Approver initials: <Initials>

Instructions
<p>This is the standard ILO format for extra-budgetary technical cooperation progress reporting. Information submitted in TCPRs will be collected and used by the ILO to monitor progress towards results.</p> <p>TCPRs must be submitted as per the schedule outlined in the Approval Minute.</p> <p>Please note this is the format for interim reports only. Final progress reports must use a different template.</p> <p>For guidance on completing the TCPR please visit: <a href="http://www.ilo.org/intranet/english/bureau/pardev/tcguides/templates.htm">www.ilo.org/intranet/english/bureau/pardev/tcguides/templates.htm</a></p>

## EXECUTIVE SUMMARY

Work in Freedom is a five-year, inter-regional initiative that is taking a targeted approach to prevent the trafficking of women and girls in South Asia and the Middle East.<sup>a</sup> The development objective is to reduce the incidence of trafficking of women and girls from India, Bangladesh and Nepal through economic, social and legal empowerment. At least 100,000 women and girls will be reached in South Asian source countries of migrant workers and in major destination countries for migrant workers (India and selected Arab States). The programme targets in particular domestic work and the garment sector. Key stakeholders include governments, trade unions, business and employers' associations, recruitment agents, NGOs, community-based organizations and women migrant workers and their organizations. An innovative aspect is the emphasis given to rigorous impact assessment, given the lack of robust evidence on what works and what doesn't with respect to prevention of human trafficking. This will be implemented by the London School of Hygiene and Tropical Medicine (LSHTM).

Administratively, Work in Freedom is divided into two components which are closely related: one for the field-based implementation of the programme deliverables in South Asia and the Middle East (for which the budget is held and managed in ILO New Delhi), and the other for the research/knowledge and technical support functions of the programme (for which the budget is held and managed in ILO HQ in Geneva). The Memorandum of Understanding between DFID and the ILO for the Work in Freedom Programme was signed by both parties in April 2013. The conclusion of the MoU followed approval of the DFID Business Case by UK Ministers in February 2013. According to the MOU, ILO is to submit to DFID a narrative report by the 31<sup>st</sup> March 2014. This report is the first narrative report to be submitted for the Work in Freedom Programme as part of that reporting cycle. This report adds on to the Annual Review process. The Annual Review process is currently not reflected in the MOU however it is an internal requirement for DFID. The first Annual Review was completed by DFID in January 2014.

### **Summary of progress**

The period under review (March 2013 - March 2014) was an Inception Phase during which the critical steps and measures were taken to enable subsequent programme implementation and delivery of this ambitious and complex programme. In addition to the activities which will be described in sections 2 & 3 of this narrative report, the following preparatory work has been undertaken:

#### *Government approvals.*

ILO can only operate a technical cooperation project in a country with explicit approval from government, normally secured in the form of a Memorandum of Understanding signed by both parties setting out the terms of the engagement (although there are variations in this process depending on the country). The MoU for Bangladesh was signed off in December 2013, meaning that implementation there can now get underway. The MOU in Nepal was signed in March 2014 by the Ministry of Finance. A project MOU is not required in India, however a project workplan needs to be submitted to Ministry of Labour and Employment (MoLE) and cleared. This was discussed with MoLE in October 2013, and a work plan was submitted with the minute of the meeting. It is important to ensure MoLE remains on board for project implementation. Securing this endorsement did however take time, as human trafficking and migration is traditionally the domain of Ministry of Home and Ministry of Overseas Indian Affairs respectively. The MoLE is however now committed to collaborate in the programme with respect to domestic work sector, although it will take longer to secure their engagement regarding the garment sector (this was already known at programme design stage).

#### *Staffing/recruitment.*

Recruitment of key staff took longer than anticipated resulting in some delays in programme start-up, at both global and national levels. Nonetheless, the ILO was able to make significant progress even in advance of project-specific staff being in place. To date the following positions have been fulfilled: Chief Technical Advisor (CTA), Technical Backstopping and Monitoring Officer, National Project Coordinator (India), National Project Coordinator (Nepal), Administrative Assistant (India), and Administrative Assistant (Nepal). Human Resources is in the final stages of the recruitment process for the National Project Coordinator (Bangladesh) while the recruitment of the administrative assistant in Bangladesh is still ongoing. In addition to these staff positions, the ILO would like to discuss a possible increase to the Work in Freedom team. In particular, staff are needed in Middle East, as discussed in Annual Review and in India.

#### *Multi-Stakeholder Meetings*

DFID, ILO and LSHTM hosted a two-day conference in London in July 2013 bringing together governments, international and regional institutions, private sector, trade unions and NGOs to create a network of organizations to take action against human trafficking. The event, which was attended by the UK International Development Minister, Lynne Featherstone, ILO Director-General, Guy Ryder and LSHTM Director, Peter Piot, marked the official launch of the project and helped secure buy-in of key project partners.

<sup>a</sup> The Work in Freedom Programme runs from 20 April 2013 to 15 March 2018

## 1. Budget / Planning Information

Project budget in USD:	<b>RAS/12/15/UKM Total Budget - GBP 8,300,000</b>	
Project duration in months:	<b>59 Months</b>	<b>Planned</b>
Project start date:	April 20, 2013	Actual
Project end date:	March 15, 2018	TBD

## 2. NARRATIVE REPORT

### 2.1. Perspectives on current status

<p>Briefly explain the overall status of project implementation, making reference to progress under each immediate objective.</p>	<p><b>The developmental objective of the project is to have a reduced incidence of trafficking of women and girls within and from India, Bangladesh and Nepal, into the domestic and garment sectors, through economic, social, and legal empowerment.</b></p> <p>The status of the activities under each output (immediate objective) is described below:  <b>Output 1: Women migrant workers and at-risk girls below the working age in source communities are empowered with better awareness, information and skills</b> - Community-based work in Nepal has been initiated. A series of local level meetings and orientation workshops were conducted in Nepal to prepare for the community based work in the select districts of Nepal (Morang, Rupandehi, Dolakha), which also included orientation to: district level officials; secretaries of the Village Development Committees (VDC). The discussions centered on the identification of the project beneficiaries and key stakeholders.</p> <p>For the community based work in India, an implementation agreement has been signed with Self Employed Women's Association (SEWA) and International Domestic Workers Federation (IDWF) to reach out to domestic workers. The agreement covers primarily inter-state migration with a small overseas element in Kerala and Tamil Nadu. The agreement is in the amount of 207,000 USD. Other initiatives are being planned in the select source and destination districts with Civil Society Organizations and the State Governments. Missions were conducted to states of Odisha, Chhattisgarh and Jharkhand for consultations with key agencies at State level. The districts have been identified in Jharkhand (Rural Ranchi, Khunti and Gumla), Chhattisgarh (Jashpur and Ambikapur). In Odisha, the state would like to finalize the districts after an inter-departmental state meeting (planned after the general elections).</p> <p>A consultancy contract was issued for scoping the mobile phone component of the project. The consultant has submitted a final report with intervention options and recommendations for the main implementation phase, based on information and insights collected during field visits to selected project countries. Preparatory work is now underway to translate some of these ideas into action.</p> <p><b>Output 2: Recruitment agencies adopt recruitment practices based on international standards and are subject to improved monitoring and enforcement</b>- In this context a Recruitment Event is being planned in April 2014. Preparations are being undertaken for this multi stakeholder workshop in Turin, Italy. The first two days of the meeting will focus on global policy dialogue on recruitment bringing together key players in the field such as International Organization of Employers (IOE), International Trade Union Confederation (ITUC); International Confederation of Private Employment Agencies (Ciett) and recruitment agencies/associations from countries of origin and destination. Nepal Association of Foreign Employment Agencies (NAFEA), FSI Worldwide (FSI); NGOs: Institute for Human Rights and Business (IHRB), Ethical Trading Initiative (ETI), and Verité.</p> <p>The ILO signed an implementation agreement with International Confederation of Private Employment Agencies (CIETT) to drive the Fair Recruitment Initiative of the Programme. This will involve working with International Human Rights and Business (IHRB) and Verité to implement pilot programmes in target countries to address key drivers of abuse in the recruitment process, such as the issue of fee charging. The agreement is in the amount of 175,000 USD.</p> <p><b>Output 3: Women migrant workers in domestic work and garment sectors enjoy better collective representation and support services and employers have greater knowledge of workers' rights</b> - Discussions have been initiated with International Trade Union Congress (ITUC) and Migrant Forum Asia (MFA) to organize workers in source and destination areas and to extend services in the source and destination, which have led to draft implementation agreements. It is proposed that implementation agreements will be signed with the two organizations in mid-2014.</p> <p><b>Output 4: Laws and policies are implemented in origin and destination countries that protect rights of</b></p>
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	<p><i>migrant workers, especially women</i> - The ILO entered into an inter-agency agreement with United Nations Office on Drugs and Crime Regional Office for South Asia (UNODC-ROSA). The agreement covers the development of training materials and completion of capacity building programmes for approximately 500 labour inspectors, police and other law enforcement officers in Bangladesh (4 workshops) and India (12 workshops). In addition, one sub-regional workshop will be held for participants from India and Bangladesh. The agreement is in the amount of 275,000 USD.</p> <p>Output 5: New and better evidence is available on labour trafficking of women &amp; girls within and from South Asia and on effective preventive measures - A contract was issued to the American University of Beirut to complete a survey of employers' attitudes towards domestic workers in Lebanon. The survey will be completed in partnership with KAFA (local NGO) and Anti-Slavery International. It is expected that the survey will begin in May 2014. A contract was also issued to Business Migrant Services to begin work on the Employers' Survey in the Apparel Industry in Jordan. It is expected first results will be available in June 2014.</p> <p>For the Law and Policy baseline, ILO hired an international consultant to conduct/supervise the law and policy baseline. National consultants have been hired in India, Nepal and Bangladesh to assist with the gathering of local court cases and translation. In Jordan a contract was issued to Tamkeen (a local NGO) to gain access to their court case database. Progress has been slowed in Lebanon as missions to the country are being denied by UNDSS (UN Security Agency). A final version of the Law and Policy baseline will be ready in June 2014.</p> <p>For the Recruitment Survey, ILO hired a consultant to coordinate and manage the baseline study on private recruitment agencies in origin and destination countries. National consultants have been hired to gather first-hand information on the recruitment practices in all the Work in Freedom target countries. A first draft report on the research findings is available for some target countries. It is expected a final version of the Recruitment Baseline will be ready in May 2014.</p> <p>For the Border Survey, ILO planned to use a combination of surveys to capture the flows of migrant women workers leaving Nepal (either from Kathmandu or Delhi/Mumbai airports) to work as domestic workers to the Middle East. A pilot survey was implemented in January 2014 in Kathmandu airport to verify the feasibility of surveying migrant workers at the time of their departure. The pilot was positive, but it appeared that, because of the age ban, very few migrant women use KTM airport. Many cross over to India either by road or by foot for onward journey to Middle East via the Indian airports (Delhi, Mumbai), from where it is easier and possibly more economical. A similar pilot survey was being planned in India for the Nepali migrants leaving through India. This requires formal approval from several Indian Ministries, which would take time. In order to avoid an inordinate delay in implementation of this survey, an alternative survey was designed, interviewing women as they return from abroad via the Kathmandu airport. Most women regardless of their outbound travel (be it through Nepal or India) will return to Nepal through the Kathmandu airport, hence the project can capture the details of their migration route/experience at this point.</p>
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## 2.2 Issues and actions

<p>Examine the main <b>challenges</b> facing the delivery of outputs and achievement of immediate objectives.</p> <p>These can be issues that have already been encountered or are foreseen.</p>	<p>Work in Freedom is, by design, a complex and challenging programme. It involves multiple locations, multiple levels of intervention and multiple partners at international, national and local levels. Forced labour and human trafficking remain sensitive issues with national governments in both origin and destination countries, and the need for cooperation and “joined up” approaches has never been greater, nor the need to capitalize on the extensive good practice and partner experience that exists in this area. Certain specific challenges have been encountered during the inception phase, which are summarised below and which together have resulted in it taking longer than had been anticipated for the programme to become fully operational.</p> <p>i. Government approvals. In the Middle East/Arab States, the government of the United Arab Emirates, having earlier expressed interest in the programme, indicated subsequently that it was not in a position to collaborate with ILO on projects in the field of labour migration and human trafficking at this point in time. Therefore, UAE's participation has been withdrawn for now and an alternative destination Gulf State will be identified in the course of 2014. (There have been some recent signs that the UAE may open up again; if that is the case, it will be reinstated in WiF given its importance as a destination country for south Asian migrant workers.) Governments of both Jordan and Lebanon are open to the project, and initial workplans have been developed (no formal project approval/MoU is required although the Ministries of Labour must be kept fully informed of all project-related activities in the country).</p> <p>ii. Procurement and Partnerships. While there have been no particular problems with respect to Agreements with partners, the conclusion of these agreements has required quite lengthy</p>
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	<p>discussions over form and content. The Implementation Agreement modality is being applied, which allows ILO to directly source from service providers without going through a competitive bidding process, but this brings with it certain administrative procedures to ensure that the ILO secures the quality of services it needs and at good value. Therefore, concluding these Agreements has taken rather longer than anticipated but we believe that the international partnerships will all be signed off by May 2014 (for the period through to end 2015). The procurement requirement to restrict competitive calls for proposals to either for profit or not-for-profit entities also presents a potential challenge with respect to sourcing some services for WiF, for example research, where both academic (non-profit) and private consultancies are in the research market.</p> <p>iii. Staffing/recruitment. Recruitment of key WiF staff took longer than anticipated resulting in some delays in programme start-up, at both global and national levels. Nonetheless, the ILO was able to make significant progress even in advance of project-specific staff being in place. This was due to the work of the Geneva-based team in SAP-FL as well as of the regular ILO staff in field offices (directors, deputies and programme officers) who devoted considerable time and effort throughout 2013 to ensure that critical steps were taken with respect to key project-related activities (eg project launch, government approvals, negotiation with partners, initiating baseline research etc). All project staff is now in place with the exception of the two person team in Bangladesh, where the recruitment process is at an advanced stage. Given the heavy demands of programme administration, management and delivery on staff, particularly in India which is the “hub” of the inter-regional programme as well as being a vast country in itself, ILO would like to increase the size of the project team based in Delhi in order to allow smooth programme implementation; it is proposed to add staff by reallocating funds from other budget lines. Allocations also need to be made for professional and administrative support posts in the Middle East (possibly on part-time/cost-shared basis, although this is still to be determined), which are not currently budgeted.</p> <p>iv. Impact evaluation. The impact evaluation component of the programme continues to present a number of challenges as well as opportunities for both ILO and LSHTM. It is a learning process for both parties and the complexities of the exercise perhaps help explain why there have been no serious attempts to date to measure the impact of anti-trafficking programmes. The fact that it is taking longer than had been expected to plan, identify and contract partners and initiate the delivery of field-based programmes has contributed to delays in LSHTM commencing its baseline research. However, ILO has also raised some concerns with respect to the design of the impact evaluation component. The principal among these is the short duration over which the evaluation is being undertaken - essentially now a two year period (at best) from mid/late 2014 to mid/late 2016. This period is too short to capture “high level” programme impact in terms of a reduction in the incidence of human trafficking. The women who will have benefited from programme support at the pre-departure and post-migration stages will still be working in destination countries at the time of the endline survey of returned migrant workers in Nepal. The methodology for the evaluation in India, focusing on the impact of a single type of intervention, is not yet clear to ILO. In short, the experience is demonstrating the complexity of the exercise and the need for very close collaboration and regular information-sharing between the LS and the ILO. It is hoped that useful data and insights will be generated, even if not at the level of “high level” impact evaluation. The need for information and guidance to LSHTM colleagues, so that they can effectively deliver, clearly places additional demands on ILO project staff who are already under great pressure to deliver the project activities; LS is sensitive to this fact. The ILO remains committed to do everything it can to contribute to the success of the impact evaluation exercise.</p>
<p>Explain <b>corrective actions</b> taken or to be taken regarding implementation challenges, delayed delivery, and the low probability of achieving immediate objectives.</p>	<p>The same have been summarized above along with the challenges.</p>
<p>Briefly explain any <b>reformulations</b> of project immediate objectives or outputs, and their corresponding indicators and targets.</p>	<p>Not Applicable</p>

<p>Briefly describe any <b>evaluations</b>, project reviews, self-assessments or undertaken, including follow-up to findings and recommendations.</p>	<p>To date two main evaluation-related processes have taken place. First, the logical framework for the project was finalized (January 2014), including through the development of more precise indicators. The logical framework is a key part of the project's governance framework and helps to define more clearly the project's ambitions, for ILO activities but also those that will be undertaken by partners. Output 6 has been added in response to new internal guidance from DFID to ensure progress during the first inception phase is captured as well as capturing important governance management and communication elements of the program. All revisions were collectively agreed in collaboration with DIFD and LSHTM. They preserve the original results, outputs and milestone, while providing a much sharper tool to guide program delivery.</p> <p>Second, Annual Review Process by DFID has been initiated and completed in February 2014. The Annual Review was informed by a consultation with key anti-trafficking stakeholders. Looking at overall performance against output indicators, the Annual Review found that the programme met most of its targets. Where output indicators did not meet expectations reasons were identified and recommendations given to resolve potential issues and ensure the programme stays on track.</p>
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### 3. Summary Outputs (note that in ILO terms “output” refers to Immediate Objective)

OUTPUT DELIVERY <sup>b</sup>			
Output	Percent complete	Output status	Output summary (1000 characters maximum)
<b>Output 1: Women migrant workers and at-risk girls below the working age in source communities are empowered with better awareness, information and skills</b>			
1.1 Women benefit from pre-departure trainings, financial literacy and safe migration awareness activities	10%	On schedule	<p><b>NEPAL</b></p> <ul style="list-style-type: none"> <li>•Contracts concluded with ABC Nepal and WOREC for 3 month pilot community-based programmes in Rupandehi and Morang Districts, to inform longer term programme implementation from May 2014;</li> <li>•In Nepal, ToR issued for inventory/screening of pre-departure awareness materials; review and revision of community-based social mobilizers’ training, and 2-day pre-departure training course;</li> </ul> <p><b>MULTI COUNTRY</b></p> <ul style="list-style-type: none"> <li>•ToR under discussion with GAATW for development of participatory training and empowerment package/modules for CBOs;</li> <li>•Implementation agreement with MFA includes community-based programmes in <b>Bangladesh and India</b></li> <li>•A consultancy contract was issued for scoping the mobile phone component of the project. The consultant has submitted a final report with intervention options and recommendations for the main implementation phase, based on information and insights collected during field visits to selected project countries.</li> </ul>
1.2 Women receive vocational skills training for local or overseas employment	10%	On schedule	<ul style="list-style-type: none"> <li>•Discussion with field staff to define priority research/study needs to inform the implementation of vocational skills component;</li> </ul> <p><b>INDIA</b></p> <ul style="list-style-type: none"> <li>•Implementation agreement with SEWA includes vocational training of domestic workers in India</li> </ul> <p><b>NEPAL</b></p> <ul style="list-style-type: none"> <li>•In Nepal, ToR issued for review and revision of 21-day training curriculum/manual for domestic workers.</li> </ul>
1.3 Number of girls aged less than national minimum working age are supported to stay in school and/or through life skills training; alternatives for families identified to avoid girls migrating for work	10%	On schedule	<ul style="list-style-type: none"> <li>•Preliminary workplan and budget till 2015 agreed with IPEC, ILO</li> </ul>
<b>Output 2: Recruitment agencies adopt recruitment practices based on international standards and are subject to improved monitoring and enforcement</b>			
2.1 Recruitment agencies adopt, implement and monitor codes of conduct reflecting CIETT standards, including no fee charging to workers	10%	On schedule	<ul style="list-style-type: none"> <li>•CIETT agreement drafted, agreed and signed in Jan 2014</li> <li>•Workshop to agree fair recruitment benchmarks being planned for April 2014 at ITC Turin</li> <li>•Agreement drafted with IHRB/Verité</li> </ul>
2.2 Specific enforcement measures taken by state authorities to ensure compliance by recruitment agencies in source and destination countries	10%	On schedule	<ul style="list-style-type: none"> <li>•Lead consultant contracted and research methodology and tools developed</li> <li>•Three national researchers hired and conducting baseline research in Lebanon/Jordan, India/Nepal and Bangladesh</li> <li>• Consultative meeting organized in India on role of placement agencies, issues &amp; challenges and knowledge and legal framework for regulating the placement agencies (New Delhi, Nov 2013).</li> <li>•Recruitment meeting organized in Nepal with key government ministries, social</li> </ul>

<sup>b</sup> Based on the Implementation Plan

			partners and private recruitment agencies.	
<b>Output 3: Women migrant workers in domestic work and garment sectors enjoy better collective representation and support services and employers have greater knowledge of workers' rights</b>				
3.1	Women migrant workers in domestic work and garment sector who become members of or receive support from worker or community organizations and networks	10%	On schedule	<ul style="list-style-type: none"> <li>•SEWA/IDWF agreement signed in Jan 2014 to organize and support internal migrant workers in India</li> <li>•ITUC agreement under discussion for expected signature in June 2014 to launch organizing drives with national affiliates and conduct capacity -building workshops</li> <li>•MFA agreement includes strengthening the capacity and networks of migrant worker associations and trade unions</li> </ul>
3.2	Women who access information and support through mobile phones, social media and associated services provided by governments, NGOs or TUs	20%	On schedule	<ul style="list-style-type: none"> <li>•Consultant hired, missions completed and reports written for Lebanon, Jordan, India, Bangladesh and Nepal (completed in March 2014)</li> <li>•Debriefing mission to Geneva in Jan 2014 to review provisional findings and recommendations and plan next steps</li> </ul>
3.3	Proportion of employers with sound knowledge and understanding of migrant workers' rights and fair recruitment practices	10%	On schedule	<ul style="list-style-type: none"> <li>•Contract issued for domestic worker employers survey in Lebanon</li> <li>•Agreement with Better Work Jordan for inclusion of additional questions in their employer surveys (covering the apparel industry in Jordan). Questionnaires designed, translated and being implemented by TUFTS University.</li> <li>•ToR under discussion for domestic worker employer baseline survey in India</li> <li>•Agreement with MFA includes advocacy in key policy dialogue forums in South Asia and the Middle East</li> </ul>
<b>Output 4: Laws and policies are implemented in origin and destination countries that protect rights of migrant workers, especially women</b>				
4.1	Number of labour and other law enforcement officers who are knowledgeable on women's rights at work, migration, trafficking (including child labour/trafficking) issues	10%	On schedule	<ul style="list-style-type: none"> <li>•UNODC Agreement signed in November 2014, project approval pending with government counterparts in Bangladesh. ToR issued for training needs assessments in both countries.</li> </ul>
4.2	Technical assistance, legal and policy analysis, policy dialogue and advocacy to inform legal and policy reform processes to better protect migrant workers' rights	10%	On schedule	<ul style="list-style-type: none"> <li>•Lead consultant hired and framework methodology developed for Law and Policy baseline study, which is underway. Mission undertaken to Jordan for data collection. (Mission to Lebanon postponed for security reasons). National researcher recruited in Nepal, and potential candidates identified in India and Bangladesh.</li> <li>•Advocacy and policy dialogues initiatives included in the MFA agreement.</li> <li>•Labour attaché training in destination countries included in MFA agreement.</li> <li>•In Nepal, technical advice provided for reform of Foreign Employment Act</li> <li>•A contract has been issued to study the effect of age ban for overseas migration of domestic workers in Nepal</li> </ul>
<b>Output 5: New and better evidence is available on labour trafficking of women &amp; girls within and from South Asia and on effective preventive measures</b>				
5.1	New information is generated on labour migration flows from south Asia to Middle East, and on key indicators of forced labour and trafficking related to: - recruitment, living and working conditions of migrant workers and employer attitudes and behaviour	10%	On schedule	<ul style="list-style-type: none"> <li>•Border survey developed and piloted at Kathmandu airport</li> <li>•Project staff approached relevant authorities in India to gain approval for airport surveys in Delhi/Mumbai and in Bangladesh / Dhaka/Chittagong.</li> </ul>
5.2	Two experimental (or quasi-experimental) evaluation trials and a longitudinal case study series produce a strong evidence base of 'what works' to prevent trafficking and foster safe migration and decent working conditions for migrant women workers from South Asia	10%	On schedule	<ul style="list-style-type: none"> <li>•London School of Hygiene and Tropical Medicine (LSHTM) to report on the same.</li> </ul>
5.3	Evidence-informed conceptual framework, indicators, methodologies and study	10%	On schedule	<ul style="list-style-type: none"> <li>•LSHTM to report on the same.</li> <li>•Detailed information provided to LSHTM</li> </ul>

	instruments for research and programming to prevent the incidence of trafficking.			regarding intervention sites and activity planning in Nepal; several discussions on impact evaluation methodology, log frame and measurement issues and on ILO baseline research
5.4	Research results communicated to various stakeholders to foster improved policies, programming, research and academic knowledge.	0%	On schedule	The preliminary research findings on the recruitment process will be shared at the multi-stakeholder meeting on Recruitment in April 2014. The research findings will be shared in similar workshops when completed.
<b>Output 6: Work in Freedom is initiated and managed effectively, in line with DFID, ILO and LSHTM rules and procedures for aid effectiveness and financial management</b>				
6.1	Work in Freedom Programme is approved and launched by Ministers; DFID partnerships established with ILO & LSHTM, and effective internal programme management and oversight arrangements are put in place	10%	On schedule	<ul style="list-style-type: none"> <li>•DFID-ILO MoU was negotiated and finally signed off in April 2013.</li> <li>•Establishment and activation of both centralized and decentralized projects/budgets; consultations with all field office directors/staff for project start-up</li> <li>•Recruitment of international CTA and national project coordinators and admin/finance assistants. CTA recruited (on project budget since mid-November. Staff in place in Nepal (both), India (both). Bangladesh -NPC and adfin assistant under recruitment. Middle East - discussions underway for recruitment of NPC and admin staff in Middle East. Geneva-based technical back-stopping, management and research advisory staff in place.</li> <li>•Detailed discussions with ILO procurement, and establishment of initial procurement plan</li> <li>•Regular exchanges/meetings, by phone, in person, in writing between ILO, DFID and LSHTM throughout period over aspects of project progress and impact evaluation; meetings held between ILO and DFID offices in Delhi and Kathmandu to explore possible synergies and collaboration between respective programmes.</li> <li>•Revisions to log-frame, iterative process from late 2013 - January 2014 involving ILO, DFID and LS, resulting in current formulation.</li> </ul>
6.2	Strategic value of the Work in Freedom programme and approach is recognised by relevant governments and key stakeholders through effective partnerships and evidence-based policy dialogue. Capacity is built for multi-stakeholder integrated and evidence-based programming to improve long-term prevention policies and programmes.	10%	On schedule	<ul style="list-style-type: none"> <li>•Programme MoU developed and signed by Government of Bangladesh (Dec 2013), PAC being constituted</li> <li>•MoU signature by Government of Nepal expected in Jan 14 (programme already included in government “red book”);</li> <li>• In India, Ministry of Labour and Employment organized an inter-ministerial meeting on the project. The MoLE has been requested to constitute Project Advisory Committee (PAC), however MoLE would like to see more consensus between Ministry of Overseas Indian Affairs and Ministry of Home because of the overlapping of business between the ministries in the context of migration and trafficking. This will be done in the next couple of months. The MOLE has also made some suggestions and action points/deliverables which will be expected from the project.</li> <li>•First PAC meeting held in Nepal in Dec 2013, keen interest from stakeholders; first inter-ministerial consultation held successfully in Delhi in September 2013.</li> <li>•Initial consultations with government in two states of India for selection of WiF target areas.</li> <li>•Implementation Agreements concluded with UNODC, SEWA/IDWF and CIETT. Others</li> </ul>

			at advanced stage of negotiation (MFA, IHRB/Verité, ITUC), signature expected in Feb 2014. Others at earlier stage of discussion (ASI, GAATW, FSI). •Meetings of key partners to be held in March (recruitment) and April (empowerment) 2014 to agree on consolidated and consistent workplans
6.3	Governance arrangements and advisory bodies are established and operate to ensure robust oversight of the programme. The quality and impact of the Work in Freedom programme is enhanced by external anti-trafficking and evaluation expertise.	10%	On schedule •Internal governance framework agreed between DFID, ILO and LSHTM •ToR agreed for Advisory Group (AG) and Impact Evaluation Reference Group (IERG) •IERG held virtual meeting in Sept 2013 •AG actual meeting held in July 13 and virtual meeting in Jan/Feb 2014
6.4	International and UK communications and influencing strategy is established, including UK key stakeholder engagement and public media initiatives to improve long-term impact and effectiveness of anti-trafficking prevention and labour migration programmes based on robust evidence. Aid effectiveness is improved through increased donor coordination to ensure more streamlined use of resources.	10%	On schedule •Launch organised and held July 13 in London with extensive media coverage.

#### OUTPUT CLASSIFICATION <sup>c</sup>

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|---|---|
| <input type="checkbox"/> <b>Highly satisfactory</b><br>Implementation of almost all (>80%) outputs is on schedule as envisaged in the implementation plan and almost all (>80%) indicator milestones have been met. | <input checked="" type="checkbox"/> <b>Satisfactory</b><br>Implementation of the majority (60-80%) of outputs is on schedule as envisaged in the implementation plan and the majority (60-80%) of indicator milestones have been met. |
| <input type="checkbox"/> <b>Unsatisfactory</b><br>Some (40-60%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only some (40-60%) indicator milestones have been met.     | <input type="checkbox"/> <b>Very unsatisfactory</b><br>Few (<40%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only a few (<40%) indicator milestones have been met.                      |

Briefly explain the major factors taken into account to justify the output classification and provide any other comments (2000 characters maximum):

Due to the very nature of the project, the challenges are immense. Multiple locations, multiple governments and stakeholders, makes the project complex. Alternate solutions have been found, where it seemed difficult to progress. During this period the project has been able move forward satisfactorily despite the initial delays and bottlenecks. The annual review completed by DFID in January 2014, expressed satisfaction on the progress and acknowledged the challenges.

<sup>c</sup> This is a self-assessment