

# ILAB's EVALUATION ROUNDUP | 2022 Q1

 OCFT (x5)

 OTLA (x5)

GLOBAL | ELECTRONIC CASE  
MANAGEMENT SYSTEMS  
Thematic Evaluation

COLOMBIA & ECUADOR |  
PALM OIL  
Interim Evaluation, Palma  
Futuro

PERU | UNION CAPACITY  
Final Evaluation, Engaging  
Workers and Civil Society to  
Strengthen Labor Law  
Enforcement

JORDAN | EXPORT APPAREL  
Interim Evaluation, Better Work  
Jordan (BWJ)

GHANA | COCOA  
Interim Evaluation, Adwuma Pa

GEORGIA | UNION CAPACITY  
Interim Evaluation, Engaging Workers and  
Civil Society to Strengthen Labor Law  
Enforcement

VIETNAM | CHILD LABOR  
Final Evaluation, Technical Support for  
Enhancing National Capacity to Prevent  
and Reduce Child Labor in Vietnam  
(ENHANCE)

BANGLADESH | EXPORT APPAREL  
Interim Evaluation, Better Work  
Bangladesh (BWB)

KENYA | WORKFORCE DEVELOPMENT  
Final Evaluation, Better Utilization of Skills  
for Youth (BUSY) through Quality  
Apprenticeships

# AMERICAS

## GLOBAL | ELECTRONIC CASE MANAGEMENT SYSTEMS (ECMS)

### Thematic Evaluation

**BACKGROUND.** In 2021, ILAB contracted a thematic evaluation of the labor inspectorate ECMS components of 7 ILAB-funded projects (in Colombia, Honduras, Paraguay, Philippines, Peru, Sri Lanka, and Vietnam). The purpose of the thematic evaluation was to assess the achievements, challenges, and sustainability to date of the ECMS components from the 5 OTLA and 2 OCFT-funded projects.

**RESULTS.** Stakeholders in all 7 countries perceived that the ECMS were already having or would have real impact in 3 key areas:

- 1) decision and policy making;
- 2) following-up on and applying sanctions for labor violations;
- 3) greater transparency on issues related to labor law compliance.

However, common challenges and pitfalls were encountered, such as inadequate ICT capacity and infrastructure, low levels of buy-in by labor administration decision-makers and labor inspectors; and misalignment between policies and procedures.

### COLOMBIA & ECUADOR | PALM OIL

Interim Evaluation, [Palma Futuro](#)

**THE PROJECT.** This project works to improve the implementation of social compliance systems that promote acceptable conditions of work and prevent or reduce child and forced labor in palm oil supply chains in Colombia and Ecuador. It also disseminates best practices for social compliance systems in these and other palm oil producing countries, particularly Brazil and Peru.

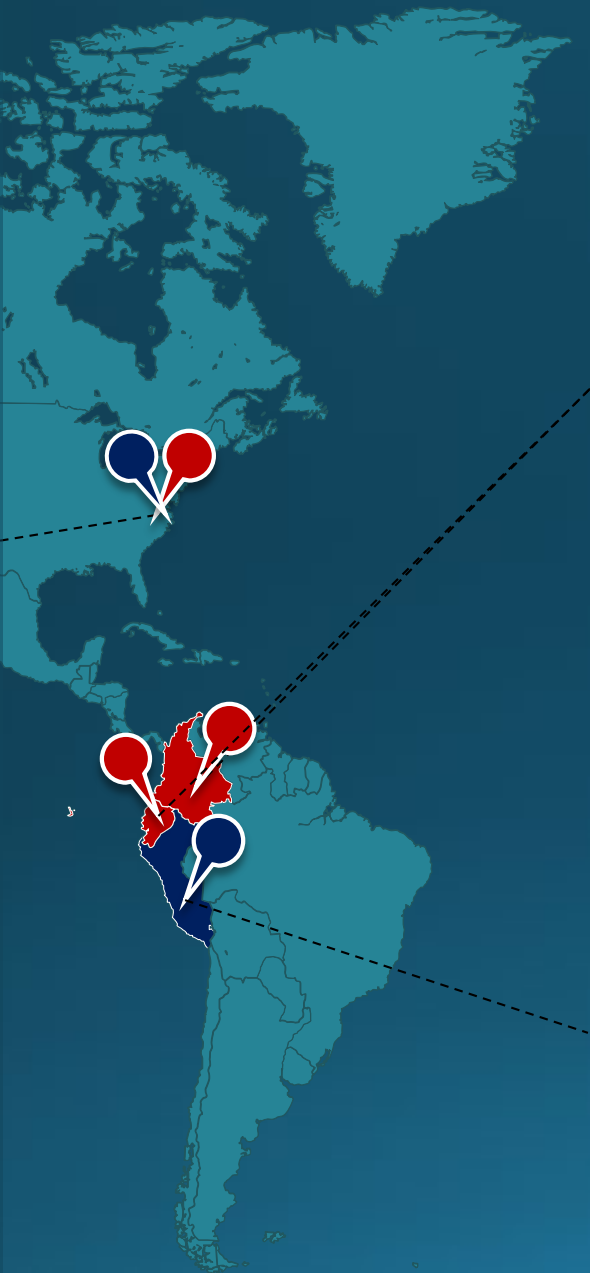
**RESULTS.** The project design largely met the needs and expectations of private sector partners (and their producers and suppliers) who were interested in strengthening their social compliance management systems. At the time of the interim evaluation, the project had progressed on 10 of 21 active indicators. However, the COVID-19 pandemic was a significant impediment to greater progress.

### PERU | UNION CAPACITY

Final Evaluation, [Engaging Workers and Civil Society to Strengthen Labor Law Enforcement](#)

**THE PROJECT.** The purpose of the project was to improve the enforcement of labor laws and standards by strengthening workers' and unions' capacity to identify and address potential violations of labor rights in the workplace and to develop strategies for political and union advocacy.

**RESULTS.** The project improved union capacity to implement legal assistance and advocacy activities. However, increasing unions' membership, endowing them with sufficient income, and ensuring the renewal of aging union leadership remain key to ensuring impact and sustainability. As an unintended consequence of COVID-19, the project helped introduce union leaders to the digital world, which allowed them to provide legal assistance to affiliates at far away locations, exchange legal documents with workers and employers by email, and address labor inspectors through the web.



# EURASIA & MIDDLE EAST



## GEORGIA | UNION CAPACITY

Interim Evaluation, [Engaging Workers and Civil Society to Strengthen Labor Law Enforcement](#)

**THE PROJECT.** This project works both to expand workers' labor law knowledge and to build worker capacity to understand the applicability of relevant labor laws to their circumstances and conduct their own assessments of workplace violations. The project seeks to complement recent government advances in labor law enforcement by providing training to help workers and their organizations more effectively document violations, make strategic use of reporting and enforcement mechanisms, and seek the most appropriate remedy, depending on the specifics of the case and sector.

**RESULTS.** Project participants thought the training and media campaigns were of high quality and could be sustained. Workers believed that they could sustain the identification of labor violations, act upon them, and continue worker-employer roundtables. However, the evaluators had reservations about available resources (financial and human) to meet the high demand from workers for continued information, advice, and legal assistance. In addition, the project had limited ability to hold tripartite social dialogues due to Georgia's long-time mistrust of the process.

## JORDAN | EXPORT APPAREL

Interim Evaluation, [Better Work Jordan \(BWJ\)](#)

**THE PROJECT.** BWJ strives to accelerate improvements in the working conditions and business competitiveness of Jordan's garment industry as well as of the exporting industrial sector at large. At the factory level, the project delivers an integrated service model to improve working conditions and business competitiveness, and at the institutional and policy level, it works with national tripartite partners – i.e., government, trade union, and employer organizations – to inform and strengthen domestic laws and institutions.

**RESULTS.** BWJ improved the capacity of labor inspectors and other stakeholders. The project influenced a change in mentality and working methods focused on workers' well-being and a decrease in the number of complaints, work-related injuries, and labor disputes. Project factories improved the living conditions of workers (e.g., food quality, dorm standards, entertainment activities, health and safety measures). Additionally, BWJ acted as an accelerator for the establishment of COVID-19 health measures in factories.



# ASIA & PACIFIC

## BANGLADESH | EXPORT APPAREL

Interim Evaluation, [Better Work Bangladesh \(BWB\)](#)

**THE PROJECT.** BWB combines labor monitoring and training to apparel factories. By monitoring export apparel factories' compliance with international labor standards, BWB informs major brands and buyers of labor conditions in each factory. Brands want to work with factories that will protect their reputation, so the program becomes a “race to the top” for improving working conditions and productivity. The project also educates workers and managers on labor rights and responsibilities, and provides a space for factory level dialogue between management and workers.

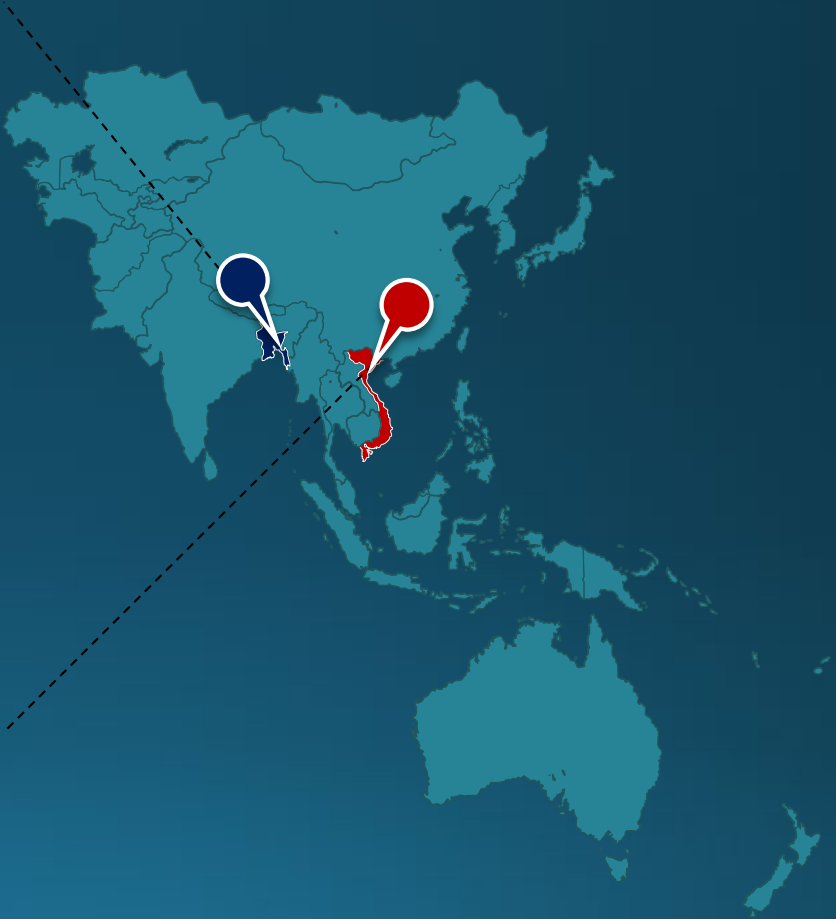
**RESULTS.** BWB helped improve social dialogue between workers and management in participant garment factories. The project significantly improved women’s empowerment through participation in worker/management committees and skills enhancement programs. Workers perceived BWB as highly effective in improving working conditions and services to women (e.g., maternity and reproductive health). Notably, the project helped improve women’s access to promotions and uplift their voices in worker-management dialogue.

## VIETNAM | CHILD LABOR

Final Evaluation, [Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labor in Vietnam \(ENHANCE\)](#)

**THE PROJECT.** The project supports the prevention and reduction of child labor in Vietnam through an array of technical assistance and direct services at the national and local levels. For its direct services component, the project focuses on children working in the garment, agriculture and fishery, and traditional craft sectors. Households of beneficiary children are also benefitting from livelihood services through income-generating activities.

**RESULTS.** ENHANCE has made significant progress on (1) building the capacity of national institutions and stakeholders to identify, monitor and respond to child labor, and (2) raising awareness of child labor among all levels of society. However, the project is nevertheless behind schedule due to delayed start-up and COVID-19. With COVID-19, there is a need for the project to review and possibly redesign some of its planned activities on education and livelihood interventions for them to be effective.



# AFRICA

## GHANA | COCOA

Interim Evaluation, [Adwuma Pa](#)

**THE PROJECT.** Adwuma Pa targets 5,200 vulnerable women and girls in 80 cocoa-growing communities in Ghana to reduce child labor, forced labor, and other labor violations. As a part of this strategy, the project provides targeted education and training to increase household earning potential, worker voice, and labor force participation. The project also assists the company Olam Ghana in improving its business practices in its cocoa supply chain.

**RESULTS.** Since 2018, the Adwuma Pa project has experienced notable delays (12-15 months) that have directly affected the project's performance. Still, the Adwuma Pa project has carried out some noteworthy activities, including the needs assessment on gender and other LRVs in Olam's supply chain in Ghana and the participatory involvement of stakeholders from government institutions during the revival and/or formation of the district- and community-level Gender Child Protection Committees (GCPCs). However, while improving the business practices of the private sector is foundational to the project's theory of change, the evaluation team noted that the project only partnered with one out of 60+ registered license buying companies. Olam Ghana's field operational areas do not cover all the 80 selected communities by the project, which is affecting the project's progress and implementation.

## KENYA | WORKFORCE DEVELOPMENT

Final Evaluation, [Better Utilization of Skills for Youth \(BUSY\) through Quality Apprenticeships](#)

**THE PROJECT.** The BUSY project works to build the capacity of government, employers, workers' organizations, and civil society actors to establish and expand workplace-based training (WBT) programs for vulnerable youth, including by identifying gaps in relevant laws and policies. In addition, the project worked to enhance the capacity of the country's labor inspectorate, youth officers, and micro and small enterprise associations at the county level, to promote safe working conditions and decent work through WBT programs for youth.

**RESULTS.** Among other achievements, BUSY supported the development of draft legislation on WBT. Complementing this policy work, the evaluation team found that the BUSY project's evidence-based approach to enhancing the capacity of key stakeholders to support WBT was effective. In addition, the evaluation found that participant and partner ownership of interventions was key to the project's success in improving the quality of existing programs to provide prerequisite skills to enter WBT programs. Notably, local stakeholders created WBT coordination committees that the project supported through the initial governance challenges they faced, making them stronger.

