



## Independent Final Evaluation

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– *PwoKonTraM* –  
Protecting the Working Conditions  
of People in  
HAITI

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Implemented by:  
Catholic Relief Services



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Financing Agency: US Department of Labor



*Sistemas, Familia y Sociedad*  
Consultores Asociados

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This report describes in detail the final evaluation of the project: *Protecting the Working Conditions of People in Haiti (PwoKonTraM)* that was conducted between November 12 and November 30, 2018. Dwight Ordóñez, independent evaluator, conducted the evaluation in collaboration with the project team and stakeholders and prepared the evaluation report according to the terms in the contract with Catholic Relief Services. Mr. Ordóñez would like to express sincere thanks to all parties involved in this evaluation for their support and valuable contribution.

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## List of Acronyms

AVSI	Association of Volunteers International Service
BLS	Baseline Study
BPM	Bureau for the Protection of Minors
BW	ILO Better Work Program
CASEC	<i>Conseil d'Administration Communale</i> (Municipal Board of Directors)
CL	Child Labor
CLES	<i>Collectif pour la Lutte contre l'Exclusion Sociale</i> (Group for the Fight Against Social Exclusion)
CMEP	Comprehensive Monitoring and Evaluation Plan
CPC	Child Protection Committee
CRS	Catholic Relief Services
DR	Dominican Republic
FGD	Focus Group Discussion
GOH	Government of Haiti
HCL	Hazardous Child Labor
IBESR	<i>Institut du Bien-Etre Social et de la Recherche</i> (Institute for Social Welfare and Research)
IGA	Income Generating Activity
ILAB	USDOL International Labor Affairs Bureau
ILO	International Labor Organization
IO	Intermediate Outcome
KII	Key Informant Interview
LI	Labor Inspector
LOP	Life of Project
MAST	<i>Ministère des Affaires Sociales et du Travail</i> (Ministry of Social Affairs and Labor)
M&E	Monitoring and Evaluation
MUSO	<i>Mutuelle de Solidarité</i> (Mutual Solidarity Group)
NGO	Nongovernmental Organization
OCFT	USDOL Office of Child Labor, Forced Labor and Human Trafficking
OSH	Occupational Safety and Health
SC	Social Compliance
SFS	<i>Sistemas, Familia y Sociedad</i>
SJM	<i>Services Jésuites aux Migrants</i> (Jesuit Services for Migrants)
TOC	Theory of Change
TOR	Terms of Reference
USDOL	United States Department of Labor
WRC	Workers' Rights Center

# Executive Summary

## 1. Background

This report documents the main findings and conclusions of the final evaluation of the Catholic Relief Services (CRS) project entitled “Protecting the Working Conditions of People” (known as *Pwoteje Kondisyon Travay Moun* or *PwoKonTraM* in Creole). In September 2015, the U.S. Department of Labor (USDOL) Bureau of International Labor Affairs (ILAB) Office of Child Labor, Forced Labor and Human Trafficking (OCFT) awarded a Cooperative Agreement with a budget of USD\$ 9.9 million to CRS and its consortium of five locally-based organizations.<sup>1</sup> The project’s overall objective is to reduce child labor (CL) and improve working conditions in Haitian agriculture.<sup>2</sup> To reach its objective, PwoKonTraM pursued five intermediate outcomes (IO):

IO 1: School attendance increased among beneficiary children;

IO 2: Income increased in beneficiary households;

IO 3: Decent and productive work opportunities increased among beneficiary youth 15-24 years old;

IO 4: Beneficiary households receive social protection services and information on workers’ rights; and

IO 5: Government, private sector and civil society prioritization of protection of child and worker rights increased.

PwoKonTraM works in Haiti’s North and Northeast departments, and in the communities near the official border areas with the Dominican Republic (DR), including the Northeast, Center, West, and Southeast departments.

## 2. Evaluation Methodology

The final evaluation aims to assess whether the project’s interventions and activities achieved the overall goals of the project, and the reasons why this did or did not happen, including an assessment of the factors driving project results. The evaluation also documents lessons learned and potential good practices and models of intervention that will serve to inform future similar projects as well as policies in Haiti and similar environments elsewhere, as appropriate. The scope of the final evaluation includes a review and assessment of all activities carried out under the USDOL Cooperative Agreement with CRS.

The evaluation was conducted by an independent evaluation consultant fielded and managed by *Sistemas, Familia y Sociedad* (SFS), a monitoring and evaluation (M&E) firm contracted by CRS. The

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<sup>1</sup> The five partners are JURIMEDIA, Association of Volunteers International Service (AVSI), the *Collectif de Lutte Contre Exclusion Sociale* (CLES), Haiti SURVIE and *Services Jésuites aux Migrants* (SJM).

<sup>2</sup> While primarily focused on child labor in agriculture and related value chains, it implemented an area-based approach meaning that the project would also help children engaged in child labor in other sectors when such children were identified.

evaluation was framed by the key questions contained in its Terms of Reference (TOR) and employed mainly qualitative methods, including Key Informant Interviews (KII), Focus Group Discussions (FGD) and direct observation of project centers and implementation zones. In addition, the evaluator incorporated quantitative data drawn from the project's monitoring system and reports in his analysis.

### **3. Key Evaluation Findings**

#### **A. With regards to the Project's Theory of Change (TOC)**

PwoKonTraM's theory of change remains mostly valid after three years of project implementation. However, given that the project was originally conceived to be implemented in the Dominican Republic, some important features and assumptions related to the TOC were established on the basis of the Dominican context, and would need further refinement to better adapt to the reality of Haiti.

#### **B. With regards to Internal and External Obstacles that Challenged Project Implementation**

The scope and sustainability of project outcomes were affected by two internal obstacles: a. The short timeline (2 ½ years) for identification of project beneficiaries and implementation of most activities, which was insufficient to guarantee the sustainability of outcomes; and b. The wide and scattered scope of project target sites, which led the demand for services in all communities to be much greater than project resources. Likewise, project outcomes were influenced by three external obstacles: a. The pervasive effects of poverty on households' livelihoods, which hampers some households' capacity to guarantee the sustainability of the project's outcomes; b. The absence of private and/or public referral networks during project implementation, which led to a partial change in project strategy and substituting the above by direct project action; and c. The existence of limited resources and implementing capacity in the public sector and a limited institutional development in the local private sector, which hampered the project's ability to support enforcement mechanisms and social compliance systems regarding child labor and workers' rights

#### **C. With regards to Project Effectiveness**

**Regarding the reduction of child labor**, as per project records, the project contributed in a significant way to reduce the prevalence of child labor among project participants: By October 2018, only 27% of beneficiaries (31% male, 22% female) remained engaged in CL (all children enrolled in the program were originally in child labor). Given the difficult conditions in which the project was implemented and the short project life, this is a significant success.

Likewise, PwoKonTraM was effective in accomplishing those outcomes and outputs related to the provision of education for children and youth, livelihoods interventions for households, and awareness raising at community level.

**Regarding education**, at outcome level, the project shows high levels of beneficiary children enrolled in/attending school in Sept 2018 (90.8%).

**Regarding livelihoods interventions**, 57% of households reported an increase in their income as a result of the project interventions by October 2018. Likewise, 43% of the beneficiary households engaging in income generation activities/agricultural production reported an increase in their production after receiving project services.

**Training youth in entrepreneurship and in specific trades** and providing them tools to start their own businesses was, in several cases, an effective strategy to help youth insert themselves into the labor market in local contexts where formal jobs are scarce or inexistent. However, while a number of youth received vocational training (945 individuals) and life skills training (1,023 individuals), a limited number of beneficiary 15-24 years old youth (133 individuals) obtained a decent and productive work opportunity. This may be partially due to the short span between the completion of training and the end of the life of project (LOP).

**Awareness raising activities** on children's rights, right to education, child labor and labor rights at community and household level were also successful: Most parents interviewed by the evaluator expressed that children should not work before 18 years old, that they should avoid hazardous labor and attend school as a priority.

**Effective action to strengthen Haitian Government (GOH) organizations** (MAST, IBERS, BPM) was developed as of late and is focused on sensitizing GOH organizations' staff and attending to institutions' basic equipment needs. The most relevant project success regarding the strengthening of GOH institutions is the training provided (together with ILO) to MAST labor inspectors in the Northern Province. PWOKONTRAM also plans to provide in December a data collection and reporting system (based on Comcare software), as well as computer equipment for MAST staff to modernize its labor inspection activities.

**Support to Civil Register Offices for issuance of birth certificates**, which started early in the project's life, meant a significant boost to the action and capacity of delivery of Civil Registrar Offices. The project subsidized the fees in order that 4,274 participants, adults and children, may obtain birth certificates.

**Social compliance (SC) mechanisms** within the private sector were not developed. By end of project, as of late initial contacts are being carried out by a consultant hired by the project with two small industries (rum production) near Limonade, in the Northern province, in order to prospect their interest to implement a SC mechanism and a supply chain "clean" from CL. This action may not bear fruit given the complexity of SC mechanisms, the time required to implement the same, the fact that those companies are very small production units, and that a great deal of the sugarcane production on which they depend is done in another zone (St. Raphael, in the Northeastern province).

#### **D. With regards to Efficiency**

The project showed a high level of efficiency in benefitting a large number of participants within a short timeline and a difficult operational context, while at the same time managing a limited amount of resources and harmonizing the action of five implementing partner institutions working in various geographic regions. This was a relevant and significant feat, moreover, given the amount of outputs to be delivered and the difficult institutional, economic and social conditions prevalent in Haiti. The project built the capacity of local stakeholders both at implementing partners and target communities level.

#### **E. With regards to Sustainability**

The main challenge to the good results above is their sustainability in the long run. Institutional weakness and extreme poverty are the main factors affecting the same. To be more sustainable, the

project would have needed at least four years of effective implementation in order to strengthen local structures and provide enough support for families' livelihoods. The evaluator was able to obtain evidence that in some cases, depending on households' prior vulnerability and context, heads of households felt that they would not be able to cope with their economic needs and may go back to their initial situation in the absence of project further support.

## **4. Conclusions**

By end of LOP, PwoKonTraM showed significant results with regards to the reduction of child labor, an increase in school attendance and in the number of households reporting an increase in their income as a result of project activities.

Project interventions were very relevant to the operational context and to beneficiaries' needs. Most project educational and livelihoods interventions addressed specific issues that often hamper both children's attendance to school and households' ability to generate income and become self-reliable in order to address children's basic needs.

PwoKonTraM tried to strike a balance between the need for immediately addressing households' and children's material needs and the need to create sustainable conditions for the continuation of educational and livelihoods investments by the same households. Both kinds of strategy were very relevant to the Haitian context. However, given the short timeline for implementation of project activities, the eventual sustainability of project outcomes remains uncertain.

## **5. Recommendations**

### **A. Addressed to CRS (for future programming in Haiti):**

- CRS should request longer timeframes (e.g. four years) for effective implementation of interventions.
- CRS should consider, when submitting new proposals to USDOL, reducing the geographical scope/number of communities, while maintaining the number of beneficiaries, in order to increase the impact of interventions.
- Carry out a risk and needs assessment prior to implementing agricultural interventions in each target community.
- Promote the association of agricultural producers so they may jointly commercialize their products and increase their bargaining power.
- Permeate support to obtain birth certificates into other future CRS projects.
- Standardize the content of vocational training courses for youth to ensure similar quality in all training courses.
- Strengthen the action of existing local authority structures (CASECs) so that these may establish sustainable action plans on children's rights and against child labor at local level.

- Focus the support for GOH’s institutions on providing training and technical assistance in order to improve technical staff’s capacity.

**B. Addressed to USDOL (for follow-up on project outcomes and future programming):**

- Coordinate with the ILO (Better Work Program) in Haiti, in order to ensure proper follow-up on the implementation of the case management software designed by PwoKonTraM for MAST’s labor inspection unit in the Northern province.
- Establish synergies and alliances with institutions working in the relief sector (through cooperation agreements between USDOL grantees and those organizations) in order to funnel food and other relief-related resources from these institutions to participants in USDOL projects.
- Establish synergies and alliances with institutions working on reproductive health issues (through cooperation agreements between USDOL grantees and those organizations) in order to funnel reproductive health education and other relevant related resources from these institutions to participants in USDOL projects.
- Consider strengthening female-headed households by improving women’s access to training and capital (for example, through village banking and other savings and loans schemes/MUSO).

**6. Best Practices and Lessons Learned**

**A. Best Practices**

- Hiring people living in the same communities as case workers as a means to establish a close relationship with beneficiaries and ensure regular follow-up on their education and work activities.
- Quarterly planning and evaluation meetings with CRS and implementing partners as a means to improve performance and build team capacities.
- Organizing savings and loans groups (MUSO) among participants as a sustainable livelihoods strategy.
- Child Protection Committees as a means to organize communities to protect children’s rights.
- Providing tools and machinery as a means to address agricultural producers’ needs.

**B. Lessons Learned**

- Interventions with highly vulnerable populations should be implemented over longer periods, with recurrent support to be provided to the same households/individuals.
- Weather-related events and the timing of deliverables should be factored in agricultural interventions in order to maximize their outcome.
- Capacity-building interventions addressed to government institutions should start early in the life of a project and establish links at different levels of the organizations.

- Providing direct services to households/individuals may not be sufficient to affect the root causes of child labor and need to be complemented by separate interventions aimed at building public organizations' capacity and strengthening the institutional environment.
- Interventions aimed at developing social compliance mechanisms should be part of separate initiatives, different from those providing direct action interventions.

## I. BACKGROUND

This report documents the main findings and conclusions of the final evaluation of the Catholic Relief Services (CRS) project entitled “Protecting the Working Conditions of People” (known as *Pwoteje Kondisyon Travay Moun* or *PwoKonTraM* in Creole). In September 2015, the U.S. Department of Labor (USDOL) Bureau of International Labor Affairs (ILAB) Office of Child Labor, Forced Labor and Human Trafficking (OCFT) awarded a Cooperative Agreement with a budget of USD\$ 9.9 million to CRS and its consortium of five locally-based organizations. The project’s overall objective is to reduce child labor (CL) and improve working conditions in Haitian agriculture. To reach its objective, PwoKonTraM pursued five intermediate outcomes (IO):

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PwoKonTraM works in Haiti’s North and Northeast departments, and in the communities near the official border areas with the Dominican Republic (DR), including the Northeast, Center, West, and Southeast departments. Its main strategies include:

- Awareness raising on child labor and workers’ rights, the importance of education and of having legal identity documentation;
- Support for vulnerable children’s education, including both education subsidies for individual children and interventions to improve education quality (teacher training, school councils, and school infrastructure improvements);
- Support for livelihood improvements for vulnerable households, mainly providing inputs and technical advice for household economic activities, vocational training for youth, and forming community savings and loan groups; and
- Legal services, mainly for birth registration and legal identification.

This project was originally conceived to be implemented in the DR but was moved to Haiti two years after the initial award by OCFT.<sup>3</sup> One of the conditions of transfer was that the

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<sup>3</sup> In September 2013, CRS was awarded a Cooperative Agreement to reduce child labor and improve labor rights and working conditions in the agricultural sector, including in the sugarcane sector and in production supply chains in the DR, where children, including Haitian children and Dominican-born children of Haitian descent, work on commercial sugarcane

project respect the outcomes outlined in the original Request for Applications. Thus, the new project in Haiti also retained most of the same broad strategies planned in the original DR-based project document (integrated education, livelihoods and legal services), the same overall budget and, initially, the same period of implementation.<sup>4</sup>

Following consultations between USDOL and several Haitian ministries and a rapid assessment on child labor carried out by CRS in 2015, CRS and USDOL signed a revised Cooperative Agreement that transferred project activities to Haiti, with most activities concentrated in the North and Northeast. CRS put in place a new project management team and mobilized project partners with relevant experience in Haiti. The project was officially launched in June 2016 in Cap Haïtien, although actual delivery of project services began in September 2016, mostly in the education component.

Project services are delivered directly by CRS implementing partners' specialists and case managers working out of 17 community-based hubs. For a limited number of activities (mainly awareness raising and birth registration), the project also supports the efforts of Government of Haiti (GOH) counterparts. All project partners engage in awareness-raising activities; four of five CRS partners offer similar, multi-service packages (education, livelihoods, and legal services) to project beneficiaries in communities located in the North and Northeast departments of Haiti. One partner, SJM, only provides legal services in the border areas. CRS ensures overall project coordination and technical support through Port-au-Prince-based project managers and specialists.

CRS planned to reach 10,000 children and youth with education services, 5,000 households with livelihood assistance, and to assist 2,500 persons with legal assistance in Haiti. However, in March 2017, taking into account the reduced implementation period and the contextual differences between DR and Haiti (e.g. a greater level of poverty, the relevant weakness of the institutional environment, significant difficulties in accessing educational and livelihood services, and the household-based nature of child labor), USDOL approved a reduction in the education services target from 10,000 to 7,560 beneficiaries, and a reduction in the livelihood services target from 5,000 to 3,780 households.

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plantations and live in communities that often lack adequate housing and basic services. In 2015, due to changes in the implementation environment in the DR, which were beyond the project's control, USDOL and CRS agreed to assess the feasibility of transferring implementation to Haiti.

<sup>4</sup> Originally the project was scheduled to end in September 2017, roughly two years after its transfer to Haiti. A project revision later extended the end date to March 2019 (44 months including close-out).

## II. EVALUATION OBJECTIVES AND METHODOLOGY

### 2.1 Evaluation Objectives

The main objectives of the final evaluation are:

1. Determine whether the project's Theory of Change (ToC) was appropriately formulated and whether there are any external factors that affected project outcomes in a positive and/or challenging way;
2. Assess the relevance and effectiveness of all project interventions, including its effects on the lives of beneficiaries;
3. Assess the efficiency of project interventions and use of resources;
4. Document lessons learned, good or promising practices, and models of intervention that will serve to inform future child labor projects and policies in Haiti and in other implementation countries in the region; and
5. Assess the sustainability of the interventions implemented by the project.

The evaluation aims to assess whether the project's interventions and activities achieved the overall goals of the project, and the reasons why this did or did not happen, including an assessment of the factors driving project results. The evaluation also documents lessons learned, potential good practices and models of intervention that will serve to inform future similar projects and policies in Haiti and similar environments elsewhere, as appropriate.

The scope of the final evaluation includes a review and assessment of all activities carried out under the USDOL Cooperative Agreement with CRS.

### 2.2 Methodology

The evaluation was conducted by an independent evaluation consultant, fielded and managed by *Sistemas, Familia y Sociedad (SFS)*, a monitoring and evaluation (M&E) firm contracted by CRS. The evaluation was framed by the key questions contained in its Terms of Reference (TOR) (see **Annex 5**) and employed mainly qualitative methods including Key Informant Interviews (KII), Focus Group Discussions (FGD) and direct observation of project centers and implementation zones. In addition, the evaluator incorporated quantitative data drawn from the project's monitoring system and reports in his analysis (see list of documents in **Annex 2**).

The final evaluation covered each of the three project areas (North, Northeast and border areas with DR) as well as all five project intervention types: Household livelihood support; education; vocational training & employment services for youth; social protection interventions (mainly legal support); and awareness raising. The evaluator visited sites where

the project has experience success and others in which it has experienced challenges.

The evaluation data collection phase was from November 12 to November 28, 2018. During this period, the evaluator met with stakeholders in Port-au-Prince and in ten sites within the twelve communes targeted by the project (Belladère, Cap Haïtien, Dondon, Fonds Parisien [Ganthier], Fort Liberté, Limonade, Mont Organisé, Ouanaminthe, Quartier Morin, Pignon). Except for Dondon and Fort Liberté, the sites covered in the final evaluation had not be visited during the interim evaluation.

Unfortunately, during the same period Haiti went through relevant civil unrest, with violent protests being conducted in the streets. Due to these events, the evaluator had to suspend fieldwork for three days. Fortunately, fieldwork resumed soon after and in the end, the evaluator only missed one workday at the commune of Capotille and one FGD with households in the commune of Accul Samedi, with all other foreseen activities being carried out as expected.

Among key informants and focus group participants were:

- CRS personnel, primarily project managers and specialists,
- Implementing partner personnel, including managers, specialists and case workers,
- Regional and local authorities and civil servants from relevant Ministries, and
- Project beneficiaries and participants in training programs including children, households, community volunteers and education personnel (see Table 1).

The evaluation schedule and a list of interviews and meetings is included in **Annex 3**.

**Table 1: Key Informant Interviews and Focus Group Discussions**

Stakeholders	# KII/FGD	# Males	# Females	Total
<b>Interviews with Key Informants</b>				
CRS	7	7	0	7
Partners	7	37	8	45
Local Authorities	9	12	1	13
Private Sector	2	2	1	3
Vocational Training Schools	2	2	0	2
<b>Focus Group Discussions</b>				
International Organizations (ILO)	1	0	1	1
Children	3	14	18	32
Youth	5	23	17	40
Households	8	21	63	84
Child Protection Committees	3	12	4	16
School Councils	2	4	2	6
Teachers	1	7	3	10
<b>TOTAL</b>	<b>50</b>	<b>141 (54.4%)</b>	<b>118 (45.6%)</b>	<b>259</b>

Source: Self-reported by interview respondents

The main purposes of these consultations were to collect qualitative data, covering:

- Stakeholders' perceptions of project challenges and opportunities;
- Validity of project strategies used in the field;

- The quality of services delivered or in progress;
- Outcomes of project activities to date; and
- Emerging good practices and lessons learned.

The evaluator facilitated a stakeholder workshop in Cap Haïtien on November 30, 2018, which, due to the instability in the country during the same period, was attended by only eight stakeholders (two from CRS, two from Jurimedia and a representative from each of the other four partner institutions). The evaluator presented the initial findings and invited feedback from the participants, which was incorporated into this draft report.

The evaluation adhered to evaluation norms, standards and ethical safeguards. The evaluator used semi-structured question guides prepared in advance for individual interviews and FGD, which included a protocol for explaining the purpose and use of the evaluation as well as the confidentiality of responses. As far as possible, a consistent approach was followed in each project site. To encourage unbiased feedback, members of the project team (neither CRS nor its implementing partners) were not present during interviews and focus group discussions.

The evaluator mitigated potential bias in the selection of sites, beneficiaries and key informants by providing selection guidance to project management, requesting that both successful and less successful interventions be highlighted. In addition, the evaluator selected the communes to be visited and proposed what intervention strategies were to be investigated in each zone. The evaluator mitigated response bias by prefacing KIIs and FGDs with an introduction explaining the learning nature of the evaluation and that responses would not directly affect participants' access to services, as well as by framing questions in a way that would solicit balanced feedback. Further, responses from each KII and FGD are also triangulated with information from other stakeholders and data sources throughout the report.

An interpreter, fluent in local languages, travelled with the evaluator. Different interpreters provided support during the first and second weeks and the last week of the evaluation. The services of the interpreters were very useful given that, even in the case of local authorities, people preferred answering in Créole than in French.

### III. RESULTS

This section of the report provides answers to the evaluation questions, with supporting evidence included.

#### 3.1 Project Design

##### **1. The Haiti project developed a Theory of Change (TOC). Does the TOC still appear to be valid and accurate after three years of project implementation?**

PwoKonTraM's theory of change remains mostly valid after three years of project implementation. However, given that the project was originally conceived to be implemented in the Dominican Republic, some important features and assumptions related to the TOC were established on the basis of the Dominican context and would need further refinement to better adapt to the reality of Haiti.

The main pillars of the project's theory of change (a+b+c) continue to hold true, such that:

- (a) An improvement in households' livelihoods, combined with
  - (b) Children engaged in an educational process, and
  - (c) An increased awareness among communities, parents and children regarding children's rights, the importance of education and the hazardous nature of child labor
- ...should lead to a reduction of child labor.

However, diverging from the project's initial assessment, there are no major agricultural enterprises (sugarcane-related or other) in the zones where the project operates and there is a reduced percentage of people engaged by third parties or working in the formal sector in project target areas. Formal sector jobs are few in Haiti and account for less than 13% of the total labor market. Lack of jobs, low wages and labor-intensive activities with low productivity characterize the Haitian labor market. Many workers remain poor despite full-time work. Ninety percent of the formal sector jobs are located in Port-au-Prince and nearly half of formal sector jobs are in the public sector (e.g. education, health, justice).<sup>5</sup> The above contradicted some of the project's assumptions regarding the possibility of strengthening the operational environment and reduced PwoKonTraM's opportunities to promote workers' rights, provide legal services and to implement the Workers' Rights Centers strategy which was originally conceived for the DR.

Likewise, the features of the Haitian labor market described above did not allow the project to implement an effective strategy regarding the development of social compliance

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<sup>5</sup> VERNER, Dorte, *Labor Markets in Rural and Urban Haiti -based on the First Household Survey for Haiti* (Policy Research Working Paper 4574); The World Bank – Social Development Sustainable Development Division, March 2008.

mechanisms in the private sector in order to help enforce labor rights and combat child labor. Given that most people in project target communities are self-employed in the informal sector (e.g. working in small farms or plots, petty commerce and trades), child labor is mostly related to work carried out within household economic activities (charcoal production, agriculture, small commerce) or to household-related chores (carrying water, wood, looking after smaller children).

PwoKonTraM also assumed that it would be possible to strengthen Haitian public and private institutional mechanisms in order that these would be able to provide timely support to project objectives. However, local authorities and public institutions (e.g. the Ministry of Social Affairs and Labor [MAST], the Office of Childhood Police [BPM], the Institute of Social Welfare and Research [IBESR]) are severely underfunded and have a limited capacity to enforce labor law and address child labor. Likewise, vocational training institutions are nonexistent in many communities and private or public referral networks were not available during project implementation. Thus, government-related institutions had a limited participation in project implementation and would have limited capacity to support households and children after the project ends.

## **2. To what extent did the assumptions in the project logical framework hold true?**

Generally speaking, several project assumptions held true. For example:

- Targeted social networks at community level were able to be influenced.
- Labor migration remained at reasonably stable levels.
- As services became known and available, an increasing number of households were able to access project services.
- Government, local agencies and community leaders supported project initiatives. However, the project was not able to develop relevant activities with the private sector.
- Energy infrastructure and trade remained stable at a reasonable level to support industries, but these had no effect on project outcomes: Most household participants do not work in any particular industry, but rather in the informal sector.

However, other assumptions did not hold true. For example:

- Given the economic instability in the country, including inflation and devaluation of the Haitian Gourde, the framework/climate for business development did not remain stable, and this also affected the livelihoods of participant households.

- The political climate was rather unstable throughout project implementation.<sup>6</sup> Successive changes in political authorities (Ministries) and high turnover among local authorities affected coordination with public institutions.
  - Although no major natural disaster or political crisis impeded project implementation, droughts directly affected the outcome of PwoKonTraM's agricultural support interventions in various communities.
- 3. Are there obstacles or major factors (internal to the project or external) that limited the achievement of the project goal or other major cause that were not taken into consideration in the project design and implementation?**

### Internal Obstacles

Two major internal factors seem to have affected the outcome of the project and, particularly, the scope and sustainability of its outcomes.

- a. **The project had a short timeline (2½ years)** for identifying beneficiaries and implementing most of its activities. This may be considered as insufficient time to:
- Strengthen community structures so that these may establish sustainable plans and action against child labor at local level;
  - Provide substantive and recurrent technical assistance and material support to improve families' income; and
  - Develop sustainable livelihoods options for families which may ensure that in the long run children in the target communities remain at school and out of child labor.

Notwithstanding the above, PwoKonTraM managed to organize implementing teams in each project site, and carry out rapid and intensive action to ensure that most quantitative targets were accomplished by end of LOP. However, in terms of sustainability, the project would have needed at least four years of effective implementation in order to strengthen local structures and provide enough support for families' livelihoods to be more **sustainable**.

- b. **The wide and scattered scope of project target sites** led the demand for services in all communities to be much greater than project resources. This increased the stress for project teams to deliver outputs at many sites and created problems in terms of the timeliness of delivery (e.g. seeds being delivered after the optimal time for planting), standardization of interventions (e.g. length of vocational training for youth), and quality of outputs (e.g. some vocational training courses were not completed as needed).

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<sup>6</sup> For example, as of recent the country underwent repeated episodes of national protests and civil unrest in July, October and November 2018; the latter one occurred during fieldwork for this evaluation.

The project would have benefitted from concentrating its resources and its beneficiaries in fewer communities in order to ensure greater and lasting impact.

### **External Obstacles**

Three major external factors seem to have affected the outcome of the project:

- a. **The pervasive effects of poverty on households' livelihoods.** Through FGD, the evaluation found that some families were so poor that in some cases they had to use part of the project's input for small business (e.g. commerce kits) to feed their children; in other cases, some families had to sell some of the tools received from the project in order to address other urgent household needs. Given the above and due to a lack of income, a relevant number of beneficiary households may not be able to cover children's needs and pay school fees/send them to school after the project's end (please see discussion of project results in Section 3.3, evaluation question 6a).

The effects of pervasive poverty on the outcome of this kind of projects could be transitorily mitigated if, while implementing actions to combat child labor in humanitarian crisis contexts, USDOL-funded projects would search for some additional resources for its participants, and make institutional arrangements in order to convey food and health support from other parties/ sources to USDOL project-beneficiaries. For example, in the case of Haiti, during FY 2018 USAID's Office of Food for Peace (FFP), supported the UN World Food Program (WFP) and partnered with World Vision and CARE to provide food/ conditional cash transfers (CCT) to more than 110,000 food-insecure individuals in this country. USDOL may find convenient, when funding projects in countries with relevant humanitarian needs, to promote early alliances between its prospective grantees and institutions working in the relief sector<sup>7</sup>, in order to funnel food, CCT and other vital resources from the latter to participants in USDOL-funded projects.

- b. **The absence of private and/or public referral networks during project implementation.** PwoKonTraM was conceived on the assumption that after identifying child laborers in need of educational support, these would be referred to government social programs and/or private institutions which would provide direct support to children's educational needs. However, the project quickly discovered that this option was not viable; that is, that there were no relevant referral networks operating in the North and Northeastern provinces and thus, the project had to substitute the hypothetical action expected from these with its own direct action. In other words, PwoKonTraM had to redefine its strategy and quickly improvise the direct delivery of services/provision of subsidies in order to attain some educational outputs. In order to do this, the project identified which were the specific issues hampering/impeding children's school attendance and tailored its response to each case.

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<sup>7</sup> More on FFP in Haiti at: <https://www.usaid.gov/haiti/food-assistance>

Thus, in order to address these issues, the project:

- partially or fully paid children's school fees,
- provided books and other learning materials, including uniforms, shoes and backpacks, for children to attend classes,
- negotiated infrastructure improvements for schools in exchange that the latter exonerate some project beneficiaries from paying school fees,
- provided transitional mechanisms in order to reintegrate some children to school, and
- raised awareness among parents and carried out permanent monitoring of children's school attendance.

Notwithstanding that the above were not part of the original project strategy, the fact that PwoKonTraM managed to implement these options in a short period of time for thousands of individuals is a remarkable feat.<sup>8</sup>

Likewise, in order to strengthen its strategy, the project:

- established or reactivated school councils at beneficiary schools, and
- worked directly with vocational training institutions/service providers in order to help them design and/or bring short vocational training courses for youth to far-away project locations where institutional support was nonexistent.

- c. The fact that there were **limited resources and implementing capacity in the public sector** and that there was also a **limited institutional development in the local private sector** hampered PwoKonTraM's ability to support enforcement mechanisms and social compliance systems regarding child labor and workers' rights.

GOH's institutional instability made it difficult to coordinate project activities with public, national-level initiatives. High turnover of staff within government institutions delayed the start of activities with relevant institutions. For example, during its short life, the project dealt with three different ministers at MAST and three different chiefs of bureau in the Northern province MAST bureau.

GOH labor inspection mechanisms and child protection activities are limited in scope and do not address child labor in a relevant way. The project tried to strengthen the capacity of public institutions, mostly by sensitizing GOH organizations' staff and by covering some material/operational needs. In the cases of MAST, IBESR and BPM, the project provided

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<sup>8</sup> Moreover, in some cases, locations were difficult to access during part of the year, particularly during the rainy season, and households were scattered around the intervention areas.

equipment (furniture, motorcycles, computers, laptops, batteries, etc.) in order to contribute to the establishment of minimal material conditions that may enable the actions of these institutions. Unfortunately, such support was provided towards the end of LOP, so follow up on the use of these inputs may not be possible. Regarding MAST, the project, in synergy with ILO's Better Work program, organized a training for labor inspectors, provided computer equipment (tablets) and it is developing a software to support labor inspectors' work. The potential outcome of this initiative is addressed in more detail within Section 3.3, evaluation question 5, of this report.

In the case of the Civil Register, PwoKonTraM tried to address the issue of limited material and human resources in government institutions by providing direct material to government offices (e.g. Civil Registry: Registrar books, furniture, working materials) or paying fees for project beneficiaries to obtain birth certificates. A significant number of people (4,274), both children and adults, benefitted from this initiative. Unfortunately, this intervention may not be sustainable in the long run given the absence of other institutions that may cover the cost of birth certificates for poor people.

The project also coordinated its activities with the office of the Major and with the *Conseil d'Administration Communale* (CASEC)<sup>9</sup> in each district. This proved to be a relevant action to engage local authorities in awareness-raising activities on child labor. Given that civil society organizations are weak or nonexistent in target communities, the project helped organize child protection committees to promote that local action on child labor and education may continue at the local level after end of LOP.

Finally, given that most labor in PwoKonTraM's target communities is conducted in small, informal businesses, the project was not able to establish a social compliance system aimed at promoting respect for labor rights and keeping supply chains free of child labor.<sup>10</sup>

## 3.2 Relevance

### 4. Overall, were interventions relevant to the operational context?

Project interventions were very relevant to the operational context. In fact, the project had to redefine its general strategy and enhance several interventions during their implementation in order to address an operational context that is characterized by significant institutional weaknesses and a generalized lack of resources.

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<sup>9</sup> CASEC is the executive authority governing a Section Communale, which is the smallest administrative division in Haiti. There are 570 Section Communales in Haiti, which are supposed to be administratively and financially autonomous.

<sup>10</sup> Please see further appraisal of project efforts to establish a social compliance mechanism under Section 3.3, evaluation question 7, of this report.

Thus, in a context where most people live in extreme poverty, with no access to potable water and electricity, precarious roads/transport means and livelihoods that are vulnerable to weather-related events, PwoKonTraM tried to directly **compensate for the effects of some** structural deficiencies (e.g. lack of effective government action in the education sector, limitations of local labor markets, lack of access to capital/credit) without addressing the root causes of the same (the latter would have been well beyond the project's objectives and scope).

Most project educational and livelihoods interventions were also very relevant to the beneficiaries' needs and addressed the specific issues that often hamper both children's attendance to school and households' ability to generate income and become self-reliable in order to address children's basic needs.

Awareness-raising work carried out at household and community level was also particularly relevant in order to address the cultural environment in which child labor is often legitimized by the rationale of poverty, habit and rural labor needs.

PwoKonTraM tried to strike a balance between the need for immediately addressing households' and children's material needs and the need to create sustainable conditions for the continuation of educational and livelihoods investments by the same households. Both types of strategy were very relevant to the Haitian context. This type of dilemma is not strange to international development efforts: Under conditions of extreme poverty, people would not be able to harvest tomorrow if they do not eat today.

However, given the short timeline for implementation of project activities, the eventual sustainability of project outcomes remains uncertain.

### 3.3 Effectiveness

#### 5. Did the project achieve its output and outcome indicator targets as planned? What successes and challenges have they experienced in doing so, and how did they overcome challenges?

With regards to Project Objective 1 (*Targeted households benefit from child protection and labor services*), the project achieved or surpassed most of its targets at **output level**, except for those related to the promotion of workers' rights. Although Workers' Rights Centers (WRC) and Satellites were established, the project was not able to provide information/legal advice on workers' rights through the WRCs, mainly due to the limited relevance of this type of intervention with regards to the Haitian context (please see Section 3.1 above).

PwoKonTraM was particularly effective in accomplishing those outputs related to the provision of education for children and youth, livelihoods interventions for households, and awareness raising at community level. Given the difficult conditions in which the project was implemented and the short LOP, this was a significant success. The following table shows some of the most recent and updated information provided by CRS to the evaluator

concerning the status of project indicators by September 30<sup>th</sup>, 2018 (please see **Annex 1** for the complete list).

**Table 2: Project Progress with regards to selected Key Output Indicators**

Cumulative Result as of October 2018	Indicator	Target	Diff. w/r to Target
7,328 (E1)	Children attending school with project support (e.g. project beneficiaries for which the project provided school fees, uniforms, books and other materials)	7,564	-3.13%
1,065	Teachers trained in pedagogical techniques and classroom management	433	246%
140	Schools supported through improvement of their infrastructure and/or teaching materials	144	-2.78%
4,946 (L1)	Households receiving support to improve their livelihoods through technical assistance and agricultural inputs, commerce kits to strengthen their activities, and organization of savings and loans groups [MUSO])	3,780	130%
945	Youth receiving vocational education	N/A	N/A
1,023	Youth receiving life skills training	N/A	N/A
4,274	People (adult and children) supported in obtaining birth certificates in order to gain access to school and/or to better integrate to society. <sup>11</sup>	2,500	170%

Source: PwoKonTram Project Monitoring Database

Likewise, the project helped establish or support the functioning of school councils at 100 schools. Some of these school councils worked well, but others had a limited outcome due to the fact that they were organized on the basis of their expectation of benefitting from the project, and in some cases school directors do not appreciate ceding decision making power to other entities.

Apart from covering a high number of beneficiaries scattered throughout communities where access may be difficult during part of the year, the main challenges faced by project educational interventions related to the absence of local referral networks and a limited local offer of vocational training for youth. As explained before, the project addressed this by directly providing material support and services to beneficiaries (and in the case of dropout children, by supporting transitional mechanisms to promote their reintegration to school) and by identifying and introducing short-duration training opportunities for youth.

The fact that all implementing partners engaged people living in or near their target communities as field staff (case workers) was a good practice that helped to counter logistical difficulties. Likewise, the fact that implementing partners established “satellite” offices in several of the target communities provided a visible presence for the project in the same, and facilitated contact with the beneficiaries.

<sup>11</sup> This was a very useful activity, appreciated by project beneficiaries, which allowed children to register at school.

Other difficulties in project implementation related to livelihoods interventions were the following:

- The linkage of savings and loans groups (e.g. MUSO) proposed by the project to local financial institutions was not possible due to participants' distrust of/previous bad experience with financial institutions<sup>12</sup>. However, the MUSO groups worked very well and were highlighted by most participants as the most sustainable livelihoods intervention.
- Weather-related issues (drought, rains) negatively affected the outcome of agriculture-related interventions (e.g. provision of seeds) in several communities. The project addressed this challenge by following the recommendation of the interim evaluation and providing additional support to households that had a mixed outcome from the initial livelihoods interventions.

Regarding **Objective 1, at outcome level** the project shows high levels of beneficiary children enrolled in/attending school in September 2018 (90.8%). Project figures show a relevant increase in school attendance with regards to the values revealed in the baseline study (BLS). Likewise, PwoKonTraM shows a relevant percentage of households reporting some increase in their production or income due to the project's interventions.

**Table 3: Project Progress with regards to some Key Outcome Indicators**

Value by end of LOP	Outcome / Indicators	Value at Baseline Study	Diff. w/r to BLS
<b>Outcome 1: School attendance among beneficiary children increased</b>			
90.8 %	POC4. % of beneficiary children who regularly attended any form of education during the last month.	67% <sup>13</sup>	+ 23.8 %
88 %	POH4. % of beneficiary households with all children of compulsory school age attending school regularly	59%	+ 29 %
<b>Outcome 2.1 Income increased in beneficiary households</b>			
57%	OTC 2.1. Percentage of beneficiary households having reported an increase in their income as a result of the project interventions	N/A	N/A
43%	OTP 2.1. Percentage of beneficiary households engaging in income generating activities (IGA) having reported an increase in their production after receiving project services	N/A	N/A
<b>Outcome 3.1 Increased decent and productive work opportunities among beneficiary youth 15-24 years of age</b>			
14%	OTC 3.1. Number and percent of beneficiary youth 15-24 years old who obtain a decent and productive work opportunity.	N/A	N/A
18.5%	OTC 3.2. Number and percent of beneficiary youth 15-24 years old who join a group that promotes collective work	N/A	N/A

Sources: PwoKonTraM Project Monitoring Database; Baseline Study

<sup>12</sup> The project provided information to participants on the convenience for producers of receiving credit support from formal credit institutions. However, most participants in MUSO groups were reluctant to take this risk/ approach local banks.

<sup>13</sup> According to the project, 67% of participants were attending school before project start. However, due to the moment of the year in which information was collected, only 13% of participants were registered as attending school during the BLS.

The project had limited success regarding Project Objective 2 (*Government, civil society and private sector improve the protection of children and workers*).

Protocol relationships were maintained with local authorities, who facilitated resources and participated in activities organized by the project. However, effective action to strengthen GOH organizations (MAST, IBERS, BPM) was developed as of late and is mostly focused on attending to institutions' basic equipment needs in the North and Northeast provinces. MAST and IBESR representatives were appreciative of this support.



"We have a very good relationship with CRS and AVSI. They are the only ones who have helped us with materials and equipment and we are very thankful for that. They also trained 30 labor inspectors and that will improve our work."

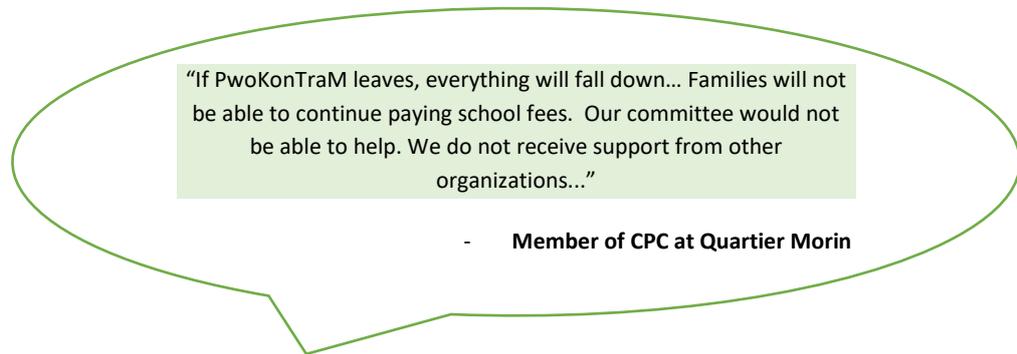
- **Director of MAST at the Northern province**

As highlighted earlier in this report, the main challenges faced by the project related to a high turnover of government staff, which delayed the effective implementation of activities under this objective, as well as project's priority focus in implementing objective 1 above.

Regarding MAST, in March 2018 PwoKonTraM partnered with ILO's Better Work Program (BW) in Haiti in order to develop a one-week training for Labor Inspectors (LI) in the North department. Apart from improving LI knowledge, this event helped BW gather information on "certified" LIs in the Northern province (a requisite for inspectors to enter enterprises' premises) and establish a database on those who may carry out this type of work in other Haitian provinces if needed. PwoKonTraM is also currently working to develop a software platform, using the Comcare system, to support the work of labor inspectors, for which the project will provide 6 laptops and 12 tablets. The software is to be delivered to MAST by December 2018. The evaluator had the opportunity to look at the way the templates for labor inspection are organized within this software, which follow ILO recommendations. Given that PwoKonTraM project is ending, there is no clear provision on how/ whom would be in charge of providing necessary software updates for the system when needed. This is a very relevant project contribution and it could bring an improvement to labor inspection procedures in Haiti if its use is followed-up by USDOL and ILO after end of LOP in order to ensure that the Government of Haiti does an effective use of the same.

Civil society organizations are scarce, if existent at all, in most project target areas. However, the project contributed to the creation of Child Protection Committees (CPC), some of which

had established plans to continue their activities after end of LOP, while others would need external support to remain fully active.



Social compliance (SC) mechanisms within the private sector were not developed. Initial contacts are being carried out as of late by a project consultant with some small industries (rum production) in the Northern province to prospect their interest to implement a SC mechanism and to establish a supply chain that is "clean" from CL.

Regarding Objective 2, **at outcome level** the project was not able, as per its original design, to implement a strategy to ensure that the project will be well coordinated with national-level initiatives and supported by multiple ministries in a cross-sectoral approach. PwoKonTraM was also not able to significantly strengthen the capacity of key governmental institutions to monitor and enforce labor laws. While some limited training and equipment was provided to MOL staff, these efforts took a long time to be implemented due to local obstacles and are yet to see their fruit after end of LOP.

Likewise, PwoKonTraM was not able, as per its original design, to implement a strategy to support select partner businesses to implement social compliance systems in production supply chains.

**6. Overall, to what extent have the project interventions contributed to address the prevalence of child labor and workers' rights issues in targeted communes?**

The impact of the project on workers' rights issues in targeted communities is deemed marginal. Although the project established the four originally planned Workers' Rights Centers (WRC) and related satellite offices at municipal premises, a limited number of beneficiaries requested services from the same, the reasons being related mainly to the informal character of most labor relationships in the rural sector. This led to a change of strategy and the project concentrating its efforts on its education and livelihoods components. As per project records, by end of LOP only 151 households had received information on workers' rights and responsibilities -in the context of the Labor Code and/or applicable ILS- (in comparison to 3,780 beneficiary households receiving livelihoods support, or 4,274 individuals who received support in obtaining birth certificates in order to gain access to school and/or to better integrate to society).

Regarding the prevalence of child labor, the project reports that by October 2018, accordingly to CMEP monitoring indicators<sup>14</sup> (e.g. POC 1), 27% of beneficiaries (31% male, 22% female) were engaged in CL. Assuming that originally all beneficiaries were child laborers, as per the project selection criteria, this would imply that the project contributed in a significant way to reducing the prevalence of child labor among project participants.

Regarding hazardous child labor (HCL), the project reports that by October 2018, accordingly to CMEP monitoring indicators (e.g. POC 2), 18% of beneficiaries (22% male, 15% female) were engaged in HCL. Given that by the time of the baseline study 75% of children were reported to be in HCL, this variation also implies a significant reduction of HCL among project participants.

**a. To what extent have the educational services been successful in allowing beneficiary children to attend and stay in school? What adjustments were made, if any, from what was planned in the project document?**

PwoKonTraM's educational services were successful in allowing beneficiary children to attend school. On one hand, subsidies (payment of school fees) to promote children's school attendance addressed an important need and boosted children's registration. Provision of books, uniforms and learning materials had a similar effect. On the other hand, using school infrastructure improvements as a negotiating tool with headmasters in order to waive payment of fees for project participants and promote children's enrollment in school tackled both children's and schools' needs in a relevant and culturally accepted way.

The original design of the project did not contemplate providing direct support for school attendance to such a large number of beneficiaries. Thus, in the absence of effective referral systems, the project had to change its strategy and provide direct support to beneficiaries. This was a **major** adaptation to the project strategy which required a relevant logistical effort. The five implementing agencies and CRS realigned their actions accordingly to deliver ad-hoc incentives to each participant household and school in order to make it possible for children to attend school.

Likewise, PwoKonTraM established 22 mechanisms at target communities in order to facilitate children's transition from informal to formal education. These mechanisms successfully addressed the needs of more than 500 children who benefitted from this option in order to reintegrate to school.

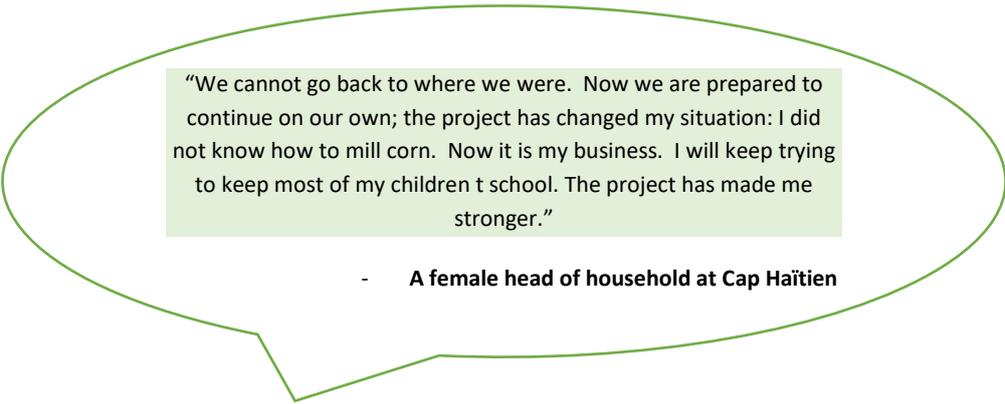
The main challenge to such good results is their sustainability in the long run. The evaluator collected testimonies that many beneficiaries might not be able to continue attending school after end of LOP. For example, during a FGD in Mont Organisé, ten out of twelve participants highlighted that they had not been able to pay school fees this school year (starting in September 2018), but continued sending their children to school. In many cases children

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<sup>14</sup> Child labor status is monitored every six months for all beneficiary children.

were returned home by school authorities, but parents insisted. Children were attending, indistinctly, private, public or community schools. In the long run, some of these children may stop attending school in 2019. In another case, according to the headmaster of one community school in Fort Liberté, the total number of attendees in 2018-2019 had decreased by about one third (from more than 350 to 237) after project end, with regards to the 2017-2018 school year.

Notwithstanding the above, other parents expressed their continued commitment to do whatever possible to cope with the cost of school fees. A mother in Cap Haïtien declared:



“We cannot go back to where we were. Now we are prepared to continue on our own; the project has changed my situation: I did not know how to mill corn. Now it is my business. I will keep trying to keep most of my children t school. The project has made me stronger.”

- A female head of household at Cap Haïtien

**b. To what extent have PwoKonTraM livelihoods interventions (agricultural and nonagricultural services, MUSO) been successful in improving the income of beneficiary households? Do the households feel confident about their capacity to assume school expenditures for their children in the absence of the project’s support?**

One of the remarkable outcomes of the PwoKonTraM project is that, although it worked with households living in very precarious conditions (e.g. with a high number of members,<sup>15</sup> very low income, no energy or potable water, vulnerable to droughts and floods, etc.), it had a mobilizing effect that improved, within a short timeframe, their livelihoods.

Thus, by October 2018, according to the project’s database, 57% of households reported an increase in their income as a result of the project interventions. Likewise, by October 2018, 43% of beneficiary households engaging in income generation activities/agricultural production reported an increase in their production after receiving project services.

Providing rural smallholder farmers with technical assistance, seeds, equipment and tools was relevant and adapted to producers’ needs. The provision of water pumps was a particularly relevant strategy for communities/producers given the intermittent occurrence of droughts.

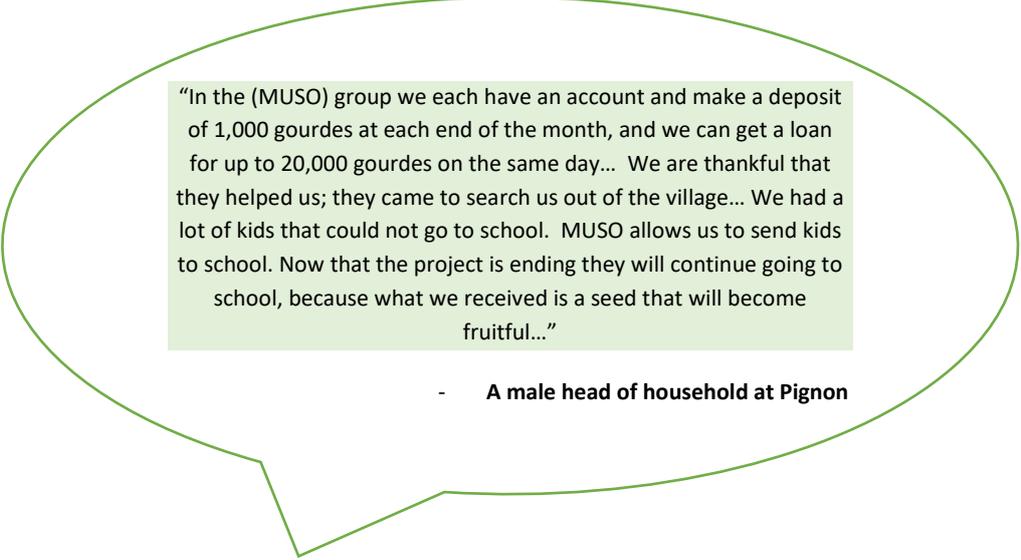
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<sup>15</sup> When asked how many members lived in the household, respondents in FGD very often provided figures ranging between 4 and 13 members per household.

Providing entrepreneurship training and commerce kits to parents who already held small businesses was in many cases helpful for strengthening their income. The composition of products within commercial kits was largely standard (e.g. rice, beans, oil, butter and other staples). Some adults would have appreciated receiving kits that were more related to their current business (e.g. a mother who sold cosmetic products received rice and beans), but many of them managed to sell those products and reinvest the profit in their usual business.

The MUSO intervention addressed, in a **sustainable** way, parents' needs for cash to improve their business and generate income to cover households' educational and other needs. Given that accordingly to the project's baseline study<sup>16</sup> 48% of households are headed by women (the national average is 41%), future projects working on issues related to child labor may consider focusing part of their efforts on financially strengthening female-headed households by improving women's access to training and capital (for example, through village banking and other savings and loans schemes/MUSO).

The MUSO intervention was highlighted by participants as a valuable strategy that would help parents to cover their children's education expenses and contribute to the sustainability of project educational and livelihoods outcomes. One parent said:



"In the (MUSO) group we each have an account and make a deposit of 1,000 gourdes at each end of the month, and we can get a loan for up to 20,000 gourdes on the same day... We are thankful that they helped us; they came to search us out of the village... We had a lot of kids that could not go to school. MUSO allows us to send kids to school. Now that the project is ending they will continue going to school, because what we received is a seed that will become fruitful..."

- **A male head of household at Pignon**

Thus, it can be said that a relevant portion of the household members interviewed by the evaluator, which had benefitted from project livelihoods interventions (and particularly those who benefitted from MUSO), felt confident that they may be in a stronger position to address their children's educational needs, including school expenditures.

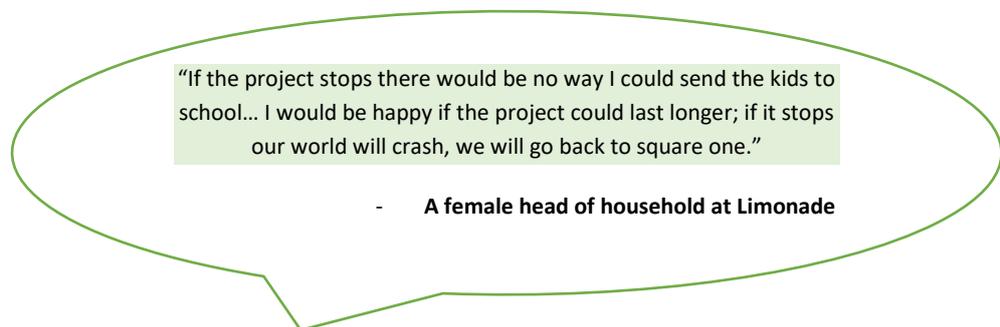
Notwithstanding the positive point of view expressed above, a caveat should be introduced regarding the possibility of making generalizations about the sustainability of PwoKonTraM's

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<sup>16</sup> Diagnostic and Development Group SA, *Baseline Study on Child Labor – Draft Report*; Pétiön-Ville, June 2017.

livelihoods interventions' outcome. The evaluator was able to obtain evidence that in other cases, depending on households' prior vulnerability and context (e.g. female-headed households with one sole provider, high number of members<sup>17</sup>), some heads of households felt that they would not be able to cope with their economic needs and in some cases, they expressed that in the absence of further project support, they may return to their initial situation. For example, a man who received a wheelbarrow from the project for his economic activity had to sell it in order to pay for urgent medical expenses and is now occasionally renting a wheelbarrow from another project participant. Likewise, some participants had to use part of the commercial inputs they received (rice, beans, etc.) to feed their families.

A grandmother who is responsible for six children declared:



Households with a large number of members in the context of poverty and limited access to reproductive health care services are often associated with the perpetuation of the cycle of poverty, the latter being closely related to child labor. Breaking the relationship between poverty, large households and child labor requires of cooperation among key institutions in order to help offer relevant reproductive health education services to those with utmost need.

According to the United Nations Population Fund (UNFPA)<sup>18</sup>, while the fertility rate in Haiti was at 2.8 by 2015, unmet need for family planning exists among 36 percent of women married or in-union. This percentage is greater among girls 15 - 19 years old. Pathfinder International<sup>19</sup>, citing figures from the Population Reference Bureau in 2016, highlights that "69% of married women in Haiti, ages 15-49 are not using a modern method of contraception".

With the aim of improving access to reproductive health care services among the rural poor and thus reducing the risk of early pregnancies and other events that may have a negative effect on child labor, USDOL may find it convenient to promote cooperation schemes between its prospective grantees and institutions working in the reproductive health care sector, in order to offer education and contraceptive services from the latter to adult and

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<sup>17</sup> The evaluator registered that some households are made of up of 13 members, and in some cases, of 8 or even more children.

<sup>18</sup> <https://www.unfpa.org/data/HT>

<sup>19</sup> <https://www.pathfinder.org/countries/haiti/>

youth participants in USDOL-funded projects. For example, in the case of Haiti, USDOL grantees could try to link their efforts in the future with those being carried out by UNFPA and Pathfinder International (e.g. rural clinics, itinerant services), with support of USAID.

- c. To what extent have PwoKonTraM's youth assistance activities (vocational training, life skills, entrepreneurship, starter kits) been effective in allowing youths to obtain decent work opportunities? Are youth more knowledgeable about workers' rights and occupational safety and health (OSH) work conditions because of their participation in the project?**

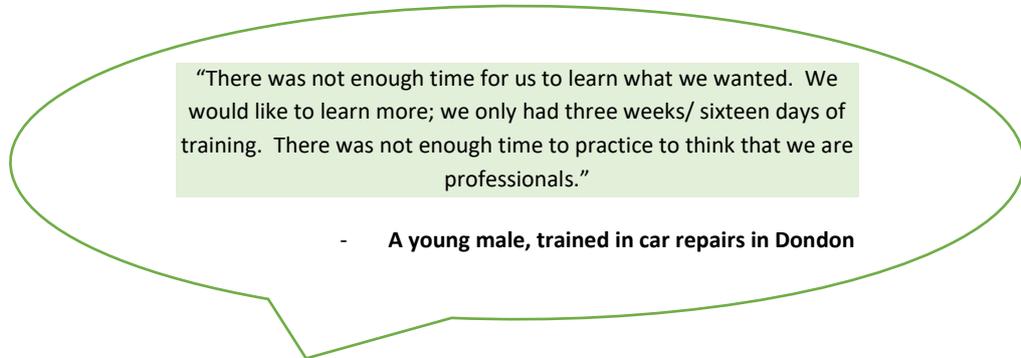
Training youth in entrepreneurship and in specific trades and providing them with tools to start their own businesses was, in several cases, an effective strategy to help youth insert themselves into the labor market in local contexts where formal jobs are scarce or nonexistent. Some of the beneficiaries interviewed during the evaluation (particularly those working in woodcrafts [*ébénisterie*], cosmetology, motorcycle mechanics, bakery, veterinary and cellphone repairs) were able to obtain income from their activities. In other cases (e.g. handicrafts in Mont Organisé), children could not put their skills into practice. While a significant number of youth received vocational training (945 individuals) and life skills training (1,023 individuals), a limited number of beneficiary youth 15-24 years old (133 individuals) obtained a decent and productive work opportunity. This may be partially due to the short span between completion of training and the end of LOP.

PwoKonTraM did a good job engaging local providers of vocational training in the project and enticing them to adapt their current institutional offer to the timeline and needs of the participants. For example, while some institutions had to improvise specific training courses for project participants, the *École Professionnelle du Cap Haïtien* prepared shorter vocational trainings in car repairs and construction based on some of the existing training modules it already used with its regular public.

The duration and content of training was not standardized and lasted from a few days to six months. In some cases, youth complained that the length of training may not have been enough. However, it is the evaluator's opinion that the project did an outstanding job in providing a wide range of vocational training options to youth in various communities, moreover given that in most cases the content of vocational training followed beneficiaries' requests. Life skills and entrepreneurship courses were a good compliment to the training in trades provided to participants. In Pignon the evaluator had the opportunity to review the content of one of the guidelines in Créole prepared by Jurimedia regarding life skills (*Fòmasyon sou Konpetan Kle pou Lekòl Lavi A – Èd Memwa pou Patisipan Yo*) and found that the contents of the same were useful and clear.

At the time of the evaluation, some workgroups (e.g. chicken raising [*poulaille*] farm in Limonade) were coping with entrepreneurial difficulties but seemed resolved to address them as a group and work on the complexities of their trade in order to further their business.

Providing tools/organizing youth in work groups may not have been the best option in some cases (e.g. cosmetology in Dondon). In the future, for similar projects, it may be more useful to provide individual start-up kits/tools to beneficiaries, although the evaluator understands that this was not always possible due to PwoKonTraM’s limited resources.

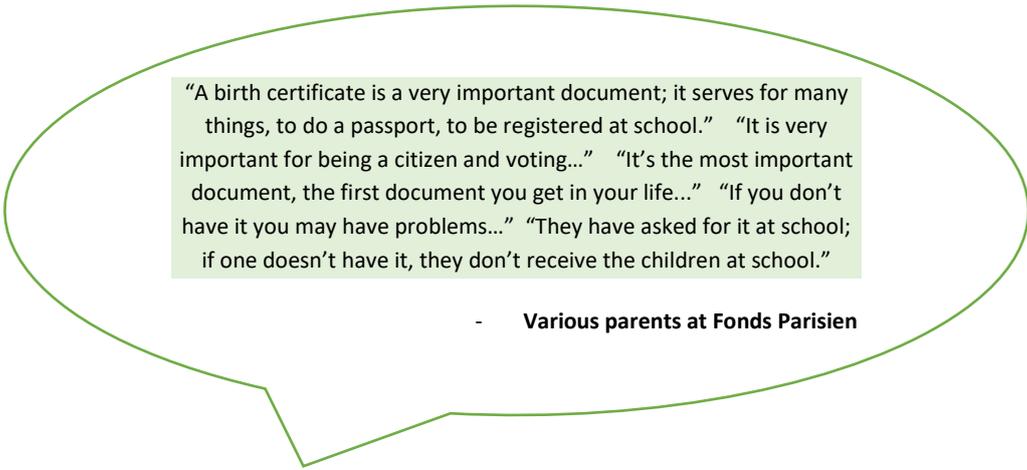


The evaluator did not obtain clear evidence that most youth were more knowledgeable about workers’ rights and OSH work conditions, although these concepts were transmitted to them. The information that young people were able to provide was mainly related to their personal experience in their specific training. The project did not conduct any specific post-tests to determine if youth were more knowledgeable of their rights.

**7. To what extent has the project been effective in implementing its social compliance and government capacity building services?**

PwoKonTraM had limited effectiveness in implementing its social compliance and government capacity building strategy. The main challenge, in the case of government agencies, was a high turnover of staff which delayed the effective implementation of activities under this objective. Effective action to strengthen other GOH organizations (MAST, IBERS, BPM) was developed as of late and is focused on sensitizing GOH organizations’ staff and attending to institutions’ basic equipment needs.

However, PwoKonTraM’s support to Civil Register Offices for the issuance of birth certificates, which started early in project’s life, meant a significant boost to the action and capacity of Civil Registrar Offices to deliver the certificates. The project subsidized the fees in order that 4,274 participants, including both adults and children, may obtain birth certificates, and it provided Civil Registrar Offices with furniture, equipment, work materials and registration books. This intervention was much appreciated by project beneficiaries.

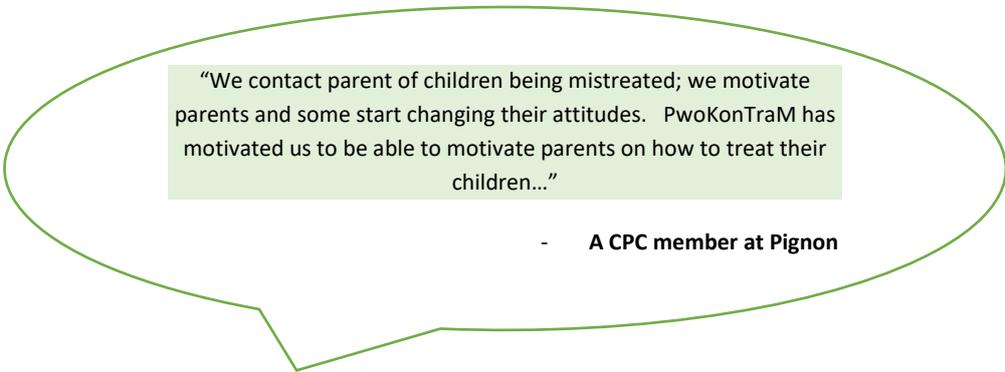


“A birth certificate is a very important document; it serves for many things, to do a passport, to be registered at school.” “It is very important for being a citizen and voting...” “It’s the most important document, the first document you get in your life...” “If you don’t have it you may have problems...” “They have asked for it at school; if one doesn’t have it, they don’t receive the children at school.”

- Various parents at Fonds Parisien

Notwithstanding the late start of specific activities with government agencies, in March 2018 PwoKonTraM managed to partner with ILO in order to develop training for MAST labor inspectors in the North department. PwoKonTraM is also currently working in the development of a software platform, using the Comcare system, to support the work of labor inspectors. This platform will support the procedures and forms agreed upon by ILO and MAST and, if put into effect by MAST, could become the most lasting and relevant contribution of the project to GOH institutions’ work. The MAST office in the Central province has expressed interest in receiving training and using the above system.

Regarding civil society organizations, the project contributed to the creation of a limited number (3) of Child Protection Committees, whose functioning after end of LOP will depend of the abilities of its members. One of these committees (e.g. Pignon) seems to be strong and their members willing enough to continue carrying out activities on their own; another one (e.g. Quartier Morin) seems to be less sustainable and mostly dependent on receiving further external resources/aid.



“We contact parent of children being mistreated; we motivate parents and some start changing their attitudes. PwoKonTraM has motivated us to be able to motivate parents on how to treat their children...”

- A CPC member at Pignon

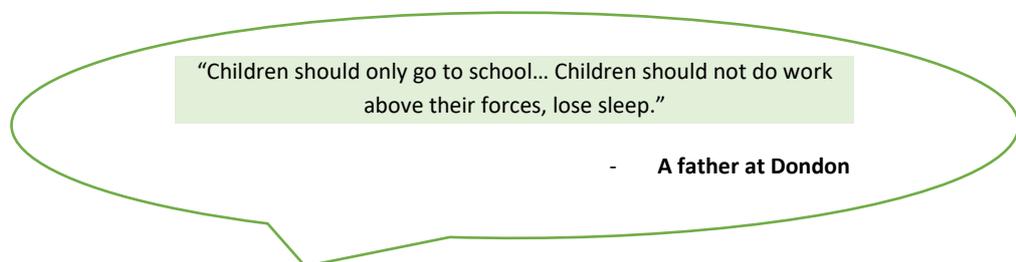
Social compliance (SC) mechanisms within the private sector were not developed. Initial contacts are being carried out as of late by a consultant hired by the project with two small industries (rum production) near Limonade, in the Northern province, in order to prospect

their interest to implement a SC mechanism and a supply chain that is “clean” from CL. This action may not bear fruit given the complexity of SC mechanisms, the time required to implement the same, the fact that those companies are very small production units and that a great deal of the sugarcane production on which they depend is done in another zone (St. Raphael, in the Northeastern province). This kind of action would be more effective if implemented in Pignon or St. Raphael. In fact, one of the members of the Pignon CPC owns a syrup and *clairin* production business in that area.

#### **8. To what extent have the awareness raising campaigns influenced households’ attitudes towards child labor?**

Awareness raising activities on children’s rights, right to education, child labor and labor rights at community and household level were carried out through indirect means (such as radio spots) as well as direct means. The latter included talks and other activities during villages’ saint-patron celebrations, visits to households, celebration of childhood international day and child labor day, meetings with community members, and the production of banners and posters, among others.

Most parents interviewed by the evaluator (except for Pignon) expressed that children should not work before 18 years old and that they should avoid hazardous labor. Likewise, most parents expressed that a priority for children should be their attendance at school, and they could name some specific kinds of hazardous labor activities for children.



Notwithstanding the above, changes in attitude and discourse do not necessarily correlate with changes in behavior: In some cases, parents admitted that due to their material needs they had to use children’s labor in support of their income generation activities and, in some (minority) cases, that there was one or two of their children who did not attend school due to a lack of resources.

Interestingly, the members of one of the Child Protection Committees (Pignon – Savanette) highlighted the need to change adults’ attitude towards underage members of households who were not their biological children (e.g. those known as “*restaveks*”). They mentioned that in some cases the heads of reconstituted households had a different attitude towards these children and assigned them chores and benefits which were different to those given to

their own biological children. The former children were more frequently involved in labor activities for households and did not attend school.

### 3.4 Efficiency

#### **9. To what extent were the interventions efficiently implemented? How might the project interventions be improved for similar projects?**

The project showed a high level of efficiency in benefitting a large number of participants within a short timeline and a difficult operational context, while at the same time managing a limited amount of resources and harmonizing the action of five implementing partner institutions working in various geographic regions. This was a relevant and significant feat, moreover, given the amount of outputs to be delivered and the difficult institutional, economic and social conditions prevalent in Haiti.

Rapid and direct implementation of educational interventions, an option which was not originally included within the project design, required significant effort toward the adaptation of project activities. The area-based approach used by the project was an efficient framework to ensure that all forms of child labor in the targeted geographic areas were addressed. Through specific trainings and a close follow up of all project activities, CRS staff helped to strengthen the delivery capacity of implementing partner institutions. Quarterly feedback meetings to analyze project results contributed to the gradual improvement in performance and generated a coherent programmatic response coming from multiple institutions working in parallel among different communities.

From a general point of view, future projects may benefit from implementing similar interventions if:

- The project's timeline for implementation of activities lasts at least four years per community.
- Future projects reduce their geographical scope to fewer communities (while maintaining a similar number of beneficiaries).

**Education-related interventions** may be improved if:

- Subsidies and other material support to children's schooling is carried out for a minimum of 2 to 3 years per each household.
- Teacher training is repeated several times during at least a two-year period.
- The duration and content of vocational training activities becomes more standardized in order to ensure adequate quality standards for all trades/communities.
- Individual start-up kits may be a better option for some trades (e.g. cosmetology, motorcycle mechanics). In other cases, start-up kits for collective use remains a good option.

**Livelihoods-related interventions** may be improved if:

- An assessment of risks and needs is carried out in detail before implementing agricultural interventions, regarding the appropriate composition and timing of delivering the inputs to be provided by a project. For example, while PwoKonTraM provided seeds to a relevant number of participants, the provision of machinery and tools (e.g. water pumps) seems to be a more relevant (and less risky) input to support agricultural producers. PwoKonTraM did the latter to a limited extent. On the other hand, providing goats seems to be a good investment for this kind of project.
- Commerce kits should be more adapted (that is, its content less standardized) in order to better complement participants' specific businesses (that is, the projects should try to provide participants with the type of products they usually sell/are more familiar with).

**Governmental institutions-strengthening activities** may be improved if:

- Training and direct support activities for GOH institutions are carried out since the beginning of LOP.
- Strengthening activities for diverse institutions (MAST, IBESR, BPM) are **focused** in providing technical assistance to improve the delivery capacity of staff (such as was done with Civil Register Offices and with labor inspectors in MAST).

### 3.5 Sustainability

#### **10. How will the key project models and benefits be sustained/continued once the project ends?**

In the absence of project subsidies, the ability of parents to keep their children in school and out of labor will depend greatly on the specific economic vulnerability of each household. There seems to be a varied scope of possible outcomes depending on the above. Depending on their composition and the resources available, some households seem to be better positioned than others to generate the income needed to maintain their children's school attendance, even within similar conditions of poverty.

The support provided by the project towards households' livelihoods (agriculture inputs/ technical assistance and commercial kits) may promote family self-reliance to the extent to which those interventions were successful (some households did not manage to be successful in their activities). The same is applicable to the outcome of youth training, in which some individuals were more successful than others and some were not yet able to put the knowledge they acquired into practice. MUSO (savings and loans groups) seems to be one of the most successful and sustainable strategies to provide income for households after the end of LOP. Most people participating in MUSO expressed feelings of self-reliance and optimism with regards to their future.

Child Protection Committees seem to be a valid strategy to continue raising awareness and providing surveillance with regards to the protection of children's rights, their right to education and to combat child labor. Some CPC members seemed very motivated to continue working in the promotion of children's rights beyond the end of the project.

By end of LOP, the training of teachers and the improvement of schools' infrastructure are poised to become PwoKonTraM's most lasting contributions to improving the quality of education.

If closely followed up by USDOL or ILO, the Comcare software, which is to be transferred by the project in December for use by labor inspectors at MAST, may become a lasting and relevant project contribution to the improvement of labor administration in Haiti.

**11. How has the project built capacity at the local level and engaged stakeholders to be agents of change around child labor?**

The project built the capacity of local stakeholders at two different levels:

- It provided relevant training and support to the five implementing partner institutions (AVSI, CLES, Haiti Survie, JSM, Jurimedia), increasing their capacity to deliver comprehensive educational and livelihoods services and to continue addressing the issue of child labor. Given that the partner institutions will remain working in the same zones in the years to come, the learning obtained through the PwoKonTraM project will continue benefitting local communities.
- It created and provided training and support to Child Protection Committees, increasing target communities' capacity to address child labor. Some of these committees will remain operational and will continue looking after children's rights and promoting school attendance after end of LOP.

**12. Has the project been successful in working with community based organizations and any communities' structures to raise awareness and conduct advocacy actions to address child labor and workers' rights issues? What factors were crucial for the success or failure with regards to this project objective?**

The project developed a successful strategy to sensitize community organizations about child labor.

PwoKonTraM worked with community authorities (mayors, members of CASECs), teachers and representatives of local churches and other local associations, as relevant, to raise awareness on the risks associated with child labor and develop a list of hazardous labor activities for children. Specific sensitization activities were carried out for these groups, some of whose members later joined the CPCs in several communities. The evaluator found anecdotal evidence of these integrative outreach efforts in one CPC whose membership included both a traditional voodoo priest and a representative of a Christian church.

Radio spots were also developed and transmitted at local level in most communities. Messages were pre-tested and adapted to the cultural context and communities' understanding.

The evaluator found no evidence about sensitization work regarding workers' rights being carried out at community level. The fact that most of labor market in Haiti is based on the informal economy and self-employment limited the project's work on this issue.

**13. How has the project increased government entities' (such as MAST, BPM, IBESR) capacity to combat child labor and protect workers' rights? What are the main obstacles and what have been the successes to build on?**

The project provided equipment in support of MAST, IBESR and BPM's work (battery, inverters, motorcycles, office furniture, computers, laptops, clothing and hygiene packs for children, etc.). These inputs should improve GOH institutions' outreach and delivery capacities.

Implementing partners also had an important role in sensitizing GOH staff with regards to the issue of child labor and the need to prevent children's engagement in hazardous child labor.<sup>20</sup>

The main obstacles faced by the project included a high turnover of government staff, which delayed the effective implementation of activities under this objective, as well as the project's priority focus in implementing objective 1. One GOH stakeholder in the Northeastern province mentioned that he felt that he had not received enough information on project activities and results.

The most relevant project success regarding the strengthening of GOH institutions is the training provided (together with ILO) to MAST labor inspectors in the Northern province. In December PwoKonTraM also plans to provide a data collection and reporting system (based on Comcare software), as well as computer equipment for MAST staff to modernize its labor inspection activities. If properly followed up by USDOL and the ILO after the end of LOP, this investment may mean a relevant technological leap for GOH labor inspection activities.

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<sup>20</sup> Several implementing partner staff mentioned that initially IBESR staff did not have a clear idea about child labor and tended to confound/limit it to the issue of *restavek* children (child domestic servants living at an employer's home).

## IV. CONCLUSIONS

The project showed a high level of efficiency in benefitting a large number of participants within a short timeline and a difficult operational context, while at the same time managing a limited amount of resources and harmonizing the action of five implementing partner institutions working in various geographic regions.

The project contributed in a significant way to reducing the prevalence of child labor among project participants. By October 2018, only 27% of beneficiaries (31% male, 22% female) remained in child labor (all children enrolled in the program were originally in child labor).

Project interventions were very relevant to the operational context. In fact, the project had to redefine its general strategy and enhance several interventions during their implementation in order to address an operational context that is characterized by significant institutional weaknesses and a generalized lack of resources.

PwoKonTraM was particularly effective in accomplishing its targets related to education, livelihoods and awareness raising. Given the short timeline and difficult context in which the project was implemented, as well as the precarious living conditions of most participants, this was a significant success. As a result of project efforts, by October 2018, 90.8% of beneficiary children were enrolled in/attending school (e.g. a relevant increase in school attendance with regards to the value of 67% that was obtained in the baseline study). Likewise, by October 2018, 57% of households reported an increase in their income as a result of the project interventions, and 43% of beneficiary households engaging in income generating activities reported an increase in their production after receiving project services. Training youth in life skills, entrepreneurship and in specific trades, together with providing them with tools to start their own businesses, was an effective strategy to help youth insert themselves into the labor market.

The project developed a successful strategy to sensitize community organizations about child labor. It also contributed to the creation of Child Protection Committees, some of which have established plans to continue their activities after end of LOP, while other would need external support to remain fully active.

Notwithstanding the achievements above, it is difficult to make generalizations about the sustainability of PwoKonTraM's outcomes. In the absence of additional project subsidies or livelihood support and in a generalized context of extreme poverty, the ability of parents to keep their children in school and out of labor will depend greatly on the specific vulnerabilities of each household. Depending on their composition and the resources available, some households seem to be better positioned than others to generate the income needed to maintain their children's school attendance, even within similar conditions of poverty. However, the evaluator was able to obtain evidence that in several cases, depending on

households' prior vulnerability and current context, the heads of household felt that they would not be able to cope in the absence of project further support. Thus, by end of LOP, the main issue facing PwoKonTraM was the sustainability of some of its key results in a context of high political, social and economic instability and generalized poverty.

PwoKonTraM's support to Civil Register Offices meant a significant boost to the service delivery capacity of the same. This action helped provide birth certificates to 4,274 project beneficiaries. Although Workers' Rights Centers and Satellites were established, the project was not able to provide information/legal advice on workers' rights through WRC, mainly due to the limited relevance of this type of intervention with regards to the Haitian labor market, which is characterized by massive self-employment in informal activities.

PwoKonTraM had limited effectiveness in implementing social compliance mechanisms within the private sector, as well as in implementing a capacity building strategy with public sector institutions (e.g. MAST, IBESR, BPM). Notwithstanding the above, the project provided some promising support for labor inspectors at MAST (e.g. a joint training with ILO-Better Work and technical assistance for the development of data collection software).

PwoKonTraM tried to strike a balance between the need for immediately addressing households' and children's material needs and the need to create sustainable conditions for the continuation of educational and livelihoods investments by the same households. Both kinds of strategy were very relevant to the Haitian context. However, given the short timeline for implementation of project activities and the situation of extreme poverty in which most households live, the eventual sustainability of project outcomes remains uncertain.

## V. RECOMMENDATIONS

### 5.1 Addressed to CRS

For future programming in Haiti, please consider:

- Requesting longer time frames (e.g. four years) for the effective implementation of both educational and livelihoods interventions, in order to allow families living in extreme poverty to have more time to consolidate their gains and become economically self-reliant.
- When submitting new proposals to USDOL, reducing the geographical scope/number of communities, while maintaining the number of beneficiaries, in order to increase the impact of interventions.
- Carrying out a risk and needs assessment prior to implementing agricultural interventions in each target community, in order to improve the composition and timing of delivering project inputs and technical assistance.
- Promoting the association of agricultural producers so they may jointly commercialize their products and increase their bargaining power.
- Permeating support to obtain birth certificates into other CRS projects. This seems to be a useful intervention, highly valued by participants, that could be easily added to other educational or livelihoods-related projects.
- Standardizing, during the first months of project implementation, the content of vocational training courses for youth, in order to ensure similar quality and length of training at all project sites.
- Strengthening the action of existing local authority structures (CASECs) so that these may establish sustainable action plans on children's rights and against child labor at local level. The action of Child Protection Committees would be bolstered by its articulation with local authorities.
- Focusing the training and technical assistance provided to GOH institutions in order to improve technical staff's capacity.

### 5.2 Addressed to USDOL

To follow up on the outcome of the PwoKonTraM project, please consider:

- Coordinating with the ILO (Better Work Program) in Haiti, in order to ensure proper follow-up on the implementation of the case management software designed by PwoKonTraM for MAST's labor inspection unit in the Northern province. The evaluator

was informed that the MAST Office in the Central province had expressed interest in participating in this experience. The Comcare software provided by PwoKonTraM could become, if properly implemented, a relevant technical contribution to labor inspection in Haiti.

Regarding future projects in Haiti or in countries with a similar socioeconomic context, please consider:

- Establishing synergies and alliances with institutions working in the relief sector (through cooperation agreements between USDOL grantees and those organizations) in order to funnel food and other relief-related resources from these institutions to participants in USDOL projects. This would help combine USDOL-funded development-related project interventions, which need a longer time for maturation, with interventions addressing the urgent needs of households and children living in extreme poverty. Under conditions of extreme poverty, people may not be able to harvest tomorrow if they do not eat today. The above combination would help strengthen conditions for a more sustainable outcome of USDOL-funded educational and livelihoods investments.
- Establishing synergies with institutions working on reproductive health issues to promote cooperation schemes between USDOL prospective grantees and the above in order to offer education and contraceptive services from the latter to adult and youth participants in USDOL-funded projects. The size of families is an important determinant of household welfare, particularly in countries like Haiti where the number of family members can be high. Providing education on reproductive health, women's rights, benefits of smaller families, and empowering adolescent girls to avoid early motherhood may be a complementary strategy to combat poverty and prevent child labor.
- Likewise, USDOL-funded projects could consider strengthening female-headed households by improving women's access to training and capital (for example, through village banking and other savings and loans schemes/MUSO).

## VI. BEST PRACTICES AND LESSONS LEARNED

### 6.1 Best Practices

- Hiring people living in the same communities as case workers fostered a close relationship with beneficiaries and regular follow-up on their education and work activities. Awareness raising on child labor was also strengthened by using people who beneficiaries knew and trusted.
- Quarterly planning and evaluation meetings among CRS and implementing partners is an important means to provide feedback, improve performance, and establish network/institutional partnership, and deliver an integrated programmatic response.
- Organizing savings and loans groups (MUSO) among participants was a sustainable livelihoods strategy, which was well adapted to the needs of people living in an informal economy setting. It was highly valued by participants.
- Child Protection Committees are a relevant means to organize communities to protect children's rights. Their action could have further impact if they were linked to local authority structures, such as CASEC.
- Providing tools and machinery, such as water pumps, within agricultural interventions addresses one of the main (often unaddressed) needs of agricultural producers.

### 6.2 Lessons Learned

- Interventions for highly vulnerable populations should be implemented over longer periods, with recurrent support to be provided to the same households/individuals.
- When designing livelihoods and agricultural interventions, it is important to factor in the negative effects of weather-related events and plan the timing of deliverables accordingly in order to maximize their outcome.
- Capacity-building interventions addressed to government institutions should start early in the life of a project and factor in the possibility of frequent turnover of authorities, thus establishing links at different levels of the organizations.
- Providing direct services to households/individuals may not be sufficient to address the root causes of child labor and need to be complemented by **separate** interventions aimed at building public organizations' capacity and strengthening the institutional environment.
- Interventions aimed at developing social compliance mechanisms should be part of **separate** initiatives, different from those providing direct action interventions.

## ANNEX 1: Overview of Project Progress (List of Project Indicators)

Objectives	Indicators	Targets and Results	
Project Objective: Reduced incidence of Child Labor in the project's 12 target communes	POH.1 % of beneficiary HH with at least one child engaged in child labor	<b>Target</b>	<b>30%</b>
		<b>Actual</b>	<b>33%</b>
	POH.2 % of beneficiary HH with at least one child engaged in hazardous child labor	<b>Target</b>	N/A <sup>21</sup>
		<b>Actual</b>	<b>15%</b>
	POC.1 % of beneficiary children engaged in child labor	<b>Target</b>	<b>30%</b>
		<b>Actual</b>	<b>27% (Male: 31% Female: 22%)</b>
	POC.2 % of beneficiary children working in hazardous child labor	<b>Target</b>	<b>20%</b>
		<b>Actual</b>	<b>18% (Male: 22% Female: 15%)</b>
<b>IO1: School Attendance among beneficiary children increased</b>	POC.4 # and % of beneficiary children who regularly (75%) attended any form of education during the past six months	<b>Target</b>	<b>75%</b>
		<b>Actual</b>	<b>90.8%<sup>22</sup></b>
	POH.4 # and % of beneficiary households with all children of compulsory school age attending school regularly (75%)	<b>Target</b>	<b>75%</b>
		<b>Actual</b>	<b>88%<sup>23</sup></b>
	E1 # of children engaged in or at high risk of entering child labor provided education or vocational training services	<b>Target</b>	<b>7,560</b>
		<b>Actual</b>	<b>7328 Male: 3814 Female: 3514)</b>
	E1.1 # of children trafficked or in commercial sexual exploitation, or at high-risk of being trafficked or entering commercial sexual exploitation, provided education or vocational services	<b>Target</b>	N/A
		<b>Actual</b>	N/A
	E2 # of children engaged in or at high-risk of entering child labor provided formal education services	<b>Target</b>	N/A
		<b>Actual</b>	<b>6,673</b>
	E3 # of children engaged in or at high-risk of entering child labor provided non-formal education services	<b>Target</b>	N/A
		<b>Actual</b>	<b>219</b>
	E4 # of children engaged in or at high-risk of entering child labor provided vocational services	<b>Target</b>	<b>560</b>
		<b>Actual</b>	<b>501<sup>24</sup></b>
IO1.1 Financial obstacles to school attendance reduced	# and % of beneficiary children covered by project-funded subsidies to cover school fees and standard supplies	<b>Target</b>	6,048 (80% of 7560)
		<b>Actual</b>	7,328 (121%)
	# and % of beneficiary households with children covered by	<b>Target</b>	3,024

<sup>21</sup> N/A: Not applicable

<sup>22</sup> Calculated on a sample of 5425 children available on CRS database. Therefore, N equal to 4,928

<sup>23</sup> Calculated on a sample of 3224 HHs available on CRS database. Therefore, N equal to 2,823.

<sup>24</sup> An additional 444 youths aged 18-24 years received vocational training that could not be counted here but have been considered in indicators related to the youth component section.

Objectives	Indicators	Targets and Results	
	subsidy/financial support from the project	Actual	4,946 (164%)
IO1.2 Increased access to school transition mechanisms adapted to the needs of beneficiary children	# of mechanisms set up in communities to facilitate transition of beneficiary children from the informal to the formal education system	Target	24
		Actual	22
	# and % of beneficiary children who move from the informal to the formal education system	Target	1,008
		Actual	217 (21.5%)
IO1.3 Improved school infrastructure (safety and hygiene)	# and % of targeted schools benefitting from project support for basic infrastructure	Target	144
		Actual	140 (97%)
IO1.4 Active school councils support children's education	# of active school councils regularly engaged in school activities	Target	30
		Actual	49 <sup>25 26</sup>
IO1.5 Increased teacher knowledge of the needs of the project's beneficiary children	Number and % of teachers who demonstrate increased knowledge of classroom management and referral services available at Workers' Rights Centers	Target	433 (85% of 510 targeted)
		Actual	593 (65%) <sup>27</sup>
<b>IO2: Incomes in beneficiary HH increased</b>	% of beneficiary households having reported an increase in their income as a result of the project interventions	Target	65%
		Actual	57%
	L1 # of beneficiary households that have received a livelihoods service	Target	3,780
		Actual	4,946
	L2 # of adults provided with employment services	Target	N/A
		Actual	N/A
	L3 # of children provided with employment services	Target	N/A
		Actual	N/A
	L4 # of individuals provided with economic strengthening services	Target	N/A
		Actual	N/A
L5 # of individuals provided with services other than employment and economic strengthening	Target	N/A	
	Actual	N/A	
IO2.1 Increased production by beneficiary households of agricultural and alternative products	% of beneficiary households engaging in AG/AIG production having reported an increase in their production after receiving project services	Target	N/A
		Actual	43%
	# of beneficiary households that have engaged in at least one alternative income generating activity	Target	1,134
		Actual	2,376
IO2.1.1 Improved technical skills among producers in both agricultural and alternative income	# and % of producers who applied techniques learned during training in their production activities	Target	2,646 (70%)
		Actual	Pending information from project

<sup>25</sup> This is the last update available in March 2018. In June 2018, schools were closed and monitoring of SC could not been done.

<sup>26</sup> This is the last update available in March 2018. In June 2018, schools were closed and monitoring of SC could not been done.

<sup>27</sup> The 65% was calculated on a population of 901 teachers who took the post test. The demand for teachers training was huge and the project went over its target and trained 1065. Among the teachers trained, 604 are male, 461 are female.

Objectives	Indicators	Targets and Results	
generating activities			
IO2.1.2 Increased access to micro-finance	# of beneficiary households participating for the first time or reintegrating a MUSO group	Target	900
		Actual	1,151
	# of partnerships established with Micro-Finance Institutions	Target	3
		Actual	0
IO2.1.3 Increased access to inputs	Number of households that receive inputs through project support	Target	3,780
		Actual	4,256
IO2.2 Improved linkages among producers, buyers and consumers	# of households that join a cooperative and/or producers' association	Target	100
		Actual	664
	# of producers participating in sales events	Target	1,500
		Actual	611
IO2.3 Improved information available on markets and sales channels for agricultural and alternative products	Number of stakeholders (Chambers of Commerce, producers, etc.) who receive the project study on potential markets, sales channels and CL/labor rights awareness	Target	90
		Actual	17
<b>IO3: Increased decent work opportunities among beneficiary youth 15-24 years of age</b>	# and % of beneficiary youth 15-24 years old who obtain a decent work opportunity (internship, apprenticeship, individual enterprise or formal sector job)	Target	1,050
		Actual	133 (14%) <sup>28</sup> (62 female; 71 male)
	# and % of beneficiary youth 15-24 years old who join a group that promotes collective work (association, workshop, MUSO)	Target	140
		Actual	103 (18.5%)
IO3.1 Increased knowledge among beneficiary youth of skills required for work	Number and percent of beneficiary youth 15-24 years of age who are certified at the end of their vocational or technical training program	Target	462
		Actual	553 (58.5%) (318 Male ; 235 female)
IO3.2 Increased market-based adaptation of vocational training for beneficiary youth	# of vocational or technical training programs that adapt their programs based on labor market needs	Target	16
		Actual	7
<b>IO4: beneficiary households receive social protection services and information on workers' rights</b>	# and % of beneficiary households who receive at least one social protection service (school canteen/nutrition, psychosocial support, legal aid for children/workers, referral to MAST/IBESR-abused children, family reunification)	Target	3,024
		Actual	Social protection services from third parties not available
	# and % of beneficiary households who receive information on workers' rights (rights and responsibilities in the context of the Labor Code and/or applicable ILS)	Target	3,024
		Actual	151
	# of beneficiary individuals who receive legal documents via project support (disaggregated by regions of the project)	Target	2,500
		Actual	4,274
	% of beneficiary households reporting a positive level of satisfaction with services received from the Centers (survey)	Target	60%
		Actual	Data not available <sup>29</sup>
IO4.1 Increased capacity of the Workers' Rights	# of WRC providing services in line with the Operations Manual (references, legal aid, support to obtain identity documents)	Target	4
		Actual	4

<sup>28</sup> The % is calculated on the total of youth who received vocational training (N=945: Male=542, female=403)

<sup>29</sup> Data not available because HHs did not come to the project centers. The strategy was to go in the field and deliver services directly.

Objectives	Indicators	Targets and Results	
Centers to provide support services to beneficiary households	# and % of Center staff trained who demonstrate an understanding of the Center's operations procedures	Target	34
		Actual	38 (100%)
IO4.2 Increased understanding among beneficiary households of available social protection services and the need for legal documentation	# of beneficiary individuals making requests for legal documentation	Target	2,500
		Actual	4247
	# and % of beneficiary households requesting social protection services	Target	4,000 <sup>30</sup>
		Actual	N/A
IO4.3 Improved attitude within target communities regarding child labor	# of active local Child Protection Committees working with the project	Target	6
		Actual	3
IO4.3.1 Improved dissemination of awareness raising message on negative aspects of child labor	# of persons reached by awareness raising campaigns	Target	5,400
		Actual	19,101
	# of dissemination activities organized (by type-radio, focus group, meeting, etc.)	Target	108
		Actual	134
IO4.3.2 Adoption of an awareness raising message on child labor that resonates with the target population	% of focus group participants who demonstrate understanding of the key elements of the message	Target	85%
		Actual	80 %
<b>IO5 : Increased government, private sector and civil society prioritization of protection of child and worker rights</b>	# of project interlocutors that demonstrate increased prioritization of rights for workers and children engaged in child labor	Target	14
		Actual	Pending information from project
IO5.1 Strengthened capacity to protect child and worker rights within state agencies (MAST, IBESR, BPM, local government)	# of systems/devices installed on the departmental level that will ensure improved follow-up of at-risk populations (children and workers) including computers, databases, pilot child labor monitoring systems, supplies and equipment.	Target	4
		Actual	1 (still ongoing)
	# of MAST and IBESR personnel trained whose post-test results demonstrate increased knowledge of Haitian labor laws and/or ILS and child protection	Target	12
		Actual	30 (labor inspectors)
IO5.2 Increased commitment to social compliance within target companies	# of companies who sign a social compliance plan	Target	1
		Actual	0
	# of companies that implement their policy of social compliance including safety equipment, prohibition of child labor, etc.	Target	1
		Actual	0
IO5.3 Increased involvement by civil society in advocacy to protect the rights of children and workers	# of local civil society organizations engaged in advocacy to protect child and worker rights (NGOs, unions, etc.)	Target	3
		Actual	Pending information from project

<sup>30</sup> Not relevant. This indicator has been removed during the CMEP revision.

## ANNEX 2: List of Documents Reviewed

1. CRS Haiti DR timeline
2. CRS Haiti, Baseline Study Final Report, December 2017
3. CRS Haiti, Comprehensive Monitoring and Evaluation Plan, May 2016
4. CRS Haiti, Project Strategy Document, February 2015
5. CRS Haiti, Detailed Project Document, August 2015
6. CRS Haiti, Presentation of Results-to-Date, Quarterly Implementing Partners Meeting, February 2018
7. CRS Haiti, Rapid Child Labor Assessment – North - Northeast - April 2015
8. CRS Haiti, Technical Progress Report, January- March 2015
9. CRS Haiti, Technical Progress Report, April- June 2015
10. CRS Haiti, Technical Progress Report, July- September 2015
11. CRS Haiti, Technical Progress Report, October-December 2015
12. CRS Haiti, Technical Progress Report, January- March 2016
13. CRS Haiti, Technical Progress Report, April- June 2016
14. CRS Haiti, Technical Progress Report, July- September 2016
15. CRS Haiti, Technical Progress Report, October-December 2016
16. CRS Haiti, Technical Progress Report, January- March 2017
17. CRS Haiti, Technical Progress Report, April- June 2017
18. CRS Haiti, Technical Progress Report, July- September 2017
19. CRS Haiti, Technical Progress Report, October-December 2017
20. CRS Haiti, Technical Progress Report, January - March 2018
21. CRS Haiti, Technical Progress Report, April – June 2018
22. CRS Haiti, Technical Progress Report, July – September 2018
23. CRS Haiti, PwoKonTraM Factsheet start of project to Sept 30 2018 – updated
24. CRS Haiti, Powerpoint presentation for quarterly planning and evaluation meeting – March 2018
25. CRS Haiti, Powerpoint presentation for quarterly planning and evaluation meeting – June 2018
26. ILO – IFC, Better Work Haiti Training Program
27. Jurimedia – *Fòmasyon sou Kontetans Kle pou Lekòl Lavi A – Premye Pati: Èd Memwa pou Patisipan Yo*
28. USAID Haiti, Education Fact Sheet, January 2016
29. USDOL CRS Haiti Cooperative Agreement
30. USDOL CRS Haiti Project Revision Form -7 August 2015

31. USDOL, 2016 Findings on the Worst Forms of Child Labor, Haiti
32. USDOL, 2016 Findings on the Worst Forms of Child Labor, Dominican Republic
33. VERNER, Dorte, *Labor Markets in Rural and Urban Haiti -based on the First Household Survey for Haiti* (Policy Research Working Paper 4574); The World Bank – Social Development Sustainable Development Division, March 2008.
34. World Bank, Haiti Country Overview – Updated Sep. 21, 2018

## ANNEX 3: Schedule of Site Visits, Meetings and Interviews

### 12 November: Port-au-Prince

- 9h00-10h00: Meeting with **Redacted** – CRS
- 10h00-11h00: Meeting with **Redacted** Project Director
- 11h00-12h00: Meeting with **Redacted**, Education Specialist
- 12h00-1H00 Lunch
- 2h00-2:45h: Meeting with **Redacted** - ILO Better Work – Director
- 3h00-4h00: Meeting with **Redacted**, Livelihood Specialist
- 4h00-5h00: Meeting with **Redacted**, M&E Specialist

### 13 November : Ganthier/Fonds Parisien

- 7h30 : Depart to Fonds Parisien/Ganthier
- 9h30- 10h15 **Redacted**
- 10h30-11H15: **Redacted**
- 11h30-12h30: Focus group with project beneficiaries
- 1h00-2h00: Meeting with SJM staff
- 2h30-4h00 Return to PaP

### 14 November: Belladère

- 7h30: Depart for Belladère
- 10h30-11h15: **Redacted**
- 11h30-12h15: **Redacted**
- 12h30-1h15: Focus group with project beneficiaries
- 1h30-2h15: Meeting with SJM staff
- 2h30-5h00: Return to PaP

### 15 November: Cap Haïtien

- 9h00: Travel to Cap Haïtien
- 10h30-11h 15: **Redacted**
- 11h30-12h15 : **Redacted**
- 1h00-1h45: **Redacted**
- 2h00-2h45: **Redacted**

3h00-4h30: Meeting with AVSI staff

**16 November: Cap Haïtien**

8h30-9h45: Focus group with youth

10h00-10h45: Focus Group with heads of households

11h00- 11h45: Focus group with teachers

12h00-12h45 : Meeting with members of school council

1h00-1h45 : Focus group with members of Protection Committee

3h00-4h00: Meeting with CRS project coordinator

**19, 20 and 21 November:**

The previous agenda for these dates had to be cancelled and restructured for other days, due to public protests in the streets.

**22 Novembre: Ouanaminthe**

7h30 Départ pour Ouanaminthe

9h30-10h15: **Redacted**

10h30-11h15: **Redacted**

1h00 :1h30 Travel to Fort Liberté

1h30-2h30 Meeting with Haiti Survie staff

2h30: Return to Cap Haïtien

**23 November: Fort Liberté**

7h30 Depart for Fort Liberté

9h30-10h15: Focus Group with children/ education

11h00-12h00: Focus Group with heads of household

12h30-1h15: Meeting with members of school council

1h30-3h00 : Return to Cap Haïtien. (Resp. CRS)

**24 November: Mont Organisé (Saturday)**

7h30 : Départ pour Mont Organise (Resp. CRS)

10h00-10h45: Focus Group with children/ education

11h00-11h45: Focus Group with youth

12h00-12h45: Focus Group with heads of household

12h45: Travel to Ouanaminthe  
1h00-1h45: Meeting with CLES staff at Ouanaminthe  
2h00-4h00: Return to Cap Haïtien

**26 November: Limonade/Quartier Morin**

7h30-8h30: Depart for Limonade  
9h00-9h45: Focus Group with children/ education  
10h10h45 : Focus Group avec Ménages (groupe de 10 à 12 bénéficiaires) Resp. AVSI)  
11h00-11h45: Visit to chicken farm - Focus group with youth  
12h00-12h45: **Redacted**  
1h:00-2h00: **Redacted**  
2h:00-3h00: Visit to business premises/ meetings with representatives of two small rum distillery  
business  
3h00-4h00: Return to Cap Haïtien  
4h00-4h30: **Redacted**

**27 November: Dondon**

7h30: Depart for Dondon  
10h00-10h45: Meeting with Jurimedia staff  
11h00-11h45: Focus Group with heads of household  
12h00-12h45: Focus group with youth  
1h00-3h00 : retour au Cap Haïtien

**28 November: Pignon**

7h30-10h30: Depart for Pignon  
10h30-11h15 **Redacted**  
11h15-12h00: Focus with children /education  
12 :00-12 :45 Focus group with youth  
12h45-1h30: Focus Group with heads of household  
1h30-2h15: Focus group with members of Child Protection committee  
2h15-5h00: Return to Cap Haïtien

**30 November: Cap Haïtien**

10h00: 12h00: Stakeholder workshop

## **ANNEX 4: Stakeholder Agenda Workshop and List of Participants**

### **1. Agenda of the Workshop**

10:00 am – Presentation of Preliminary Results of the Final Evaluation

11:00 am – Discussion and Suggestions by Participants

### **2. List of Participants**

*Redacted*

## ANNEX 5: Final Evaluation Terms of Reference

**Project Title:** Project to Reduce Child Labor and Improve Labor Rights and Working Conditions in Haiti: Pwoteje Kondisyon Travay Moun (PwoKonTraM)

**Region/Country:** LACRO/Haiti

**Cooperative Agreement Number:** IL-24912-13-75-K

**Financing Agency:** U.S. Department of Labor

**Grantee Organization:** Catholic Relief Services

**Dates of Project Implementation:** 30 September 2013 – 29 March 2019

**Evaluation Field Work Dates:** 12 October 2018 – 30 November 2018

**Preparation Date of TOR:** August 2018

**Total Project Funds from USADOL Based on Cooperative Agreement:** US \$9,993,289

### I. BACKGROUND

#### Catholic Relief Services

Catholic Relief Services (CRS) is the international relief and development agency of the Catholic community in the United States. CRS supports more than 100 million people in more than 100 countries in five continents. CRS works with local partners to promote human development by responding to major emergencies, fighting disease and poverty, and nurturing peaceful and just societies; and serve Catholics in the United States as they live their faith in solidarity with their brothers and sisters around the world. CRS' World Headquarters is located in Baltimore, MD.

CRS, with funding provided by the United States Department of Labor (USDOL) seeks to reduce child labor and improve labor rights and working conditions in agriculture, including in the sugar sector, in Haiti through a comprehensive set of interventions that engages government, civil society, and the private sector in the protection of children and workers. Through integrated service centers, CRS will provide direct support services to project beneficiaries in the form of education, livelihoods, labor rights information, and referrals to government and NGO services to thousands of children and households engaged in child labor or exploitive working conditions. CRS will also strengthen the capacity of key governmental institutions to monitor and enforce labor laws and will support select partner businesses to implement social compliance systems, including in production supply chains. All of these measures will help vulnerable households to attain sustainable livelihoods free of child labor and exploitation. CRS will work closely with the Government of Haiti (GoH) to ensure that this program is well coordinated with national-level initiatives and supported by multiple ministries in a cross-sectorial approach.

## **U.S. Department of Labor**

The Office of Child Labor, Forced Labor, and Human Trafficking (OCFT) is an office within the Bureau of International Labor Affairs (ILAB), an agency of the U.S. Department of Labor (USDOL). OCFT activities include research on international child labor; supporting U.S. government policy on international child labor; administering and overseeing cooperative agreements with organizations working to eliminate child labor around the world; and raising awareness about child labor issues.

Since 1995, the U.S. Congress has appropriated over \$900 million to USDOL for efforts to combat exploitive child labor internationally. This funding has been used to support technical cooperation projects to combat exploitive child labor in more than 90 countries around the world. Technical cooperation projects funded by USDOL range from targeted action programs in specific sectors of work to more comprehensive programs that support national efforts to eliminate child labor. USDOL-funded child labor elimination projects generally seek to achieve five major goals:

1. Reducing exploitative child labor, especially the worst forms through the provision of direct educational services and by addressing root causes of child labor, including innovative strategies to promote sustainable livelihoods of target households;
2. Strengthening policies on child labor, education, and sustainable livelihoods, and the capacity of national institutions to combat child labor, address its root causes, and promote formal, non-formal and vocational education opportunities to provide children with alternatives to child labor;
3. Raising awareness of exploitative child labor and its root causes, and the importance of education for all children and mobilizing a wide array of actors to improve and expand education infrastructures;
4. Supporting research, evaluation, and the collection of reliable data on child labor, its root causes, and effective strategies, including educational and vocational alternatives, microfinance and other income generating activities to improve household income; and
5. Ensuring the long-term sustainability of these efforts.

USDOL-funded child labor elimination projects are designed to ensure that children in areas with a high incidence of child labor are withdrawn and integrated into educational settings, and that they persist in their education once enrolled. In parallel, the program seeks to avert at-risk children from leaving school and entering child labor. The projects are based on the notion that the elimination of exploitative child labor depends, to a large extent, on improving access to, quality of, and relevance of education. Without improving educational quality and relevance, children withdrawn/prevented from child labor may not have viable alternatives and could resort to other forms of hazardous work.

In FY2010, Congress provided new authority to ILAB to expand activities related to income generating activities, including microfinance, to help projects expand income generation and address poverty more effectively. The addition of this livelihood focus is based on the premise that if adult family members have sustainable livelihoods, they will be less likely to have their dependent children work and more likely to keep them to school.

The approach of USDOL child labor elimination projects – decreasing the prevalence of exploitive child labor through increased access to education and improving the livelihoods of vulnerable families – is intended to nurture the development, health, safety, and enhanced future employability of children engaged in or at-risk of entering exploitive labor.

## Project Context<sup>31</sup>

In 2017, **13 million (8.8%)** children are engaged in child labor in **Latin America and the Caribbean**. Agriculture remains by far the most important sector where child laborers can be found (98 million, or 59%), but the problems are not negligible in services (54 million) and industry (12 million) – mostly in the informal economy.<sup>32</sup> In Haiti, the child labor situation overall is serious: an estimated 21% of Haitian children work in sectors such as domestic service, agriculture, including in small farms, and street work.<sup>33</sup> The use of *restaveks* – unpaid child domestic servants living and working away from home – is a widespread phenomenon in Haiti. These children lack all access to basic rights and services, creating a generation of disenfranchised and vulnerable youth.

Catholic Relief Services (CRS) conducted a rapid assessment of select communes in the North and North-East Department in April 2015 to further assess the prevalence of child labor in those areas, particularly in the sugar cane sector. CRS' findings in this rapid assessment indicated that 45.6% of sampled children in the North Department are engaged in work, mostly in the agriculture sector. In addition, 33.3% of children working from those sampled were engaged in work on a sugarcane plantation at one level or another (clearing the land, carrying sugarcane, processing sugarcane at the distillery, etc.). Findings from the North-East Department indicate that sugar cane is not a major source of economic activity in the region, however, 41.41% of sampled children were engaged in some kind of work.

The Let's Work for Our Rights (LWR) Project targets the North, Northeast departments and the border areas between Haiti and the Dominican Republic where child labor is very significant. For example, child labor is prevalent particularly in the North department where there are significant producers of sugarcane which rely on smallholder family farms and out-grower schemes. In that region of Haiti, sugarcane is one of the main sectors where children work. They participate at different level in the value chain, not only working in the fields but also participating in the transformation process to the selling in the local street markets. In addition, children working in the sugarcane value chain carry heavy loads and are exposed to alcohol consumption.

During the Comprehensive Monitoring and Evaluation Plan (CMEP) 1 workshop, LWR partners identified five major problems which contribute to the prevalence of child labor in Haiti: low economic capacity of households; targeted children are not in school; lack of professional skills among youth 15-18 years of age; limited household access to social protection and legal services; and insufficient protection of child and worker rights by government, private sector and civil society.

## Project Specific Information<sup>34</sup>

In September 2013, the U.S. Department of Labor (USDOL) Office of Child Labor, Forced Labor and Human Trafficking (OCFT) awarded a cooperative agreement to the Catholic Relief Services to implement a project entitled "Let's Work for Our Rights" (LWR). It was originally conceived to be implemented in the Dominican Republic, but due to a series of events the decision was taken in September 2015 to move the project to Haiti. Activities were reformulated accordingly and the project

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<sup>31</sup> Adapted from Project CMEP

<sup>32</sup> <http://www.ilo.org/global/topics/child-labour/lang--en/index.htm>

<sup>33</sup> UNICEF. (n.d.). At a glance: Haiti: Statistics. Retrieved from [http://www.unicef.org/infobycountry/haiti\\_statistics.html](http://www.unicef.org/infobycountry/haiti_statistics.html)

<sup>34</sup> Adapted from Project CMEP, Cooperative Agreement, and Project Modifications

was officially launched in June 2016, with a new end date of March 2019.<sup>35</sup>

The project seeks to reduce child labor and improve labor rights and working conditions in Haitian agriculture, including in sugarcane producing areas and in production supply chains, in three regions: The North and North-East departments and the borders areas with the Dominican Republic. The project addresses the following factors leading to child labor and violation of workers' rights: poor school attendance; low household income; absence of social protection services; lack of youth employment opportunities; absence of policies and programs addressing child labor issues at local and national level; and lack of awareness on child labor and workers' rights issues in the communities. LWR activities are designed to help curb those factors.

The project uses an area-based approach with services provided through a consortium of five local partners including JURIMEDIA, Association of Volunteers International Service (AVSI), Collectif de Lutte Contre l'Exclusion Sociale (CLES), Haiti SURVIE and Services Jésuites aux Migrants (SJM). Each partner has considerable on-the-ground experience in each of the targeted areas. The area-based approach ensures that all forms of child labor and labor rights violations in the targeted geographic areas of the project are addressed in the life of the program. Building off the successful Workers' Right Center (WRC) model used by CRS in Central America and the Dominican Republic (DR), the project creates community-based hubs that provide awareness raising, legal services, social protection referrals, livelihoods and education interventions to beneficiary households and children. Community-based case managers employed by the project's partners and working in the WRCs identify households and provide ongoing monitoring.

Below is a summary of the project's intermediate and supporting objectives:

<b>AREA 1 : EDUCATION</b>	
<b>IO 1: School attendance among beneficiary children increased</b>	
IO 1.1	Financial obstacles to school attendance reduced
IO 1.2	Increased access to school transition mechanisms adapted to the needs of beneficiary children
IO 1.3	Improved school infrastructure (safety and hygiene)
IO 1.4	Active school committees support children's education
IO 1.5	Increased teacher knowledge of the needs of the project's beneficiary children
<b>AREA 2 : LIVELIHOODS</b>	
<b>IO 2: Income increased in beneficiary households</b>	
IO 2.1	Increased production by beneficiary households of agricultural and alternative products
IO 2.1.1	Improved technical skills among producers in both agricultural and alternative income generating activities
IO 2.1.2	Increased access to micro-finance
IO 2.1.3	Increased access to inputs
IO 2.2	Improved linkages among producers, buyers, consumers and input vendors
IO 2.3	Improved information available on markets and sales channels for agricultural and alternative products
<b>AREA 3 : YOUTH EMPLOYMENT</b>	
<b>IO 3: Increased decent and productive work opportunities among beneficiary youth 15-18 years old</b>	
IO 3.1	Increased knowledge among beneficiary youth of skills required for work

<sup>35</sup> The changes in geographic location, budget, scope and timeline were agreed upon through a series of project modifications.

IO 3.2	Increased market-based adaptation of vocational training for beneficiary youth
<b>AREA 4 : SOCIAL PROTECTION</b>	
<b>IO 4: Beneficiary households receive social protection services and information on workers' rights</b>	
IO 4.1	Increased capacity of the Workers' Rights Centers to provide support services to beneficiary households
IO 4.2	Increased understanding among beneficiary households of available social protection services and the need for legal documentation
IO 4.3	Improved attitude within target communities regarding child labor
IO 4.3.1	Improved dissemination of awareness raising message on negative aspects of child labor
IO 4.3.2	Adoption of an awareness raising message on child labor that resonates with the target population
<b>AREA 5: GOVERNMENT, PRIVATE SECTOR AND CIVIL SOCIETY CAPACITY</b>	
<b>IO 5: Increased government, private sector and civil society prioritization of protection of child and worker rights</b>	
IO 5.1	Strengthened capacity to protect child and worker rights within state agencies (MAST, IBESR, BPM, local government)
IO 5.2	Increased commitment to social compliance within target companies
IO 5.3	Increased involvement by civil society in advocacy to protect the rights of children and workers

The project has also conducted a midterm evaluation in January 2018 in order to review project progress toward achieving intended outcomes, identify any lessons learned and good practices, and recommend ways to improve delivery and enhance project impact and sustainability in the time remaining for project implementation. Several recommended actions from this evaluation were incorporated into the project implementation strategy to the extent possible in order to enhance project impact despite a challenging operational context.

## II. PURPOSE AND SCOPE OF THE EVALUATION

### Evaluation Purpose

The main purposes of the final evaluation are:

6. Determine whether the project's Theory of Change (ToC) was appropriately formulated and whether there are any external factors that affected project outcomes in a positive and/or challenging way;
7. Assess the relevance and effectiveness of all project interventions, including its effects on the lives of beneficiaries;
8. Assess the efficiency of project interventions and use of resources;
9. Document lessons learned, good or promising practices, and models of intervention that will serve to inform future child labor projects and policies in Haiti and in other implementation countries in the region; and
10. Assess the sustainability of the interventions implemented by the project.

The evaluation should assess whether the project's interventions and activities achieved the overall goals of the project, and the reasons why this has or has not happened, including an assessment of the factors driving the project results. The evaluation should also document lessons learned, potential good practices, and models of intervention that will serve to inform future similar projects and policies in

Haiti and similar environments elsewhere, as appropriate.

The scope of the final evaluation includes a review and assessment of all activities carried out under the USDOL Cooperative Agreement with CRS. All activities that have been implemented from project launch through the time of evaluation fieldwork should be considered.

### **Evaluation Questions**

Specifically, the final evaluation has to address the following research questions:

#### Project Design

1. The Haiti project developed a Theory of Change (TOC). Does the TOC still appear to be valid and accurate after three years of project implementation?
2. To what extent did the assumptions in the project logical framework hold true?
3. Are there obstacles or major factors (internal to the project or external) that limited the achievement of project goal or other major cause that were not taken into consideration in the project design and implementation?

#### Relevance and Effectiveness

4. Did the project achieve its output and outcome indicator targets as planned? What successes and challenges have they experienced in doing so, and how did they overcome challenges?
5. Overall, were interventions relevant to the operational context?
6. Overall, to what extent have the project interventions contributed to address the prevalence of child labor and workers right issues in targeted communes?
  - a. To what extent have the educational services been successful in allowing beneficiary children to attend and stay in school? What adjustments were made, if any, from what was planned in the project document?
  - b. To what extent have PwoKonTraM livelihoods interventions (Agricultural and nonagricultural services, MUSO) been successful in improving the income of beneficiary households? Do the Households feel confident about their capacity to assume school expenditures for their children in the absence of the project's support?
  - c. To what extent have PwoKonTraM's youth assistance activities (vocational training, life skills, entrepreneurship, starter kits) been effective in allowing youths to obtain decent work opportunities? Are youth more knowledgeable about workers' rights and OSHs work conditions because of their participation in the project?
7. To what extent has the project been effective in implementing its social compliance and government capacity building services?
8. To what extent have the awareness raising campaigns influenced households' attitudes towards child labor?

#### Efficiency

9. To what extent were the interventions efficiently implemented? How might the project interventions be improved for similar projects?

## Lessons Learned and Sustainability

10. How will the key project models and benefits be sustained/ continued once the project ends?
11. How has the project built capacity at the local level and engaged stakeholders to be agents of change around child labor?
12. Has the project been successful in working with communities based organizations and any communities' structures to raise awareness and conduct advocacy actions to address child labor and workers' rights issues? What factors were crucial for the success or failure with regards to this project objective?
13. How has the project increased government entities' (such as MAST, BPM, IBESR) capacity to combat child labor and protect workers' rights? What are the main obstacles and what have been the successes to build on?

### **Intended Users**

The evaluation will provide OCFT, the grantee, other project stakeholders, and stakeholders working to combat child labor more broadly, an assessment of the project's experience in implementation, particularly its effects on project beneficiaries and an understanding of the factors explaining the project's results. The evaluation findings, conclusions and recommendations should focus on documenting lessons learned and promising practices from which future projects can glean when developing their strategies, as well as identifying steps the project can take to maximize sustainability during the remaining months of implementation.

The evaluation report will be published on the USDOL website, so the report should be written as a standalone document, providing the necessary background information for readers who are unfamiliar with the details of the project.

### **III. GEOGRAPHICAL AREA**

The evaluator will provide a reliable site sampling approach that best represents the project's different reality. The selection of project sites to be visited should consider the following criteria:

- Coverage of all five interventions types: household livelihood support, education, vocational training & employment services, social protection interventions (mainly legal support) and Awareness Raising;
- Inclusion of all three project implementation zones: North, Northeast, and border areas with the DR,
- Coverage of geographic areas where all five national implementing partners work: AVSI (Cap Haïtien & surrounding areas), CLES (areas near Port Liberté), Haiti Survie (Port Liberté and surrounding areas), and Jurimedia (areas near Cap Haïtien and border areas with the DR).
- Inclusion of two department capitals where government partners have offices.
- Consider sites where the project experienced successes and others that encountered challenges, as well as a good cross section of sites across targeted Child Labor sectors.

List of project targeted areas:

<b>Department</b>	<b>Communes</b>
North	Cap haïtien Limbe Limonade Grande Riviere du Nord Milot- Quartier Morin
Northeast	Ouanaminthe Trou du Nord Fort Liberté Ferrier Caracol Mont organisé
Border Areas	Ganthier Belladere Anse à pitre

#### **IV. EVALUATION METHODOLOGY**

##### **Approach**

This study approach will be qualitative and participatory. Qualitative information will be obtained through field visits, interviews and focus groups as appropriate. It is expected that all categories of project beneficiaries, including children, youth, Households, government entities, project staff and any other necessary key informants will be contacted as part of the study participants list. A desk review can be made to the extent possible to support certain assertions and provide appropriate information on local context. In addition, quantitative data will be drawn from the CMEP and project reports to the extent that it is available and incorporated in the analysis. The evaluator should utilize the project's interim implementation evaluation as an input.

While this study approach will be conducted by an independent contractor, assistance will be provided to the contractor to support the process of data collection that include the provision of the list of project beneficiaries, contacting key participants and field accompaniment as appropriate.

Project staff and implementing partners will generally only be present in meetings with stakeholders, communities, and beneficiaries to provide introductions. The following additional principles will be applied during the evaluation process:

1. Methods of data collection and stakeholder perspectives will be triangulated for as many as possible of the evaluation questions.
2. Gender and cultural sensitivity will be integrated in the evaluation approach.
3. Consultations will incorporate a degree of flexibility to maintain a sense of ownership of the stakeholders and beneficiaries, allowing additional questions to be posed that are not included in the TOR, whilst ensuring that key information requirements are met.
4. As far as possible, a consistent approach will be followed in each project site, with adjustments made for the different actors involved, activities conducted, and the progress of implementation in each locality.

## **Data Collection Methodology**

The methods to collect information should include projects documents review, desk review and interviews (key informants' interviews or/and Focus group discussions as appropriate). These are described in more detail below.

### **Document Review**

- Pre-field visit preparation includes extensive review of relevant documents
- During fieldwork, documentation will be verified and additional documents may be collected
- Documents may include:
  - CMEP documents and data,
  - Baseline and endline survey reports,
  - Project document and revisions,
  - Cooperative Agreement,
  - Technical Progress and Status Reports,
  - Project Results Frameworks and Monitoring Plans,
  - Work plans,
  - Correspondence related to Technical Progress Reports,
  - Management Procedures and Guidelines,
  - Research or other reports undertaken (baseline studies, etc.), and
  - Project files (including school records) as appropriate.

### **2. Question Matrix**

Before beginning fieldwork, the evaluator will create a question matrix, which outlines the source of data from where the evaluator plans to collect information for each TOR question. This will help the evaluator to allocate time in the field, ensure all possible avenues for data triangulation, and to clearly note how evaluation findings are to be derived. The Contractor will share the question matrix with USDOL.

### **3. Interviews with stakeholders**

The evaluator will interview as many LWR stakeholders as possible including the implementers, direct and indirect beneficiaries, community leaders, donors, and government officials. It is anticipated that meetings will be held with:

- OCFT staff responsible for this evaluation and project prior to the commencement of the field work,
- US Embassy representative, if relevant,
- CRS Country Representative and HQ support staff,
- CRS LWR program managers,
- CRS implementing partner personnel, including program managers as well as child labor monitors involved in assessing whether children have been effectively prevented or withdrawn from child labor situations,
- Government authorities in Cap Haïtien and Port Liberté (Ministry of Social Affaires (MAST), Institute for Social welfares (IBESR), Bureau for the Protection of Minors (BPM), Mayor's office)
- Other international and national NGOs and multilateral agencies working in the area with which the project has collaborated,
- School teachers and directors and other education personnel involved in LWR education services,
- Relevant livelihood service providers,

- Project direct beneficiaries (children withdrawn and prevented and members of their households receiving livelihood support),
- Community members in areas where awareness-raising activities occurred.

### **Data Analysis Processes and Methods**

The contractor will capture preliminary findings, conclusions, and recommendations in an Excel-based matrix that categorizes analysis by evaluation question. The matrix will organize findings by key themes that arise from the interviews. The matrix should: a) ensure that the contractor prepares a systematic and thorough response to each evaluation question, b) identifies gaps where additional clarification or analysis may be necessary, and c) serves as the basis for developing the study report. Analytical triangulation approaches will be used as part of the Evaluation team's development of findings and conclusions. Triangulation will enable the contractor to cross-verify and cross-validate the findings that emerge from various data sources. The ET will use several data analysis methods to identify key finding from the collected data, as well as to draw conclusions. The analysis methods will include, among other factors, gender analysis.

### **Limitations**

Evaluation fieldwork will last nearly three weeks, from November 12-30. Because she will not have enough time to visit all project sites, the evaluator will make efforts to ensure that she is visiting a representative sample of sites, including some that have performed well and some that have experienced challenges.

Various types of bias –response, selection, and gender may affect the validity of evaluation data. The evaluator will make efforts to mitigate these by:

- Ensuring that implementing partner staff is not present during interviews. When possible, selecting neutral meeting places (other than project office) for KII and FGDs;
- Randomly selecting FGD participants from lists provided by CRS and its implementing partners and taking opportunities to interview KII in addition to those proposed by LWR managers;
- Considering possible gender preconceptions might come into play during this evaluation, and reviewing how to minimize these during data collection and analysis.

This is not a formal impact assessment. Findings for the evaluation will be based on information collected from background documents and in interviews with stakeholders, project staff, and beneficiaries. The accuracy of the evaluation findings will be determined by the integrity of information provided to the evaluator from these sources.

## **V. STUDY DELIVERABLES**

CRS expects the Contractor to generate the following products during this study for the Project Let's Work for Our Rights:

1. Approved work plan and schedule.
2. Approved research protocol including methodology, sampling techniques including participant recruitment and selection, research instruments, training plan for facilitators as appropriate, consent forms for key informants, parental or guardian permission and assent for children.

3. An electronic copy of the *draft report* in both English and French which must include, but is not limited to the following sections:
  - a. Table of contents
  - b. List of acronyms
  - c. Executive Summary (no more than five pages providing an overview of the evaluation, summary of main findings/lessons learned/good practices, and key recommendations);
  - d. Evaluation Objectives and Methodology
  - e. Evaluation Questions
    - i. Answers to each of the evaluation questions, with supporting evidence included
  - f. Findings, Recommendations and Conclusions
    1. Findings – the facts, with supporting evidence
    2. Conclusions – interpretation of the facts, including criteria for judgments
    3. Key Recommendations - critical for successfully meeting project objectives – judgments on what changes need to be made for future programming.
    4. Lessons Learned and Best Practices
  - ii. Annexes - including list of project indicators (See Annex II); documents reviewed; interviews/meetings/site visits; stakeholder workshop agenda and participants; TOR; etc.
4. Two printed copies and an electronic copy of the *final report* in English and French, which takes into consideration input, feedback and comments on the draft report.

The total length of the report should be approximately 30 pages for the main report, excluding the executive summary and annexes.

The first draft of the report will be circulated to OCFT and key stakeholders individually for their review. Comments from stakeholders will be consolidated and incorporated into the final reports as appropriate, and the evaluator will provide a response to OCFT, in the form of a comment matrix, as to why any comments might not have been incorporated.

While the substantive content of the findings, conclusions, and recommendations of the report shall be determined by the evaluator, the report is subject to final approval by ILAB/OCFT in terms of whether or not the report meets the conditions of the TOR.

## VI. HUMAN SUBJECT STUDY REQUIREMENTS

The evaluation mission will observe utmost confidentiality related to sensitive information and feedback elicited during the individual and group interviews. The training for facilitators (if any) should include a thematic on the protection of human subjects during research, and **proposals for the study should include a plan for the protection of human subjects**. Adult and youths' interviews should include clear explanation of study's objectives, potential risks of participation, be non-invasive and all answers must be kept confidential.

Participants should not be paid for participation in the study. Participation in the research should be voluntary and confidential. Efforts will be made to include parents' and children's voices and beneficiary participation generally, using child-sensitive approaches to interviewing children following the ILO-IPEC guidelines on research with children on the worst forms of child labor (<http://www.ilo.org/ipecinfor/product/viewProduct.do?productId=3026>) and UNICEF Principles for Ethical Reporting on Children ([http://www.unicef.org/media/media\\_tools\\_guidelines.html](http://www.unicef.org/media/media_tools_guidelines.html)).

Consent and assent forms must be used, and the contents of consent/assent forms should be explained verbally before the start of the interview. A printed copy must be available. If participant is a child (aged 15-17 years old), he/she should not be interviewed without guardian’s permission. The contractor will explain to participants, in particular to children and Youth, in simple language, the general purpose of the research, the contents of the interview, and the interviewing process, in order to obtain consent before proceeding with the interview.

## VII. SCHEDULE

The evaluation’s estimated schedule is described in in Annex I. The Contractor should propose the timing to achieve the following deliverables:

Stage	Deliverable
<b>Initial Activities</b>	<ul style="list-style-type: none"> <li>• Work plan and schedule</li> <li>• Research protocol (methodology and data analysis plan and reporting)</li> <li>• Final data collection instruments (interview guide and others) and a plan to identify and select project sites and participants</li> </ul>
<b>Data Collection</b>	<ul style="list-style-type: none"> <li>• Data collection plan</li> <li>• Final data collection report</li> </ul>
<b>Information processing and reporting</b>	<ul style="list-style-type: none"> <li>• Qualitative information: full audios and analysis matrix.</li> <li>• List of reliable sources consulted (included in biography)</li> <li>• Final Report</li> </ul>

## VIII. CONSULTANT REQUIRED QUALIFICATIONS

The Contractor or firm should fulfill the following conditions:

- Must have at minimum a Master’s degree in Social sciences, political science, Sociology, community development, economics, or relevant social sciences or humanities fields.
- Have at a minimum previous working experiences in the North, Northeast regions and preferably have undertaken research in youth development areas.
- Should have experiences in designing and implementing rigorous qualitative research during the last two years.

### **The contractor staff:**

The team will consist of the main contractor who will be responsible for developing the methodology in consultation with CRS and USDOL; directly conducting interviews (or assisted by strong facilitators) and coordinating data collection processes; analysis of the evaluation material gathered; submitting the initial findings of the study to stakeholders ( CRS, USDOL and implementing partners) one week following the data collection phase and preparing the final report and responding to stakeholder feedback. As appropriate, an interpreter fluent in necessary languages will travel with the evaluator.

As appropriate, members of the project staff may support the team in mobilizing study participants. Those persons will not be involved in the interviews.

## IX. APPLICATION INFORMATION

Interested Contractor should send a technical and financial proposal, describing the consultant's relevant experience and capacity to undertake the study. The proposed budget and technical proposal must be submitted in a sealed envelope indicating as Subject: Final Evaluation of the PwoKonTraM Project – Haiti to the office of Catholic Relief Services, #1, Delmas 81, Port-au-Prince, Haiti.

The offer must include:

- Technical and financial offer, including the total amount offered in USD.
- The budget should detail the human resources, material costs, travel expenses and fees.
- Include the resumé of key personnel
- Proposed methodology and work plan to be developed, including schedule, sampling approach including type of participants to be interviewed, number of interviews or FDG per category of participants, method to access participants and a description of category of questions for each category of participants.
- Overall methodological design, including data collection plan
- Data analysis approach
- Template of consent forms for key informants, Parental Permission Forms for parents and guardian, and Assent Forms for any children under 18, plan for protection of human subjects
- Pledge to grant full exclusivity to CRS and commit not to work for any other NGO/institution during the same period of time for the same services.

## X. EVALUATION CRITERIA

The offer will be evaluated based on the quality and cost of the proposal, considering the following criteria:

<b>Evaluation criteria</b>	<b>Score</b>
Previous experience in undertaking qualitative research and experience in conducting research in the North, Northeast departments	20
Qualification of Contractor	30
Proposed methodology and work plan	30
Budget proposal	20
Total	100

## XI. PAYMENT SCHEDULE

Payments will be made upon the following schedule unless otherwise negotiated with CRS:

	<b>Deliverables</b>	<b>Payment</b>
<b>Preparatory Activities</b>	<ul style="list-style-type: none"> <li>• Work plan and schedule</li> <li>• Research protocol (methodology and data analysis plan and reporting)</li> <li>• Final data collection instruments (interview guide and any necessary instruments) and a plan to identify and select participants</li> </ul>	20%

<b>Data collection, processing and analysis</b>	<ul style="list-style-type: none"><li>• Draft of final report and supported files (transcriptions, full audio and analysis matrix)</li></ul>	40%
<b>Reporting</b>	<ul style="list-style-type: none"><li>• Final study Report and presentation</li></ul>	40%

## TOR ANNEX I: TIMETABLE

The tentative timetable is as follows. Actual dates may be adjusted as needs arise.

Task	2018-2019 Date(s)
CRS sends Draft TOR with list of evaluation questions to USDOL	20/7/18
USDOL provides feedback on TOR and the evaluation questions	3/8/18
CRS sends revised TOR	10/8/18
TOR finalized	17/8/18
CRS conducts procurement process	7/9/18
CRS selects an evaluator and sends USDOL their CV	14/9/18
USDOL approves evaluator selection	24/9/18
Evaluator signs contract	28/9/18
CRS sends suggested itinerary and list of interviewees to USDOL and the evaluator for feedback	10/10/18
Evaluator sends methodology and data collection matrix	19/10/18
Finalize the itinerary and list of interviewees	24/10/18
Evaluator interviews USDOL by phone	29/10/18
Evaluator interviews Project Director, Project Manager, M&E Officer, and other CRS staff by phone	5/11/18
Fieldwork in Haiti	12/11/18-30/11/18
Stakeholder Meeting in Haiti	12/11/18
Evaluator sends draft report <i>simultaneously</i> to CRS and USDOL for comment	28/12/18
USDOL and CRS provide comments	18/1/19
Evaluator sends revised report	25/1/19
USDOL approves final report or sends further comments	1/2/19
CRS sends final, copy edited and formatted report to USDOL	8/2/19

## TOR ANNEX II: OVERVIEW OF PROJECT PROGRESS TABLE

Please See Evaluation Report - Annex 1 above.

## ANNEX 6: Sample of Informed Consent Forms

Evaluators must review this form in detail with all informants before the interview and be sure that they understand it clearly before obtaining their signature. If the informant is illiterate or expresses discomfort signing the form but verbally consents to proceeding with the interview, the evaluator may sign the form to indicate that they received verbal consent.

**Purpose:** Thank you for taking the time to meet with us today. My name is Dwight Ordoñez. I am a researcher from an organization called SFS, a company that provides monitoring and evaluation services. I am in Haiti to conduct a study about the work of Catholic Relief Services (CRS) delivered through a project known as ProtejeKondisyonTravayMoun – Protecting the Working Conditions of People, or PwoKonTraM for short. CRS seeks to reduce child labor and improve labor rights and working conditions in Haitian agriculture in the North and Northeast. The project was to establish community-based hubs that provide awareness raising, legal services, social protection referrals, livelihoods and education interventions to beneficiary households and children. You have been asked to participate today so that we can learn about your feedback and recommendations for CRS or its partners JURIMEDIA, AVSI, CLES, Haiti SURVIE and/or SJM. We would like your honest impressions, opinions and thoughts about various issues related to this project’s implementation. I am independent consultant and have no affiliation with the project. In addition, I do not represent the government, employers or employers’ organizations.

**Procedures:** If you agree to participate, we ask you to discuss your experience and opinion of the activities and services implemented under the PwoKonTraM program. The interview will take about 1 hour of your time. Although we will publish our findings in a public report, all of your answers will be kept confidential. Nothing you tell us will be attributed to any individual person. Rather the report will include only a composite of all of the answers received by all of the individuals we interview. Although we may use quotes, none of the individuals interviewed will be named in the report.

**Risks/Benefits:** There is no risk involved in your participation in this interview. You will not receive any direct benefit or compensation for participating in this study. Although this study will not benefit you personally, we hope that our results will help improve support provided to children and households in Haiti.

**Voluntary Participation:** Participation in this interview/FGD is completely voluntary. You do not have to agree to be in this study. You are free to end the interview/leave the FGD at any time or to decline to answer any question which you do not wish to answer. If you decline to participate in the interview, no one will be informed of this. It will in no way affect your relationship with or access to services from the project or its partners.

Do you have any questions at this time? *[Interviewer should answer any questions]*

Do I have your permission to proceed?

I have been informed of the purpose, procedures, and risks/benefits of this interview/ focus group discussion, and agree to participate and provide information related to the PwoKonTraM project.

Date:

Location:

Name(s)/ Signature(s):

# ANNEX 7: Guides Addressed to Diverse Types of Participants in Key Informant Interviews and Focus Group Discussions

## 1. Key Informant Interviews

### a. CRS Country Representative

- Please describe your organization's mission and activities in Haiti
- How did the PwoKonTraM project objectives fit/ contributed to CRS general country strategy?
- What is your impression of the relevance of the PwoKonTraM project in the current Haitian context?
- What kind of support has the project received from CRS country management?
- With what frequency do you meet with PwoKonTraM's management?
- What is the purpose of these meetings?
- Did the project achieve its output and outcome indicator targets as planned?
- What successes and challenges have they experienced in doing so, and how did they overcome challenges?

### b. Project Director

- Does the project's Theory of Change still appear to be valid and accurate after three years of project implementation? Which are the main factors related to the existence of child labor in households/ communities?
- Have there been any changes in households/ communities relatable to changes in project implementation/ divergence in results obtained?
- To what extent did the assumptions in the project logical framework hold true?
- Did the project's approach and strategies remain relevant to the beneficiaries' context?
- Are there obstacles or major factors (internal to the project or external) that limited the achievement of project goal or other major cause that were not taken into consideration in the project design and implementation?
- Did the project achieve its output and outcome indicator targets as planned? What successes and challenges have they experienced in doing so, and how did they overcome challenges?
- Identification of factors that inhibit or facilitate implementation, per cluster of targets
- Identification of perceived gaps per cluster of targets
- Overall, were interventions relevant to the operational context? Institutional arrangements, expectations, roles, capacity and commitment of stakeholders
- To what extent were the interventions **efficiently** implemented? How might the project interventions be improved for similar projects?
- Please identify main bottlenecks regarding the organization, monitoring, management and implementation of the project
- How has the project increased government entities' (such as MAST, BPM, IBESR) capacity to combat child labor and protect workers' rights? What are the main obstacles and what have been the successes to build on?
  - Description of project strategy (and changes in strategy) to build the capacity of government entities
  - Identification of factors that hinder or facilitate capacity building interventions with government entities

- Identification of lessons learned and good practices
- How will the key project models and benefits be sustained/ continued once the project ends?
  - Perception of inhibiting and facilitating factors related to sustainability
  - Identification of lessons learned and good practices
  - Identification of factors that hinder or facilitate sustainability
- What is the project close-out strategy? Which are the key milestones/ dates? How does it contribute to sustainability of project results/ activities?
- Please provide for review, samples of training materials created/ used by the project (for transition courses to children, teachers, vocational training to youth, etc.)
- Please provide for review, samples of awareness raising materials created/ used by the project regarding child labor, children's rights and workers' rights (printed, radio, other)

**c. Project Coordinator**

- How has the project built capacity at the local level and engaged stakeholders to be agents of change around child labor?
- Has the project been successful in working with communities based organizations and any communities' structures to raise awareness and conduct advocacy actions to address child labor and workers' rights issues? (description of project strategy to build the capacity of community level counterparts). What factors were crucial for the success or failure with regards to this project objective?
- Describe the project strategy to building the capacity of government counterparts and progress to date with implementation (with regards to improving GOH capacity, CSO capacity, private sector capacity)
- To what extent has the project been effective in implementing its social compliance and government capacity building services?
- Identification of successful and unsuccessful capacity building interventions
- Perception of inhibiting and facilitating factors for collaboration and capacity building
- Identification of factors that hinder or facilitate sustainability related to capacity building of key stakeholders
- Description of planned strategies to address social compliance in agriculture including relevant awareness raising campaigns and progress with implementation
- Perceptions of which strategies/awareness raising campaigns have been most/least successful and why
- Overall, to what extent have the project interventions contributed to address the **prevalence** of child labor and workers' rights issues in targeted communes?

**d. Education Specialist**

- Please describe the main strategies in the education component (Subsidies –books, uniforms, ... & School Quality improvement –transitional courses, teacher training, infrastructure, school councils)
- To what extent have the educational services been successful in allowing beneficiary children to attend and stay in school?
- Please identify successful/ unsuccessful interventions in the education component
- What adjustments were made, if any, from what was planned in the project document?
- Please identify those factors that inhibit or facilitate implementation of the education component
- Please identify factors that hinder or facilitate sustainability of the activities of the education component
- Are there any relevant gender-related differences to be taken into account when addressing the education component?

**e. Livelihoods Specialist**

- Please describe the main strategies in the livelihood component (Agricultural interventions, income generation alternatives, training of adults, MUSO -credit and loans)
  - To what extent have the livelihoods services been successful in improving the income of beneficiary households?
  - To what extent do households feel confident about their capacity to assume school expenditures for their children in the absence of the project's support?
  - Please identify successful/ unsuccessful interventions in the livelihoods component
  - What adjustments were made, if any, from what was planned in the project document?
  - Please identify those factors that inhibit or facilitate implementation of the livelihoods component
  - Please identify factors that hinder or facilitate sustainability of the activities of the livelihoods component, including access to financial services
  - Are there any relevant gender-related differences to be taken into account when addressing the livelihoods component?
  - Description of strategy for delivery of vocational training and employment services and progress to date with implementation What adjustments were made, if any, from what was planned in the project document?
  - Which would be the most viable/ adequate ways of implementing vocational training activities for youth in future projects in Haiti?
  - How are youth being integrated into MUSO-related activities?
  - Please identify those factors that inhibit or facilitate implementation of the youth-related livelihoods activities
- 
- To what extent have PwoKonTraM's youth assistance activities (vocational training, life skills, entrepreneurship, starter kits) been effective in allowing youths to obtain decent work opportunities?
  - Perception of progress relative to indicators: youth obtaining certification, labor market orientation of vocational training programs
  - Are youth more knowledgeable about workers' rights and OSHs work conditions because of their participation in the project?

**f. M&E Specialist**

- Description of PwoKonTraM Monitoring and Evaluation system. How is M&E data managed and used by project management and implementers?
- Analysis of project results and trends in output implementation: Targets vs actual results achieved
  - Timeliness in delivery of activities
  - Effectiveness in the delivery of project outputs (were these delivered as planned?)
  - Quality and quantity of outputs delivered.
- Usefulness of project indicators and means of verification
- Perception of changes related to indicators: capacity to follow-up on at risk populations, knowledge of labor and child protection laws
- To what extent have the awareness raising campaigns influenced households' attitudes towards child labor?
- Perception of changes in knowledge and awareness on workers' rights and negative consequences of child labor

- Overall, to what extent have the project interventions contributed to address the **prevalence** of child labor and workers' rights issues in targeted communes?
- Analysis of project results and trends related to changes in child labor and workers' rights Targets vs actual results achieved. **Review Project Database/ Indicators related to CL and WR in Performance Monitoring Plan (PMP), with particular interest on:**
  - Accumulated M&E data per indicator
  - Disaggregation of key service delivery indicators per gender
  - Disaggregation of key service delivery indicators per implementing partner
  - Disaggregation of key service delivery indicators among target communities/ geographic zone
- Answer the following question on the basis of available project data:
  - Do children who reintegrated to school in 2017 due to project support continue attending school in 2018?
  - Effects of conditioning livelihoods support to school attendance. Do families that received livelihoods support in 2017 continue sending children to school in 2018?
  - Number/ percentage of households receiving livelihoods support that show an increase in income, diversification of income resources, continue developing those economic activities.
- Review status / drafts of Special Research Studies: Fishing, Youth. What other options/ stakeholders shall be considered in future project when implementing these kind of studies in Haiti?

**g. Implementing Partners (program managers, case workers)**

- Please describe your mission and activities in the PwoKonTraM project.
- Please describe the types of support you received from CRS to fulfill this mission.
- Please describe the most important challenges that you have experienced in carrying out your mission
- In what ways (if any) has your partnership with SC/PWOKONTRAM contributed to beneficiary access to services? (Re-ask for education, livelihoods, vocational training, civil register and WRC)
- In what ways (if any) has your partnership with SC/PWOKONTRAM contributed to increasing awareness of the importance of education, what is child labor and its negative consequences?
- How has the project built capacity at the local level and engaged stakeholders to be agents of change around child labor?
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- Has your organization carried out activities with MAST, IBERS, BPM, local authorities/ organizations regarding project implementation? Which/ how was this cooperation organized?
- Are you receiving technical or financial support from other international organizations, trade unions or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?
- How has PwoKonTraM contributed to build capacity within your organization?

**h. ILO Better Work/ Other INGO or NGO**

- Please describe your organization's mission and activities
- What is your understanding of PwoKonTraM's project objectives and activities?
- Have you had the opportunity to coordinate activities with PwoKonTraM's staff?
- For what purpose?
- With what frequency have your staff met during the past year / 3 years with PwoKonTraM's staff?
- What kind of common strategies/ activities have been organized/ jointly implemented by your organization/ program and PwoKonTraM project? (kind and number of beneficiaries, duration, purpose, outcome)
- What is your impression of the relevance and eventual results of the PwoKonTraM project?

**i. USG Representative at PAP**

- What is your understanding of PwoKonTraM's project objectives and activities?
- Have you had the opportunity to coordinate activities with/ receive information from PwoKonTraM's staff?
- For what purpose?
- What is your impression of the relevance and eventual results of the PwoKonTraM project?

**j. MAST**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- Please describe the most important challenges that you have experienced in carrying out your mission
- What is your knowledge of the PwoKonTraM's project objectives and activities?
- What kind of joint action/ support have your organization received from the PwoKonTraM's project?
- With which frequency have PwoKonTraM's project staff and your organization's staff met during the past year/ three years?
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- What is your impression of the relevance and eventual results of the PwoKonTraM project?
- Are you receiving technical or financial support for your work from other international organizations or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?

**k. IBERS**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- Please describe the most important challenges that you have experienced in carrying out your mission
- What is your knowledge of the PwoKonTraM's project objectives and activities?
- What kind of joint action/ support have your organization received from the PwoKonTraM's project?
- With which frequency have PwoKonTraM's project staff and your organization's staff met during the past year/ three years?
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- What is your impression of the relevance and eventual results of the PwoKonTraM project?
- Are you receiving technical or financial support for your work from other international organizations or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?

**l. BPM**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- Please describe the most important challenges that you have experienced in carrying out your mission
- What is your knowledge of the PwoKonTraM's project objectives and activities?
- What kind of joint action/ support have your organization received from the PwoKonTraM's project?
- With which frequency have PwoKonTraM's project staff and your organization's staff met during the past year/ three years?
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- What is your impression of the relevance and eventual results of the PwoKonTraM project?
- Are you receiving technical or financial support for your work from other international organizations or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?

**m. Civil Register Officers**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- To what extent has your mission been more successful / results improved due to PwoKonTraM's support?
- Please describe the most important challenges that you have experienced in carrying out your mission
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- Is your office linked to/ receiving support of any government or regional initiative? Are you part/ linked to any electronic registration initiative? Ouaminthe: Do you coordinate with your counterparts in the DR?
- Are you receiving technical or financial support for your work from other international organizations or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?

**n. WRC Managers**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- To what extent has your mission been more successful / results improved due to PwoKonTraM's support?
- Please describe the most important challenges that you have experienced in carrying out your mission
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- Are you receiving technical or financial support for your work from other international organizations, trade unions or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?

**o. Majors**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- To what extent has your mission been more successful / results improved due to PwoKonTraM's support?
- Please describe the most important challenges that you have experienced in carrying out your mission
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- Are you receiving technical or financial support for your work from other international organizations or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?

**p. School Council Members**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- To what extent has your mission been more successful / results improved due to PwoKonTraM's support?
- Please describe the most important challenges that you have experienced in carrying out your mission
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?
- Are you receiving technical or financial support for your work from other international organizations or NGOs? If you feel comfortable sharing, which other organizations and how have they supported you?

**q. Child Protection Committee members / Community Child Labor Focal Points**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- To what extent has your mission been more successful / results improved due to PwoKonTraM's support?
- Please describe the most important challenges that you have experienced in carrying out your mission
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?

**r. Teachers**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- To what extent has your mission been more successful / results improved due to PwoKonTraM's support?
- Please describe the most important challenges that you have experienced in carrying out your mission
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?

**s. Vocational/Livelihood Training Services providers**

- Please describe your organization's mission and activities
- Please describe the types of support you received from CRS to fulfill this mission.
- Please describe the most important challenges that you have experienced in carrying out your mission
- What steps have been taken to ensure the gains produced through your partnership with SC/PWOKONTRAM will be sustained after the close of the PWOKONTRAM program?

**2. Focus Group Discussions**

**t. Adult HH members**

- What are the main challenges that your families experience?
- How many people live in your household (children per household). Who is the chief of household?
- Do you know the PwoKonTraM project/ implementing partner activities? What do they do/ have as an objective?
- Please describe the types of support you or your family have received from (implementing partner, PwoKonTraM project)
- How did this support contributed to improve your/ your family's lives? (e.g. improve your income, improve your training/ opportunities, ensure you attended school, etc.)
- Was this the kind of support you needed? What else could have been done/ would have been useful to support you/ your family?
- What are the main challenges you/ your family faces for you/ your children to attend school?
- Do you think you will be able to continue sending your child to school once the PwoKonTraM/ implementing partner's support stops?
- How many of your children under 14 years old are attending/ not attending school?
- Do you think children under 16 years old should support their families' economy or should they rather only attend school? How did you learn this?
- Are you/ your family receiving technical or financial support from any other institution apart from PwoKonTraM/ the implementing partner?

u. **Beneficiary children**

- What do you like to do most? How often do you have the opportunity to do it? With whom do you do this?
- Are you currently attending school? Which grade are you in?
- If you don't attend, why so?
- Do your siblings attend to school too? Do you have any sibling that does not attend school? Why?
- Do you know the PwoKonTraM project/ implementing partner activities? What do they do/ have as an objective?
- Have you received any support from PwoKonTraM/ implementing partner to attend school? Was this support useful? What other support may have been useful for you?
- Do you know if your school received any other support from PwoKonTraM/ implementing partner? Was this useful?
- Are you currently working or doing any kind of job in support of your family's economy?
- What kind of activity do you do?
- How many hours per day/ week do you do this activity? Do you do any other work activity/ job for your family or yourself? Which?
- Do you think children under 16 years old should support their families' economy or should they rather only attend school? How did you learn this?

v. **Youth**

- What are the main challenges you experience as a young person?
- Are you currently attending school/ a vocational training program?
- Are you currently working? Which is your current job?
- How many hours per day/ week do you do this activity? Do you do any other work activity/ job for your family or yourself? Which?
- Do you know the PwoKonTraM project/ implementing partner activities? What do they do/ have as an objective?
- Please describe the types of support you and/or your family have received from (implementing partner, PwoKonTraM project)
- Was this the kind of support you needed? What else could have been done/ would have been useful to address your needs?
- Have you had the opportunity to put into practice the training/ support you received from PwoKonTraM project/ implementing partner?
- Was the training/ support you received from PwoKonTraM/ implementing partner useful for you to get a job?
- What other kind of activities do you think should be implemented in the future to improve youth vocational education/ livelihoods means/ access to opportunities?
- Do you think children under 16 years old should support their families' economy or should they rather only attend school? How did you learn this?
- Are you/ your family receiving technical or financial support from any other institution apart from PwoKonTraM/ the implementing partner?