

**Final Evaluation of Project on**  
**Promotion and Protection of Rights of Nepali Migrant Workers – *Shubha Yatra* Project**  
**CARE International in Nepal**

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## LIST OF ABBREVIATIONS

ABC Nepal	Agro Forestry Basic Health and Cooperative Nepal
ADA	Austrian Development Agency
ATC	Anti Trafficking Committee
CSOs	Civil Society Organizations
DAO	District Administration Office
DDC	District Development Committee
DoFE	Department of Foreign Employment
DPAC	District Project Advisory Committee
EU	European Union
FEPB	Foreign Employment Promotion Board
FGD	Focus Group Discussion
FM	Frequency Modulation
GDP	Gross Domestic Product
GoN	Government of Nepal
IEC	Information Education and Communication
INGOs	International Non Governmental Organizations
KII	Key Informant Interview
M&E	Monitoring and Evaluation
MDG	Millennium Development Goal
MoFALD	Ministry of Federal Affairs and Local Development
MoLE	Ministry of Labour and Employment
MoU	Memorandum of Understanding
MoWCSW	Ministry of Women, Children and Social Welfare
NGOs	Non Governmental Organizations
NLS	Nepal Living Standard
NNRA	Nepal Non Resident Association
NPC	National Planning Commission
NRs.	Nepalese Rupees
PE	Peer Educator
PMC	Programme Management Committee
ROM	Result Oriented Monitoring
SIYB	Start and Improve Your Business
SWC	Social Welfare Council
ToR	Terms of Reference
USD	US Dollar
VDCs	Village Development Committees
WMWs	Woman Migrant Workers

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## EXECUTIVE SUMMARY

In Nepal, national, bilateral and international policy instruments govern foreign labour migration. It is regulated directly by the Foreign Employment Act 2007, Foreign Employment Rules 2008, and Foreign Employment Policy 2012 and indirectly by a number of other national laws, bilateral labour agreements, Memorandum of Understanding (MoU), treaties and international conventions. Nepali labour migrants also come within the framework of specific national laws of the countries to which they migrate for work. Despite these provisions, policies concerning foreign labour, migration continue to be a matter of debate and discussion in Nepal, especially in terms of securing acceptable labour standards for Nepalese abroad, and addressing problems associated with foreign employment.

Approximately 80 percent of Nepali women engaged in foreign employment are caregivers or domestic workers that are not usually covered by labour laws. These women generally lack access to redress mechanisms and are particularly prone to abuse and exploitation. Despite the significant contribution in the national economy and their important role in poverty reduction, women migrant workers (WMWs) in Nepal have long faced human rights violations and abuses as a result of their general disenfranchisement and lack of collective voice to advocate for themselves. They are subject to exploitation and vulnerable to mistreatment in the countries where they seek work, and upon return to Nepal.

There are issues of stigmatization, marital discord, problems with children and inadequate reintegration schemes if no attention is given to the specialized needs and situation of women. Unregulated migration processes and forced labour migration are impeding the success of this sector. Given the immense difficulties, both legally and socially, faced by WMWs in Nepal, the project described herein attempts to remedy these abuses by empowering WMWs by generating stronger networks, enhancing legal education, and strengthening institutional knowledge and capacity among leaders who can shape migrant worker policies.

Migration needs to be seen as a positive movement, which helps individuals to enhance their quality of life. Women need to be supported by systems and structures, which facilitate safe migration. Policy makers/planners and other key stakeholders in the cycle of migration can help in minimizing the risks and negative factors of migration for women by providing them supportive structures and systems, which assist safe migration and increase their negotiation powers at destination sites. It cannot be ignored that women bring in important resources and remittances to the home country, contributing in no small measure to national accounts. They are thus an important stakeholder group, which needs to be invested in and nurtured. Like any other sector of the workforce, they are entitled to have their human rights, including their right to work and the fruits of the work secured.

Since 1978, CARE International has been working in Nepal and has coined Women Empowerment as one of its core project areas to be implemented in Nepal. Migrant women workers are one of the impact groups of CARE International in Nepal, and to protect safe migration, rights of female migrant women, a project named **“Promotion and Protection of Rights of Nepali Migrant Workers – Shubha Yatra”** with the overall objective "to promote safe migration and protect rights of female migrant workers through mobilization and strengthening response of civil society" has been implemented in two migration prone districts (Makwanpur and Rupandehi) of Nepal from 2011 to 2013 covering 27 Village Development Committees (VDCs) and three Municipalities. The project was funded by the European Union, the Austrian Development Agency and CARE.

**Methodology:** The evaluation employed purposive sampling techniques and mixed methods of data collection. It aimed to ensure high quality findings to contribute to the knowledge management system and learning framework of CARE International in Nepal. This final evaluation was carried out by a team of experts comprising four members (Team Leader-Programme/Evaluation Expert; Member-SWC; Member- MoLE, and Financial Expert-Expert on Finance) using a participatory approach and systematic methods of social studies to ensure the full participation of target groups and key stakeholders in the evaluation process. Data and information was collected from two project districts (Makwanpur and Rupandehi) and interaction with key stakeholders, donor and implementing partner organization in central and district level. A total of 139 respondents/ stakeholders (40 male, 99 female) were consulted, various methods such as Focus Group Discussion (FGD), Key Informant's Interview (KII), consultation, short case study and desk review were carried out. The qualitative data was derived from the evaluation objectives and analysed thematically and no quantitative data has been collected.

### **Summary of findings:**

The project was very relevant in terms of both the objectives and approaches in building and enhancing the capacity of returnee WMWs and potential migrants, family members. It also appeared to have largely responded the national priority as highlighted in the relevancy of the project on addressing the operational policies and strategies in NPC (2070-2073) and Foreign Employment Policy, 2068. The evaluation found that appropriate implementing partner was chosen, that gave an impetus to achieve important results (e.g., group formation, development of federation, finding and analyzing policy gaps, enhancing the capacity of locals, awareness generation programs at school level). Overall the project was very relevant in building and enhancing the capacity of returnee migrant workers, has focused on the safe migration, trained Peer Educators (PEs), provided information on safe migration through information desk, and provided business development trainings. In addition to this, the project has empowered the local population by informing them on safe migration, social cohesion has been developed and returnee and potential migrants are more empowered.

The project has achieved the outputs with the available and planned means: Under ER 1 key findings demonstrate the successes of organizing returnee WMWs in to 28 groups, and formation of two District Federations. 376 returnee women were trained as Peer Educators (PEs) and mobilized as Local Human Resource. A new initiative on psychosocial Support has been provided for returnee and deportee women. Similarly, male members of migrants' family were oriented on Safe Migration, community people were informed on safe migration through ward sessions. The project has established 27 Information desks, referral System among various organizations established for emergency and rehabilitation support through this project. The project has also oriented school students on safe migration. Even policy orientation to local and Man Power Agencies was carried out. Similarly, assessment of gaps in policy framework along mobility continuum with Joint initiatives with more than 30 Non Governmental Organizations (NGOs) at districts and borders (Engagement of Civil Society Organizations) has been carried out. And one of the most significant achievements of the project was the successful accomplishment of the "First National Conference on Migration" in collaboration with 15 organizations.

Under expected result 2, it can be concluded that (a) women were made aware on their rights and responsibilities, they were conscious towards the legal provision required to be followed, (b) psychosocial support was provided to 111 deportee and 1,073 returnee, (c) importance of family support has been marked, and (d) to address the policy gaps, a national level conference was organized.



The project largely appeared to be effective in terms of (a) appreciation by stakeholders, beneficiaries, (b) project modality and approaches were appropriate and effective, (c) knowledge, attitude, and behavioral changes among returnee, family and community people, (d) good coordination among implementing partner organization and local level organizations, (e) mid-term review, outcome monitoring was carried out timely, (f) organized first national conference on migration, and, (g) use of print and electronic media.

The project contributions to efficiency appeared to be as (a) project results were largely coherent and implemented successfully, (b) project used “tried-and-tested” approaches, (c) successful in coordinating with local level (d) exit strategy was already developed, (e) good management arrangement, (f) targeted output in various activities was not mentioned in the agreement, (g) overrun expenditures have been compensated by other activities, (h) overall deliver rate as per project agreement is observed satisfactory, (i) CARE International in Nepal has reported its activities on annual basis to SWC and quarterly, annually financial reports to donors, and (j) the Project has not practiced about public hearing as well as social auditing.

At an impact level, the project appeared to be largely successful to have shown some intended impacts, for instance (a) returnee were recognized at VDC level, (b) the project recognizes the returnee migrant women as the agents of change, (c) informed choices and decision making of potential migrant women has been enhanced, (d) community people’s perspectives on looking at returnee and potential has changed, and (e) there has been a good rapport of the project with other NGOs in the working districts.

With regards to sustainability, the evaluation team concludes that the project seemed to be aware of the sustainability of its good practices and gains which is further supported by the exit strategy. In order to sustain the main initiatives of the project, (a) the project was compatible with the line agencies and no duplication was there, (b) it has embarked the notion of safe migration by organizing national level conference on safe migration, ensuring sustainability by bringing on board a maximum number of peer organisations, (c) peer educators play a vital role in awareness generation and information sharing, (d) men engagement strategy will support safe migration of women migrants (The change in concept and behaviour of men regarding women’s foreign labour migration will protect and then promote the rights of migrant workers).

During the evaluation, it was observed that, though the government agencies were taken on board since the very beginning of the project, but, low level of ownership by the government agencies was a major challenge as evidences by the lack of resources at local level line agencies to ensure sustainability. It is also a challenge how the government of Nepal will effectively address stages (six steps) in the national policy on foreign employment. It is a challenge because frequent changes in the government structures and political uncertainties. Much work is required in-order to facilitate the protection and promotion of rights of women migrant workers. And it should be addressed in gender responsive and gender sensitive policies. It is also a challenge on sustaining the two district level federation, retaining the Peer Educators (PEs) who are providing door to door services and services through information desk. And one of the constraints of the project was that the economic empowerment component was not at an optimum scale.

The evaluation team identified some opportunities to enhance the future programmes on safe migration. The European Union (EU) has funded major projects in the field of migration, and it will be an opportunity on how the findings of such EU funded projects (Shubha Yatra) will mainstream safe migration as a cross-cutting theme across its portfolio. There is also an opportunity of generating matching fund, involving the government and likeminded organizations working in the field of safe migration, this could support the initiatives that the project has implemented.

The evaluation team noted that this project has created more space related to the issue on protection and promotion of women migrants' right among stakeholders at national, district and VDC level. The evaluation team found that the project was very relevant in bringing returnee WMWs at a common point, by building and enhancing the capacity of the returnees and also of the potential migrants. The project has initiated remarkable mechanism like psychosocial services, training to PEs, formation of federations, and for the first time organizing National Level Conference on Migration. Shubha Yatra has addressed the importance of family and decision making, role of male as well.

### **Summary of recommendations:**

Finally for sustaining the gains of the project, including the follow-up phase the evaluation recommends to:

Formalize the existing coordination on Shubha Yatra among the development organizations; provide feedback on the policy level based on the achievement of the project and lesson learned. Facilitate the link of the returnee MWWs district level federation with the mandated government bodies like the MoLE, MoWSC, MoFALD, DoFE, FEPB and national cooperative board to generate local level information, disseminate information. Expand the safe migration orientations to the local level in collaboration with (Community Alert Groups) CAGs, POURAKHI. Implementing partner organization should provide backstopping and technical support for some time and link few of Shuva Yatra induced achievements with its ongoing and upcoming projects in the districts. It is also recommended to plan what value the policy gap analysis is going to add in the domain of existing knowledge. And finally handing over the recommendations (outcome from National level conference) to the Prime Minister and other relevant Ministries for their endorsement, this will definitely help in policy advocacy.

For designing and implementing similar projects in the future, the evaluation recommends:

That while designing similar projects, economic component must be included. Develop a joint project with the focal ministries and department (MoLE, MoWCSW, MoFALD and DOFE) that will assist to sustain the gain at local level and involvement of line agencies. It is also recommended to develop a co-funding/financing mechanism (matching fund) by VDC/DDC during the project inception phase. A mechanism to carry out public audit must be done. While providing training, need assessment and market link and access has to be considered. It is highly recommended that, if changes occur in terms of activities and budget for effectiveness and impact, it has to be timely communicated to SWC in written format. And approval has to be taken before implementation. And finally, changes in the activities should comply with original agreement with SWC and has to be shared and receive approval from SWC.

## 1. INTRODUCTION

### 1.1 Socio-Political Background of The Project

A considerable attention to the situation of migrant women was observed during the fourth World Conference on Women which took place in September 1995 in Beijing. In the platform of action, which it adopted, the conference called on states to recognize the vulnerability to violence and other forms of abuse of women migrants, including women migrant workers, whose legal status in the host states depends on employers who may exploit their situation. It also urged governments to establish linguistically and culturally accessible services for migrant women and girls that also include migrant workers who are the victims of gender based violence.

In Nepal, national, bilateral and international policy instruments govern foreign labour migration. It is regulated directly by the Foreign Employment Act 2007, Foreign Employment Rules 2008, and Foreign Employment Policy 2012 and indirectly by a number of other national laws, bilateral labour agreements, Memorandum of Understanding (MoU), treaties and international conventions. Nepali labour migrants also come within the framework of specific national laws of the countries to which they migrate for work. Despite these provisions, policies concerning foreign labour, migration continue to be a matter of debate and discussion in Nepal, especially in terms of securing acceptable labour standards for Nepalese abroad, and addressing problems associated with foreign employment.

Three Year Plan 2010/11 – 2012/13 of the Government of Nepal (GoN) has the objective to increase the contribution of foreign employment to poverty reduction by maximizing the benefits and minimizing the risks. The plan has adopted the strategy to make foreign employment safe, decent, dependable and more rewarding through qualitative reforms in the entire migration cycle. The approach paper of Government of Nepal (GoN) 2013/2014-2014/2015 states that around 30 percent of the economically active are unemployed or underemployed and more than 450,000 people enter the labour market annually. The lack of adequate employment opportunities within the country has created a high rate of emigration for foreign employment, around 1,500 individuals every day.

Foreign Employment Act, 2007 and 2008 Regulation have reiterated the commitment of the Government to regulate the sector of foreign employment and protect the rights of migrant workers. The Act has ended the official denial of women's engagement in this sector and has ended all forms of discrimination to women for foreign employment. However, underage girls being sent on forged passports prompted the government to restrict women below 30 years of age from working as housemaids in those countries (where kafala system<sup>1</sup> was prevalent). This step was taken because of increased incidents of sexual, physical and mental exploitation of Nepali housemaids in gulf countries. The rights activists say it violates women's right to equality and according to the Government sources new age bar will apply only to those women who want to work in informal sectors, that are not covered by the host countries' labour laws. Most of the Gulf countries have not signed ILO conventions<sup>2</sup>. The government has established embassies in Kuwait and Israel, which are both popular destinations for women. Four labour attachés have been appointed in Malaysia, Kuwait, Qatar and UAE, one of whom is a woman.

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<sup>1</sup> In gulf countries, which allow the employers to hold their employees' travel documents, restrict them from changing jobs and returning to their home countries at their will.

<sup>2</sup> <http://www.unwomensouthasia.org/assets/Nepal-bans-women-under-30-from-working-in-the-Gulf.pdf> (retrieved on March 20, 2014)

Various national and international reports reflect that foreign labour migration is extremely lucrative to Nepal's mobile labour force bringing in US Dollar (USD) 3.5 billion in remittances, contributing more than 23 percent to the Gross Domestic Product (GDP). The Nepal Living Standard (NLS) survey states that population below the poverty line has decreased to 31 percent from 42 percent with a few years span in Nepal as a result of foreign labour migration. It has significantly contributed to achieving the Millennium Development Goal (MDG) targets of reducing poverty, increasing the level of health and education and in promoting gender equality. The NLS Survey indicated that 11 percent of contributors of remittances are women.

Approximately 80 percent of Nepali women engaged in foreign employment are caregivers or domestic workers that are not usually covered by labour laws<sup>3</sup>. These women generally lack access to redress mechanisms and are particularly prone to abuse and exploitation. The majority are dependent on informal routes via the open border with India. Nepali women are often only minimally aware of the employment details, lack of financial resources, have limited job-related knowledge and skills and minimal support systems at the family and community levels<sup>4</sup>.

Despite the significant contribution in the national economy and their important role in poverty reduction, women migrant workers (WMWs) in Nepal have long faced human rights violations and abuses as a result of their general disenfranchisement and lack of collective voice to advocate for themselves. They are subject to exploitation and vulnerable to mistreatment in the countries where they seek work, and upon return to Nepal. Direct and indirect forms of restrictions are forcing women to use illegal routes to travel for foreign employment as they depend on informal recruitment processes and agents<sup>5</sup>. Such unregulated recruitment and placement processes as well as a lack of education, information and skills fuels the problems of human trafficking and human smuggling. Lack of assets and land ownership and subsequent debt burden exposes women to a cycle of abuse and exploitation throughout the migration cycle<sup>6</sup>.

According to the project document of EC (Nepal Migration, Project number 7721) there are issues of stigmatization, marital discord, problems with children and inadequate reintegration schemes if no attention is given to the specialized needs and situation of women. Unregulated migration processes and forced labour migration are impeding the success of this sector. Given the immense difficulties, both legally and socially, faced by WMWs in Nepal, the project described herein attempts to remedy these abuses by empowering WMWs by generating stronger networks, enhancing legal education, and strengthening institutional knowledge and capacity among leaders who can shape migrant worker policies.

Migration needs to be seen as a positive movement, which helps individuals to enhance their quality of life. Women need to be supported by systems and structures, which facilitate safe migration. Policy makers/planners and other key stakeholders in the cycle of migration can help in minimizing the risks and negative factors of migration for women by providing them supportive structures and systems, which assist safe migration and increase their negotiation powers at destination sites. It cannot be ignored that women bring in important resources and remittances to

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<sup>3</sup> Monitoring report commissioned by UN Women in October, 2012

<sup>4</sup> Migration Of Nepalese Youth For Foreign Employment: Problems And Prospects, (A Review Of Existing Government Policies And Programmes); Prakash Bhattarai, October 2005

<sup>5</sup> EC\_NepalMigration\_ProDoc\_Sustaining the gains of foreign labour migration through the protection of migrant workers' rights in Nepal\_ Project number: 77219\_Department ID: B2130\_Thematic Areas: ESR

<sup>6</sup> <http://www.telegraphnepal.com/national/2011-12-14/nepal:-womens-remittance-and-its-development-nexus> (Retrieved on March 20, 2014)

the home country, contributing in no small measure to national accounts. They are thus an important stakeholder group, which needs to be invested in and nurtured. Like any other sector of the workforce, they are entitled to have their human rights, including their right to work and the fruits of the work secured.

Recognizing the need for the Act to be in consonance with the changing dynamics brought about by the growth of foreign employment, particularly in terms of making the process of labour migration more systematic and to discourage and prevent irregularities associated with foreign employment, the Foreign Employment Act was amended twice, before being replaced by a comprehensive Act in 2007. While the Foreign Employment Act 1985 and its amendments focused on regulating and controlling foreign employment, the Foreign Employment Act 2007 acknowledges the reality of the increasing outflow of Nepalese for employment abroad. In addition to this, the later Act also prioritizes the welfare of migrants. The objectives of these changes over the years have been to facilitate the migration process and to make foreign labour migration dignified and safe.

Women migrant workers generally don't have information about the administrative process of departure, the country of destination, salary they can obtain for their work and possible risks and challenges that have to bear during and after their departure. Lacking information is because of common platform to be in touch with the relevant people and authority. According to Bhattarai (2005) another problem woman has to face in her family to get permission for foreign employment. Security of young women and question of sexuality is aroused by the family members, so the capacity to take the common household decision is always obstacles to the potential migrant women workers.

But in some cases, the provision of foreign labour migration has also contributed to empower women economically and socially. Nepali women migrant workers in Hong Kong and South Korea can be an example where women have access on latest technologies like mobile and internet; they are taking part in social events and unskilled women are now skilled to perform their work in informal as well as formal sector<sup>7</sup>.

Available literature also shows that, there are some problems at policy level. There is lack of adequate human resource in the government level that provides labour permit to the workers. Labour official provide work permission on the basis of submitted document but government doesn't have a proper mechanism that verify the illegibility of the document i.e. the lack of check and balance in the labour administration. It is also found the lack of exposure and study visit to the labour administrator in the labour sending countries<sup>8</sup>.

Concerned labour administrator need to have a good knowledge about the situation of foreign labour workers, labour act and migrant worker policies of different countries. There is also the lack of demand verification system within the government system. Whether the workers are demanded legally or not, whether they get salary mentioned in the agreement paper or not, what should be done, if the workers are exploited in the country of destination. These questions are still unanswered at policy level. Labour agreement with the government in labour receiving countries not designed in a satisfactory way.

## **1.2 Brief Description of The Project**

Since 1978, CARE International has been working in Nepal with an overall vision of *"from the high Himalayas to the plains of Terai, we seek a peaceful and harmonious society in which poor*

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<sup>7</sup>, <sup>8</sup> Migration Of Nepalese Youth For Foreign Employment: Problems And Prospects, (A Review Of Existing Government Policies And Programmes); Prakash Bhattarai, October 2005

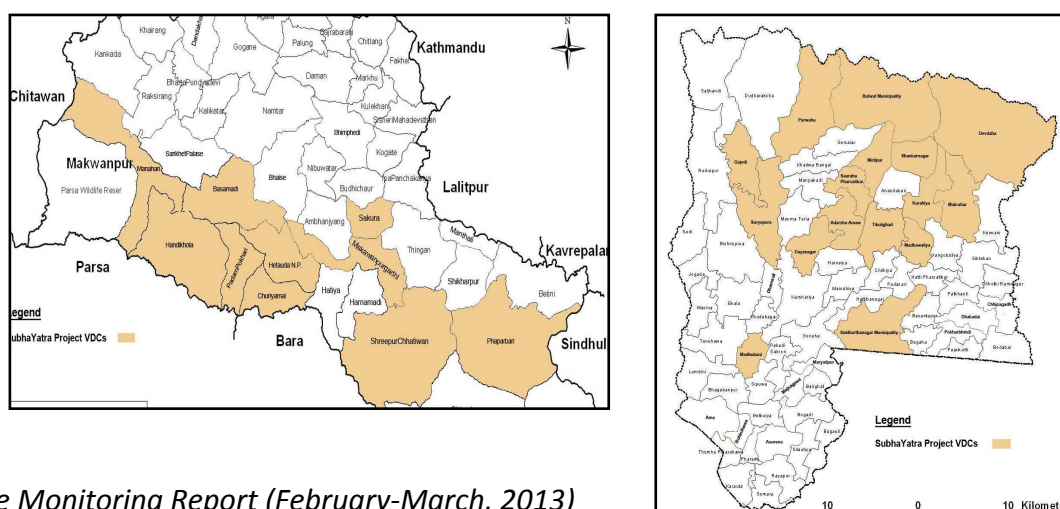
*vulnerable and socially excluded people live in dignity, and their rights are fulfilled. We will be a partner of choice and be recognized for our commitment to social justice*". Currently it (CARE International in Nepal) is implementing 23 projects in about 40 districts in partnership with about 50 non-government organizations and thousands of community groups. All projects of CARE International in Nepal are implemented through NGO partners, federations and networks. Though the nature of the project differs based on the priority needs of the community and the available funds, however the key goal, of all projects is to facilitate/contribute towards fulfillment of Women's Civic Political and Socio-Economic Rights.

CARE International in Nepal has coined Women Empowerment as one of its core project areas to be implemented in Nepal. It is committed to ensure institutionalization of women's human rights in the country. Guided by CARE's global project approach and making itself relevant to the changing context of the country, CARE International in Nepal made use of all possible opportunities to give true meaning to its work by demonstrating significant changes in the status of women and girls. The impact groups of CARE International in Nepal are women and girls from lowest strata of dalits; endangered and highly marginalized Janajatis; poor vulnerable single women, migrant women workers, wives of migrant men, those living in poverty pockets such as disaster prone areas, excluded from development processes and opportunities with poor access to basic services and resources.

Considering the increasing trend of Nepali women migrating to gulf countries often tends to be unsafe, exploitative and frequently associated with trafficking. Typically, women migrating to work in the Gulf are not aware of the legal procedures for migration, nor are they fully aware of the nature of work they are being enlisted for. Most are illiterate, uneducated and unaware of their rights and many are simply forced to migrate by family members, relatives or recruiting agents.

Migrant women workers are one of the key impact groups of CARE International in Nepal, and to protect safe migration, rights of female migrant women, this project **"Promotion and Protection of Rights of Nepali Migrant Workers – Shubha Yatra"** with the overall objective "to promote safe migration and protect rights of female migrant workers through mobilization and strengthening response of civil society" is being implemented in two migration prone districts (Makwanpur and Rupandehi) of Nepal from January 2011 to March 2014 covering 27 Village Development Committees (VDCs) and three Municipalities (Please refer to the map in Figure 1). The project has been planned and implemented by CARE Austria in cooperation with CARE International in Nepal (Please refer to Table 1.1 for the summary of the project).

**Figure 1.1: Map of Makwanpur and Rupandehi Districts with Project Implemented VDCs and Municipalities.**



Source: Outcome Monitoring Report (February-March, 2013)

**Table 1.1: Summary of the Project**

<b>Project Title:</b> Promotion and Protection of Rights of Nepali Migrant Workers – <i>Shubha Yatra</i>	
<b>Contract number:</b> EC:DCI-MIGR/2010/228-798	
<b>Project Duration:</b> January 2011-March 2013	
<b>Target groups:</b> Direct target population (Potential Migrant Women 1000, Deportee 300, Returnee 300 and Migrant Women 200) Indirect target population consist of communities, guardians of women, girls & organizations of female migrant workers and Non Resident Nepali Association (NRNA) as well as civil society organizations. VDC Secretary, VDC Task Force, District Anti-Trafficking Committees, Ministry of Labor, Women Development Office, District level law enforcement mechanism, NGOs networks are other indirect target group and they will be critically engaged throughout project implementation, monitoring processes.	
<b>Donor:</b> EU, ADA, CARE	
<b>Donor Funds:</b> Euro 700,000 (EU: 80 %; ADA: 15%; CARE 5%)	
<b>Impact population:</b> Returnee MWWs and Potential Migrants	
<b>Project Led and Implemented by:</b>	
Project led by: CARE Austria and CARE International in Nepal (Bharatpur Cluster Office) Implementing Partner: Agro Forestry Basic Health and Cooperative (ABC) Nepal Maiti Nepal ( <i>status has changed later in to implementing partner from Associate Partner</i> )	
<b>Location:</b> Makwanpur and Rupandehi District of Nepal Makwanpur – 9 Village Development Committees(VDCs) & 1 Municipality Rupendahi – 15 VDCs & 2 Municipality	
<b>Overall Objective</b> To promote safe migration and protect rights of female migrant workers through mobilization and strengthening response of civil society	
<b>Specific Objectives:</b> 1. Strengthen capacities and linkages of CSOs along the mobility continuum to prevent and address exploitative migration and trafficking  2. Empower potential female migrants to make informed choices/ decisions about migration.	<b>Expected Results:</b> 1. Civil Society Organizations along the mobility continuum are acting as vigilantes and supporters of the rights of migrant women  2. Increased number of women making informed and reasoned choices about migration

Source: Project documents, January 2014

The major activities implemented under four major areas: Capacity building; networking; provision of information and provision of psychosocial support. The details are as following:

1. Capacity building of the Non Governmental Organizations (NGOs)/Civil Society Organizations (CSOs) along the mobility continuum on safe migration, vigilance on unsafe migration and trafficking, rights, linkages with relevant government authorities and legal/counseling services.
2. Establishing and strengthening the linkages between migrant women in selected host countries with Nepal Non Resident Association (NNRN), Embassies and other support networks<sup>9</sup>.
3. Provision of information on rights and safe migration through peer educators (returnee migrants), information desk at transit and departure points (border points with India and International airport in Kathmandu).

<sup>9</sup> That was taken out in the last donor report and replaced by involvement of family members and husbands as well as school awareness raising activities.

4. Provision of psychosocial support to potential women migrants, migrating women and returnee migrants in order to enable reasoned and rational decisions.

### **1.3 Evaluation Purpose**

The evaluation was intended to provide an objective and independent assessment of project implementation and its achievements, including extracting lessons learned to guide future project/projects efforts. Annex 1, presents the Terms of Reference (ToR) of this evaluation.

### **1.4 Objectives of the Evaluation**

The key objectives of this evaluation were, as follows:

- a. Evaluate the relevance and sustainability of the achievement (output, outcome and impact) made by the project. Also evaluate transparency, efficiency and effectiveness of the methods and approaches adopted by the project to implement the activities. Special attention should be given to assess the basis of the sustainability and mechanisms (systems, coordination, linkages and networking) built and impact created by the project.
- b. explore the level of progress/changes made by the project and analyze the extent to which the achievements have supported the project goals and their objectives
- c. evaluate the project effectiveness -- longitudinal effect and continuity of the project activities/services as well as the scope and extent of the institutionalization of the project,
- d. explore the cost effectiveness of the project activities,
- e. identify the target and level of achievements as specified in the project agreement,
- f. explore the coordination between the concerned line agencies in the project districts,
- g. find out the income and expenditure in compliance with the project agreement and proportion of project and administrative cost incurred by the project,
- h. examine the financial regularities\disciplines in accordance with the prevailing Rules and Regulations and fix assets purchased in duty free privileges and locally, and
- i. assess the good lessons to be replicated in other projects and aspects to be improved in the days ahead.

Furthermore, the scope of the evaluation comprised the assessment of two specific objectives and two expected key results that were developed to achieve the main goal of the project “To promote safe migration and protect rights of female migrant workers through mobilization and strengthening response of civil society.” Similarly, the findings and recommendations of this evaluation can be used by, and of interest to, several stakeholders such as development partners, concerned ministries like Ministry of Labour and Employment (MoLE), Ministry of Women, Children and Social Welfare (MoWCSW), Ministry of Federal Affairs and Local Development (MoFALD), Department of Foreign Employment (DoFE), Foreign Employment Promotion Board (FEPB), Organizations working in the migration sector, political parties, research agencies, academic institutions, women’s rights and gender equality advocates, and Civil Society Organizations (CSOs).



## 2. APPROACH AND METHODOLOGY OF THE FINAL EVALUATION

### 2.1 Approach of the Final Evaluation

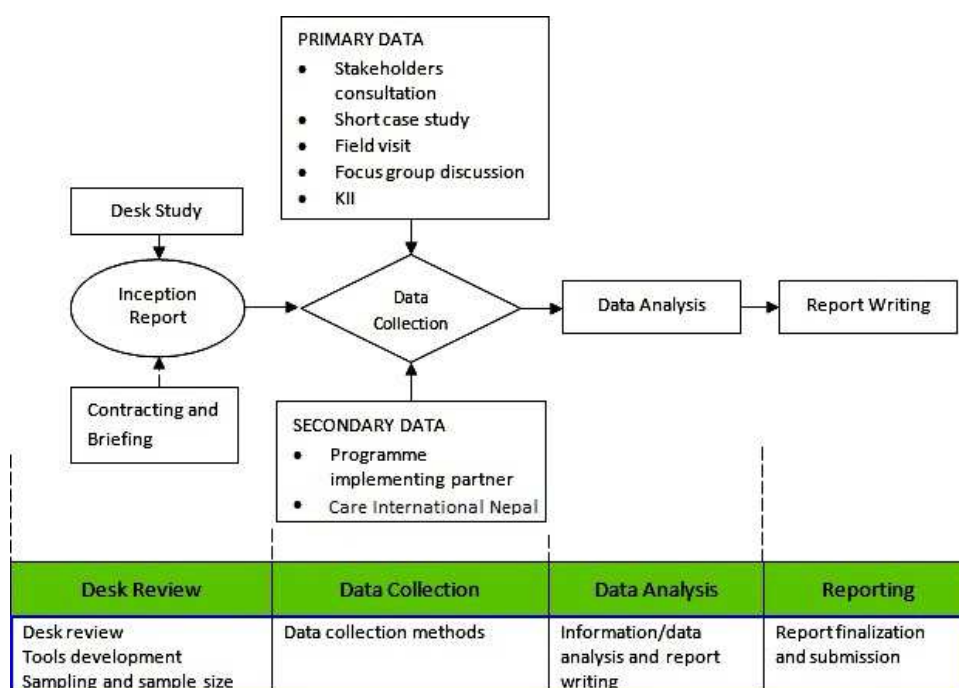
This final evaluation was carried out by a team of experts comprising four members (Team Leader – Project/Evaluation Expert; Member – SWC; Member – MoLE, and Financial Expert – Expert on Finance) using a participatory approach (evaluation team members with beneficiaries, stakeholders) and systematic methods of social studies to ensure the full participation of target groups and key stakeholders in the evaluation process. The evaluation was conducted in an impartial and unbiased manner; and no bias appeared in the process, methodology, and presentation of major findings and conclusions. Transparency in consultation with major stakeholders was maintained and remained sensitive to the beliefs, manner, and customs of the social and cultural environment during the evaluation.

The evaluation tried to identify areas for further research and ensured that the evaluation findings are of high quality that will contribute to the knowledge management system, decision making, accountability and learning framework of CARE International in Nepal, Agro Forestry Basic Health and Cooperative (ABC Nepal) and Maiti Nepal. Further, a consent form was prepared and attached on the front page of the evaluation matrix. The “right to information” of the respondent was fully honored by narrating them the objectives of the evaluation along with the form. The form also included the objective of the evaluation and the confidentiality of the responses. Before administering the questionnaire/checklist to the sampled respondents the consent form was read out and his/her concurrence was obtained to proceed in filling up the interview questionnaire.

### 2.2 Methodology of Final Evaluation

This evaluation was carried out ensuring full participation of target groups/members and key stakeholders in the evaluation process. Therefore, the evaluation team applied all participatory broad-based evaluation methods applicable to each step of the evaluation process. For the methodology of the final evaluation adopted (see figure 2.1)

**Figure 2.1: Methodology adopted for final evaluation**



Source: Developed during the evaluation, January 2014

### **Desk review**

In this stage, all related documents (project documents including the project log frame, progress reports, qualitative research and research on policy gaps, and other assessment/study and monitoring reports) were collected from CARE International in Nepal and ABC Nepal. A background literature review was also done using a pre-designed review format (the information on Socio-Political Background of the Project of this evaluation report has been derived from the key findings of documents reviewed in the inception report).

### **Tools development**

The evaluation tools were developed as per the findings of the desk review, and as per the requirements outlined in the Terms of Reference (ToR). The main evaluation tool chosen were qualitative discussions with groups of impact and target groups for which questions/discussion guidelines were developed basically focusing on the specific objective and expected result-wise indicators. The matrix with the key information to be obtained was discussed with CARE and ABC Nepal before finalizing. The conversations with key informants, target groups and impact groups were held based on the discussion guide / matrix.

### **Sampling and sample size**

A purposive sampling method was chosen to decide sample with key informants being selected purposefully to represent impact groups, target groups and key stakeholders in both districts. Based on the ToR and as discussed with CARE International in Nepal (Central and Regional Office Bharatpur) a total of two districts were directly visited and sources of data/information were from Civil Society Organizations (CSOs), Peer educators, Non Governmental Organizations (NGOs), and representatives from government agencies, Donors, implementing partner organization's staff. Sample size and sources of data were decided and finalized in consultation with CARE International in Nepal and ABC Nepal.

### **Data collection methods**

The evaluation team applied all participatory broad-based evaluation approach and qualitative methods of data collection applicable to each step of the evaluation process. Data were basically collected from the key beneficiaries and target groups through discussion, key informant interviews, stakeholder consultations and case studies. Information/data were collected from primary as well as secondary sources such as activity sheet, progress sheet, review and monitoring reports.

### **Information/data analysis and report writing**

All the information collected from various sources from various levels was objectively analyzed and thematically interpreted by using "content analysis technique". In this evaluation, the way the messages have been delivered has been analyzed. The data and information were analyzed in accordance with the overall and specific objectives and expected results.

### **Report finalization and submission**

A draft report of the final evaluation was submitted to CARE International in Nepal for feedback and comments. After receiving feedback from CARE International in Nepal, it was submitted for comments from SWC. The report was finalized by incorporating all feedback and suggestions received from CARE International in Nepal, SWC and submitted to SWC.

## **2.3 Donor Information**

This project has been funded by European Union (EU), Austrian Development Agency (ADA), and CARE.

European Union: Under the sector of Population policy and administrative management (Governance, democracy, human rights and support for economic and institutional reforms) EU has funded this project. EU contribution is Euro 560,000.00 which accounts for 80 percent of total funds to implement this project.

The Austrian Development Cooperation - through the Austrian Development Agency - is co-funding this project. Austrian Development Cooperation (ADC) supports countries in Africa, Asia, South Eastern and Eastern Europe as well as the Caribbean in their sustainable development. The Foreign Ministry (FMEIA) plans ADC strategies and programmes. The Austrian Development Agency (ADA), the operational unit of ADC, implements these together with public institutions, non-governmental organizations and enterprises. The ADA has co-funded this project under their NGO cooperation budget line.

CARE Austria (CARE Österreich) supports the Shubha Yatra project as part of their focus on women's empowerment and gender equality. Nepal is a focus country for CARE Austria and they have a long-standing cooperation with CARE Nepal around empowering women to claim their rights, in particular with regard to participation in decision-making processes, against VAW and around livelihoods. Migration is a reality for many women in Nepal nowadays, this project aimed at identifying strategies to support women's rights in the context of migration (returnees and migrating women).

## **2.4 Limitations**

The major limitation of evaluating the project was:

- a. All baseline information and data could not be compared with the evaluation findings as no quantitative data was collected during this final evaluation.
- b. All project VDCs could not be visited due to short evaluation period. Only two VDCs (one in each project district) were visited.

### 3. MAJOR FINDINGS

This chapter describes major successes and shortcomings in each of the key result areas listed in the project document of **“Promotion and Protection of Rights of Nepali Migrant Workers – Shubha Yatra”**. The final evaluation presented in this report covers the project, which was funded by European Union (EU), ADA, and CARE. The project implementation was led by CARE International in Nepal and implemented by ABC Nepal and Maiti Nepal. The project was implemented between January 2011 and March 2014. Major findings cover the activities and financial aspects. Qualitative data collection format is presented in Annex 2, a list of participants of the evaluation is presented at Annex 3. Similarly in Annex 4 target vs. Achievement is presented, in Annex 5 list of publication/printed materials and some photographs related to the evaluation is presented in Annex 6.

The final evaluation assessed the relevance, results achievement, effectiveness, efficiency, human and social capital and empowerment, impact and sustainability of the project. The evaluation criteria-wise analysis, findings, and conclusions are presented in the following sections:

#### 3.1 Activities wise major findings

##### 3.1.1 Relevance

The relevance of the project was assessed against three dimensions: relevance of project design, relevance of objectives and relevance of approaches in achieving the objectives.

##### 3.1.1.1 Relevance of project design

Women migration is frequently not only a cause but also a consequence of women's social role in Nepalese society. And the EU has supported many projects<sup>10</sup> which target migrant workers and their families. The Shubha Yatra project was an initiative, to promote safe migration, including information and awareness campaigns regarding agents' modus operandi, and assistance for more and better employment opportunities for women by providing entrepreneurship training. Within the current framework of weak legal and policy measures, followed by low political will made it critical to find ways and means by which safe migration could be promoted and along with promoting it, the rights of migrant workers have to be protected.

In Nepal, many measures are being taken by the Government, the civil society and international organizations. As such, the EU has supported initiatives such as CARE International in Nepal's Shubha Yatra project. The project was also relevant in accordance to the National Planning Commission's (NPC) three years plan. Table 3.1 and Table 3.2 provides a brief account on how relevance of the project on addressing the operational policies and strategies in NPC (2070-2073) and Foreign Employment Policy, 2068.

**Table 3.1: Relevance of the project in relation to three years planning of NPC**

NPC (2070-2073)	Project relevancy
Under the Human Smuggling and Trafficking Control, in the Operating Policies: Safe migration information centers will be established at the local level to help control human smuggling and trafficking.	Human migration is related with trafficking also, project has established information/help desk at Village Development Committees (VDCs) and in District Administration Office (DAO) in the project district.
Under the Social Development in Operating Policies	The project has regulated the immigration

<sup>10</sup> For example: Sustaining the Gains of Foreign Labour Migration through the Protection of Migrant Workers' Right, Programme Number: 2010/228-848; Programme Duration: 32 months (January 2011- September 2013).

It has been mentioned that, Immigration trend will be regulated on the basis of the domiciles, number and characteristics of immigrants.	trend through awareness generation, developing six steps (process) of migration.
Under the Social Development in Operating Policies A national migration survey will be conducted to identify the nature, intensity and reasons for various trends in national and international migration.	Project has identified the nature, intensity and reasons for various trends in international migration.
Under the Labour and Employment Strategies: Make foreign employment safe, dignified, reliable, and gainful.	Has developed steps for making migration safe
Under the Labour and Employment Strategies in Operating Policies: Special packages providing skills and reliable information will be devised for women who are interested in foreign employment.	Project has developed steps, trained peer educators for reliable information to potential migrants

Source: Developed during final evaluation, January 2014

**Table 3.2: Relevance of the project in relation to foreign employment policy 2068**

<b>Foreign employment policy (2068)</b>	<b>Project relevancy</b>
Sub heading 9.3 To make simple, transparent, reliable, organized and safe foreign employment related process; clause 9.3.1 Pre-departure (first bullet) Programme to create enabling environment for general public to make self-decision shall be carried out for those interested individual for foreign employment through carrying out pre-employment programmes including procedure to internalize foreign employment related opportunities, risks and options, financial literacy and safe employment.	Have developed the steps regarding the safe migration, capacitated potential for making self decision by consulting with family members. Focus of the project is on pre-departure.
Sub heading 9.3 To make simple, transparent, reliable, organized and safe foreign employment. Related process; clause 9.3.1 (third bullet) Migration resource center established at Foreign Employment Promotion Board shall be strengthen and decentralized. Further it will be extended to village level as an information center through networking. Communicate information system shall be developed on migration information center and updated periodical basis	Help desk and Information centre has been established to provide information on safe migration, at house hold level provision of visit of peer educators has been established
Sub heading 9.3 To make simple, transparent, reliable, organized and safe foreign employment related process; clause 9.3.1 (fifth bullet) Massive information on foreign employment related opportunity and benefits, illegal migration, and risk for trafficking shall be disseminated through government, non-government, license holder foreign employment agencies, local authorities, radio and other mass media at local level. For this various activities including foreign employment related audio-visual materials and display shall be produced. These issues shall be incorporated on in training and empowerment related social mobilization activities at local level.	Massive information sharing through local media, nongovernmental organizations, publication of audio-visual materials. Issues of safe migration incorporated in various trainings.

Source: Developed during final evaluation, January 2014

### **3.1.1.2 Relevance of objectives**

Nepal has historically witnessed large-scale emigration of its citizens in search for a better life- and for economic stability mainly in aspiration of better job opportunities. A large number of populations migrate to other countries and migrating for foreign employment has become a

common phenomenon in our context. Foreign employment and safe migration has been identified as one of the key priorities areas of the Government of Nepal (GoN)<sup>11</sup>. This current project of CARE International in Nepal is also very relevant as it addresses the specific needs of the women migrant workers who usually access foreign employment in a vulnerable situation, often ending in exploitation and violence. To address the current situation, the projects has developed a broad objective to promote safe migration and protect the rights of female migrant workers through mobilization and strengthening the response of CSOs. This has further specified as to strengthen capacities and linkages of CSOs and empower potential female migrant to make choices and decision.

Regarding the thematic relevance to achieve the set objectives the evaluation came up with the observations that, the indicators, outputs and outcomes formulated in the project design were realistic and in good fit. It guided and facilitated the implementation of the project, achieving good results as presented in section 3.2.

### **3.1.1.3 Relevance of approaches in achieving the targets**

CARE and its partners believed that, at this moment, two actors: Civil Society Organizations (CSOs) and migrant women themselves are the key to ensuring safe migration and protection of rights of migrants<sup>12</sup>. The belief is that no change is possible without public action and in this case, without the informed and strategic action by women migrants themselves. The project has conceptualized not only to seek information from migrant women and potential ones, but also to integrate them in the project, empower them and make them able to make decisions.

After signing the project agreement (CARE International in Nepal and SWC) SWC provides a copy of the agreement to concern DDC/VDCs and other stake holders. SWC project facilitation committee and the consent of concerned DDCs are involved in the design phase, so it is designed with government rules and regulations. It is mandatory to implement the project by the consent and endorsement of concerned DDC and VDC to avoid duplication and make access to the needy area. SWC and the project facilitation committee finalized the project proposal for agreement as per local relevance, and further this was endorsed by the local DDC/VDC and SWC itself.

To implement the project, selection of the Village Development Committees (VDCs) was based on consultation with the District Development Committee (DDC) of Makawanpur and Rupendehi before the implementation of project. The VDCs were selected in close consultation and coordination with responsible officers of DDC.

It seems the Government of Nepal finds itself with little political will and wherewithal for addressing safe migration for its people in general, and women in particular. Hence, the approaches (of the project) has been proposed based on the understanding that making migration safe for women and protecting rights of migrant workers, reintegration of returnees and deportees cannot be left as a matter for the State alone. Women in migration (migrating/potentially migrating/returnee and deported) themselves can play a very strong role in changing the tide of unsafe migration to safe migration and in protecting their own rights.

This project was initiated on both need and right based approach and most of the respondents at all levels reported that the timing of the project design and its implementation was a very good

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<sup>11</sup> Monitoring report commissioned by UN Women in October, 2012

<sup>12</sup> Derived and narrated from Thematic programme of cooperation with third countries in the areas of migration and asylum; Restricted Call for Proposals 2009-2010; Grant Application Form (Part B)

initiative in the field of foreign labour migration especially focusing on women. Being project area located in rural setting, people being poor and not having access to basic facilities make them vulnerable, in terms of social and economic aspect. The project relevance was reflected when such factors were addressed and value addition took place by developing linkage and coordination with CSOs of the whole mobility continuum (including transit and destination countries) with the effort of national project team. Good coherent with national policies and strategies of other development partners. The project believed that government alone can't make the migration safe without the engagement of civil society organizations and empowerment of migrant workers.

As mentioned in the Result Oriented Monitoring (ROM) mission report, the project, aiming at promotion of safe migration and protection of rights of female migrant workers remains highly relevant. CARE, the together with Nepali partners ABC and Maiti Nepal, focuses on addressing the safe migration issue through the mobilization and strengthening of civil society, i.e. primarily the beneficiaries and other organizations active in the relevant field.

Sixteen specific indicators under Output (7), outcome (7) and impact (2) level have been set to fulfill the major objective. For the successful implementation and sustainability of the project a total of two federation have been formed, coordination was established with six Non Governmental Organizations (NGOs) in transit country, 11 NGOs in Rupandehi district and 18 NGOs in Makwanpur district, 42 selected Peer Educators were trained on basic psychosocial support, 27 Information Desks at VDC offices were some relevant approaches of the project, publication of materials related with safe migration<sup>13</sup>, trained returnee migrants on Start and Improve Your Business (SIYB).

Shubha Yatra has achieved the target set in the log-frame (Please refer to Annex 4) despite various levels of challenges existing at the field level. Appreciable stakeholder participation has been achieved at all levels of project execution period.

Major findings under the relevance include:

- The evaluation team found that the project was very relevant in building and enhancing the capacity of returnee migrant women.
- The project focused on addressing the safe migration issues which is timely and relevant in the current context in Nepal.
- The evaluation found that appropriate implementing partner was chosen, that gave an impetus to achieve important results (e.g., formation of groups and federation, training of peer educators, developing of six steps of migration, 20 major points to be followed for safe foreign employment, establishment of information desk, etc).
- The project had also supported for the development of entrepreneurship culture by providing business development trainings to returnee migrant women which was very relevant to women who return and/or decide not to migrate.

### **3.1.2 Results Achievement**

#### **3.1.2.1 Specific Objective–One**

The first specific objective of the project was to strengthen the capacity of CSOs and develop linkages of CSOs along the mobility continuum to prevent and address exploitative migration and

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<sup>13</sup> Information, Education and Communication (IEC) aspects has also been considered as a key component of the project and IEC materials of 25 different themes developed and more than 70,000 distributed. Both print and electronic media were used.

trafficking. The following three indicators to achieve this objective were set in the project document:

- Increased number of NGO partners initiated working on women's safe migration from community level to district; national levels and transit are connected and are cooperating regularly with each other.
- Partner NGOs taking increased number of targeted actions along the mobility continuum and reporting increased capacity in addressing exploitative migration
- At least three non-government organizations take collaborative initiatives for protecting rights of Nepali migrant workers along the border.

The following paragraphs in turn briefly assess and present major findings in these indicators:

In the mid-term review report it has been mentioned that seven to eight NGOs have been identified. During the final evaluation, it was found that there was a good coordination of the project with NGOs working in both project districts. Coordination and network establishment was done with six NGOs in transit country, 11 NGOs in Rupandehi district and 18 NGOs in Makwanpur district. This shows the effective coordination and initiation to work on women's safe migration. This is also supported by the findings of outcome monitoring report, which states that NGOs working in women empowerment has started to incorporate the migration issues with their other running project.

Joint initiatives started to prevent and address exploitative migration and trafficking i.e. joint celebration of Internal Migrants Day, Anti Trafficking Day and other day's celebration, running of Information Desk at District Administrative Office, regular cross border meetings<sup>14</sup> etc. shows the level of cooperation at local level. In addition to this, a National level conference on Safe Migration was held in Kathmandu in collaboration with 15 organizations (working on safe migration) with joint resources. Yet, the project is still to accomplish one major event of handing over the recommendations to the Prime Minister and other relevant Ministries for their endorsement in the recommendations of the National Conference which will definitely help in policy advocacy.

According to the outcome monitoring report, on average, 70 percent of staffs of peer NGOs in the two districts identified as potential partners know about Shubha Yatra project and the migration issues. During the final evaluation it was found that all of them are aware about the Shubha Yatra project and issues of migration, which expresses the strengthening of NGO partners and shows their cooperation on working on safe migration.

One main objective of the project was strengthening response of civil society organizations for protecting and promoting the rights of migrant workers. Based on the interaction with representatives of CSOs, it was observed that now they are taking safe migration as their organizational agenda.

The target was to collaborate with three NGOs, with nine NGOs (three Nepali and six Indian) have started the collaborative initiatives for protecting the rights of Nepali migrant workers along the

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<sup>14</sup> Regular interaction at borders (Nepal and India) for effective surveillance and advocacy on cross border issues was carried out. Cross border meeting with Border Police, District Administrative Office, Women and Children Office and active NGOs in border points (Maiti Nepal, Tiny Hands, Human Service Society-Indian NGO, Namuna etc.). Makwanpur district doesn't have border point so cross border meeting was done in Birgung, another district of Nepal because Birgunj is the point from where peoples from Makwanpur cross the border



border. The project facilitated to cover and attract all relevant NGOs and CSOs working in anti trafficking, safe migration and women empowerment, these NGOs were identified at the time of startup workshop and regular cross border meetings Joint initiatives at borders are cross border meeting, Information Desk and data recording system and (IEC) Material sharing & distribution.

### **3.1.2.2 Specific Objective–Two**

The second specific objective of the project was to empower potential female migrants to make choices based on the information provided and make decision accordingly about the migration with the following indicator:

- Increase in number of women from selected districts migrating through official channels
- Percentage of husband/family members who have a harmonious relationship with migrant women at destination (in UAE, Kuwait & Saudi Arabia).
- Percentage of the deportee from different districts rehabilitated

During the evaluation it was found women who are potential as well as returnee were aware about the six steps of migration process (migration cycle). During the project period, according to the data provided by Maiti Nepal, 26,782 (in 2012: 4,975 and 2013: 21,807) WMWs of age group 24 to 36 migrated through the official channels. This means that according to the project's data, the first impact indicator under SO was achieved as more women migrated through official channels. The trend of migration was particularly through their local agents (families and friends) in the destination country. Some were also seen migrating via India as a transit country. The information provided to the evaluation team found that most female migrant workers were migrating for domestic work and helpers in companies.

The field survey report of the project carried out in March 2013 reveals that from Makwanpur 168 and from Rupandehi 324 women migrated through the official channels between January 01.2011 to December 31.2013. The outcome monitoring report also mentioned that seven out of ten (69.6 percent) migrants passed through the official channel with proper travel documents. This is an important increase compared to the 25 percent who migrated through official channels / TIA at the beginning of the project (see baseline). Available data shows that 71.1 percent of potential migrants have changed their decision (travelling through official channel) based on the information that they got from the project. This is a major success of the project.

It developed to be one of the key interventions of the project to involve male/family<sup>15</sup> members on discussing migration decisions and enhancing family relationships, through developing a migration related men engagement training package. According to the project data, a total of 653 male members from the house of migrant women were trained on having a harmonious relationship with them (women in destination country). 63 male of Peer Educator's family have received spouse support training. During the interaction with male members, they shared that their wife/daughter/sister were working in Saudi Arabia, Kuwait, Qatar and Malaysia and all were involved in domestic work. The male counterparts some of them call twice a month, and some call once in every three days. The project provided training to male member of the family of migrant workers, door to door/family visit of migrant workers by trained Peer Educators.

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<sup>15</sup> Project faced greater challenge while developing linkages between migrant women and CSOs in three destination countries, which was due to accessibility problem. And there was no progress on achieving the target set. The Project instead initiated engagement with male members (which was not in the project design) of the migrant women back in Nepal In the annual review and reflection meeting of 2012.

The project has also assisted in rehabilitation of deportee WMWs. During the interaction with deportee WMWs it was found that most deportees have health issues, some have physical harassment and low salary for being deported. According to the data received from Maiti Nepal, total 63 deportee (32 returnee and 31 intercepted) of age group from 17 to 49 years old were received from Tribhuvan International Airport (TIA) and they were from Dubai, Kuwait, Saudi, Lebanon. These deportees were from Banke, Morang, Nuwakot, Sindupalchowk, Nawarparasi, Jhapa, Doti and Rasuwa.

In addition to rehabilitation of deportee women they were also provided small scale economical support to establish micro enterprises. The available data shows that a total of 68 deportee women received entrepreneurship support with an amount of NRs. 339,000. During the field visit, it was found some were involved in small scale tea shop, agriculture, goat rearing and so on.

### **3.1.2.3 Expected result-1**

(CSOs along the mobility continuum are acting as vigilantes and supporters of the rights of migrant women)

Under the specific objective - 1, one of the expected results of the project was to support the rights of migrant women by organizing them into groups, providing training, forming two district level networks of returnee. With this it was expected that CSOs along the mobility continuum are acting like vigilantes and supporters of right of migrant women workers. To achieve the Expected result-1, the project had developed the following three key indicators:

- 300 women returnee will be organized at local level in 24 VDCs and 3 municipality of 2 districts
- 300 women returnee migrants will be trained as PE and will provide support to migrating and potentially migrating women
- Two districts level women migrant returnee networks will be formed and strengthened to provide information and support on women migrants right, responsibility and legal provisions through women migrant returnee groups and psychosocial supports

The following paragraphs briefly elaborate the expected result – 1 with its key indicators.

At the initial stage of the project, a total of 1,073 returnee women are identified from project site. Out of 1,073 returnee women, 691 returnee women were identified in Rupandehi and 382 in Makwanpur district. They were identified through door to door visit, information desk and other promotional activities at community level. The target was to organize 300 returnee WMWs, but exceeding the target value, a total of 28 groups were formed with an average size of 20 to 25 members in a group in all project VDCs (over 600, this was because the impact population is mobile, requiring a larger total for retaining the expected number of people).

The functions of the groups was to identify VDC level migration issues, coordinating for local level support network, providing reunion and reintegration support, providing information to potential migrant women etc. A total of 376 (158 in Makawanpur and 218 in Rupandehi) were trained on safe migration issue and mobilized as Peer Educators (PEs), and during the final evaluation based on the information provided by the implementing partner organization, it was found that out of them 90 PEs were actively engaged in various community level activities in 24 VDCs and three municipality of the two working districts. The PEs visit and provide door to door service and they visit the household at least six times before departure of the household member. In addition to door to door service, PEs provides information with psychosocial support and refers them in

concerned information desks for additional information. Available information and data explicitly shows that, 1,260 Potential women Migrants (679 in Makwanpur and 581 in Rupandehi) and 567 men or family member of migrant women out of listed 762 Migrant women (405 Migrant women in Makwanpur and 357 in Rupandehi) were supported by trained PEs.

In addition to training to PEs, 28 returnee groups at VDC Level, 12 networks of returnee at cluster level and 2 district level federations were formed. The federations have been registered at the respective District Administrative Office. Federation of returnee women have been recognized as an important platform for further mobilization of communities and disseminating information facilitating access to safe migration (latest by an award by the Lion's Club to the federation head on World Women's Day). Coordination and linkages at various levels to invent various sources of funding for continuing safe migration related activities. Federation has been able to take lead role to organize mobile camp, to run information desks, to organize internal migrants' day celebration and so on. To sum up, the three result level indicators under ER 1 were not only met but exceeded.

#### **3.1.2.4 Expected result-2**

(Increased number of women making informed and reasoned choices about migration)

Under specific objective 2 – the key result was to increase the number of women making informed and choices about migration. The indicators set to achieve this result was based on making women aware, provide psychosocial support, supportive role of family, stakeholders oriented on the policy gaps. To achieve the Expected result-2, the project had developed the following four key indicators:

- 1,000 potential migrant women or migrating women of 24 VDCs and 3 municipalities of 2 districts will be made aware on their rights, responsibilities and legal provisions on migration to the gulf countries
- 100 deported/returnee migrant women from any districts of Nepal will be received at TIA, Kathmandu, and other points and provided psychosocial support during the project period
- 200 Husbands/parents of WMWs were made aware on their supportive role and responsibility for harmonious relation with in family and migrant women at destination (in UAE, Kuwait & Saudi Arabia).
- Number of stakeholders (decision maker) oriented on policy gaps for women's safe migration

The following paragraphs briefly elaborate the expected result – 2 with its key indicators.

Available data and information shows that the trained PEs visited around 9,636 HHs of two working districts. At the initial phase of the project it was required to visit a house hold at least three times a month, the visit was to identify different categories of migrant workers in the VDCs. According to the data record, a total of 9,900 potential migrants (1,175 Makwanpur and 8,725 in Rupandehi) have benefitted by information desk of VDCs. Similarly, through information desk at the District Administrative Office (DAO) of Makwanpur and Rupandehi, a total of 2,267 and 1,265 potential migrant women have been informed on safe migration. From the information desk at Siddhartha buspark (Rupandehi) a total of 1,110 have been benefitted. This shows that the target has been met from a "supply side" of making migrating women aware on their rights, responsibilities and the legal procedure that has to be followed. This information needs to be assessed together with an analysis of whether women are actually able to register and use this knowledge. According to the outcome monitoring report, about 42 percent potential women migrants learnt about right of worker, where as 19 percent potential learnt about responsibilities of worker/family. Similarly,

eight percent potential women learnt about the required legal procedure before moving to foreign country for work and 30 percent potential learnt about laws and policy of foreign employment.

The project did not only provide information on safe migration, but also received deported WMWs from TIA and other points of the project districts. The implementing partner organizations ABC Nepal and Maiti Nepal coordinate with each other and receives deportee women from TIA and the project areas. Both partner organizations provided emergency support (short term shelter, medical support, legal support and psychosocial counseling) for them. For most of the deportee migrant women Maiti Nepal supports to identify their family and facilitates for family reunion. The deportee women received at various points were facilitated to be the member of returnee women group and involved in various group activities.

Data provided by implementing partner organizations on number of deportee WMWs from TIA and border was 39 (12 ABC Nepal and 27 Maiti Nepal). Similarly, 31 were intercepted at TIA. The project also took an initiative on making the family members of WMWs aware on their supportive role. Through door to door visit, more than 10,000 family members got preliminary information on supportive role of the family. In addition to this, 499 ward sessions were organized by the project and 8,204 potential family members were oriented on various aspects of safe migration. A total of 653 male members from the house of MWWs were trained in the two project districts. In addition to this, a total of 63 male of PE's family have received spouse support training. During the interaction with male family members, it was revealed that the training had made them to understand and realize their supportive role.

Not only the project emphasized on the potential migrants, deportee and family members, but also the stakeholders and decision makers were involved in the project. During the field visit, the evaluation team noticed that this project has initiated the first ever National Conference on Migration. Implementing organization's representatives claimed that this conference had been a milestone for the stakeholders, government and policymakers to make the foreign employment secured, reliable, gender responsive and in the national interests. Altogether 14 stakeholders (who were the organizer) attended the national conference including the Foreign Employment Promotion Board (FEPB), ABC Nepal, Maiti Nepal, Nepal Institute of Development Studies (NIDS), PAURAKHI and SaMi. The project has envisaged policy sustainability through regular engagement of project partners to influence safer migration policies and governance and the continuation of the National Conference in three years time. The recommendations include government's role to safeguard rights of the Nepali migrant workers across the globe.

### **3.1.3 Effectiveness**

The evaluation team tried to measure the project effectiveness in terms of partner organizations' capacity to effectively manage/implement the project activities, ownership taken by local stakeholders, and the extent to which the intervention objectives were achieved. Overall, the evaluation team found that CARE interventions through Shubha Yatra largely reached the expected results as illustrated by the following examples drawn from the information obtained through interviews, focus group discussion and from field visits to the project VDCs.

The effectiveness of the project was also based on the efficient implementing partners. The selection of project implementing partner was very significant. The project activities were implemented by ABC Nepal and Maiti Nepal<sup>16</sup>, organizations which are committed and having

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<sup>16</sup> The status of second implementing partner, Maiti Nepal, has been up-scaled from associate partner to a full partner. ABC Nepal was responsible for all of the district level activities; Maiti Nepal took the responsibilities of CSO linkage building in destination countries, research, evidence development, and central level policy advocacy.

extensive experience in implementing projects on migration and trafficking at the local levels. They have been recognised as one of the leading non-government organization with an extensive community network, which has demonstrated impact in the area of addressing unsafe migration and trafficking. The effectiveness of their work has been observed through their active presence at the Nepal-India border and their partnership with NGOs within India. They have experience in providing psychosocial and other types of support to migrants and in reuniting and reintegrating returnees/deported women and girls with their families through their temporary shelter homes, programmes for socio-economic rehabilitation and activities for family reunification.

During the evaluation it was found that all stakeholders considered that the project was a key intervention and effective step taken in the field of safe migration (See Case Box 1). For the expansion of safe migration, it has strengthened the importance of safe migration, developed the six steps migration process, role of family members, trainings of PEs and awareness generation activities. It was observed that the effectiveness of the project activities was expressed through the knowledge, attitude, and behavioral changes among the returnee WMWs, potential migrants and family members of WMWs (See Case Box 2 and 3).

**Case 1: Comprehensive Project**

This was a comprehensive project, which worked with returnee, potential and deported WMWs and their family as well.

*Ms. Durga Ghimire,  
Chairperson, ABC Nepal*

**Case 2: Enhanced awareness level**

This project has increased and enhanced the awareness level of local population on various aspects of safe migration and of returnee as well.

*Ms. Sakuntala Marasini,  
potential Migrant from  
Rupendehi District*

**Case 3: Increase level of communication**

At some point of time we went for foreign employment, came back and remained silent as we don't want anyone to know more about it. But now, due to the project, inputs we get, we express ourselves and have become more communicative.

*Ms. Uma Bhandari , Member,  
Aprabashi Mahila Sarokar  
Kendra, Rupendehi*

Shubha Yatra was also highly admired by all the stakeholders at all the levels when the First National Conference on Migration was organized. Different experts and professionals from diverse area came together, bringing up aspects of migration and creating a common threshold to discuss about immediate threats, potential benefits and challenges and learning opportunities in a common platform. The conference has started national debate on safe migration, commitment and developing plan of actions to address the issues related with migration. This commencement made an effort to bring 15 organizations<sup>17</sup> together under one domain, work and address the importance of various aspects of migration and bring an overall synergy seemed to be highly satisfactory (See Case Box 4).

<sup>17</sup> FEPB, IOM, CIM-GIZ, NIDS, NRA, AHRCDF-Migrants Center, OXFAM, PNCC, POURAKHI, SaMi, UN Women, ABC Nepal, Maiti Nepal, and CARE International in Nepal.

#### **Case 4: A milestone in Migration**

This conference had been a milestone for the stakeholders, government and policymakers to make the foreign employment secured, reliable, gender responsive and in the national interests.

*Adopted from proceedings of first national level migration conference in Nepal (2013)*

Almost all the project activities were completed within the planned timeframe. There was an efficient two-way communication system at the project level, strong ownership of the highly motivated and committed implementing organization's staffs and regular review meetings. At the centre level, there is a Programme Management Committee (PMC) comprised of representatives from CARE International in Nepal and the implementing partners, ABC Nepal and Maiti Nepal. The PMC meets twice a year and takes strategic decisions and future plans. This is also the entity that maintains coordination and collaboration among and between project partners.

Available documents and interaction with line agencies representatives, project implementing partner organizations' staffs, returnee WMWs, family members of WMWs shows that effective coordination was there and regular reporting to SWC and concerned government agencies, District Project Advisory Committee (DPAC), Anti Trafficking Committee (ATC)<sup>18</sup> meetings in local level with local stakeholders, are the mechanism to verify the effectiveness and outcome of the project.

During the interaction with representatives of local bodies, it was found that project implemented VDCs have some form of engagements around safe migration. Many VDCs have also expressed their desire and commitment to coordinate local level safe migration activities within their respective jurisdictions. Similarly, DDCs in both districts have committed to support district level information desk on safe migration. DAO of Makwanpur has also confirmed to provide a space (one room) to carry out the services of information desk.

It was observed that the project took an approach in the establishment of returnee WMWs federation, introducing the PEs, the concept of information help desk, trainings on psychosocial aspects were well thought of from the viewpoint of sustainability, as it engages the local stakeholders. The federation was envisaged to act as a formal group representing members from VDC level groups that could come together for awareness raising activities, providing information on safe migration and family reintegration.

It was also noticed that coordination between ABC Nepal and (federation, peer educators) was very good, as they were supported in many different ways to make them capable. ABC Nepal saw its greater role in implementation of activities, with a full understanding of the principal objective of the project and helping them to take ownership in this initiative and be visible.

For the effectiveness of the project, it was reported that from CARE International in Nepal the monitoring was carried out regularly. Shubha Yatra project has developed a very good mechanism of monitoring and evaluation (M&E). Available documents showed that from the inception and design phase it has got a well formulated Log Frame with clear indicators and targets. The Project has also accomplished baseline survey to establish the base value for the indicators identified in the Log Frame. In addition to this, ABC Nepal regularly organized review meetings, quarterly review and reflection workshop. This shows that ABC Nepal will continue to adopt the required transparency of the project and results into effectiveness.

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<sup>18</sup> In Rupandehi there is ATC which is working as DPAC.

Regarding the duration of the project, as it is in the process of phasing out, the target groups and local stakeholders, including government line agencies, showed their concerns that the project duration should be extended and would require further support from the donor, particularly in continuing with initiatives such as strengthening and mobilization of returnee WMWs federation, Peer Educators, information help desk. CARE, ABC and Maiti are currently looking into potential funding for follow up as the project contract is phasing out.

The activity wise log frame was very clear, the project implementation modality and approaches were found to be appropriate and effective in the sense that it worked with diverse stakeholders and beneficiaries. Effectiveness was also revealed through the use of media (both electronic and print). Media coverage in newspaper, development and broadcasting of information on safe migration through local Frequency Modulation (FM) stations, promos at national level, distribution of awareness raising materials at VDC, district and national level. Mobilization of local theatre groups to generate mass awareness on safe migration. During the field visit, hoarding boards and flex prints with messages on safe migration, safe migration cycle was observed in public places and in the premises of line agencies offices.

Effectiveness can also be measured on the possibilities of replication of good practices and activities initiated during the project phase. The evaluation team observed that there are several good practices that can be replicated with high potential in other areas/districts. For instance, concept of information desk, peer educators, record keeping of people migrating for foreign employment.

Finally effectiveness of the project also measured by the correction made on the recommendation made by mid-term review and ROM mission. During the evaluation major recommendation applied were: a strategic alliance was forged on issues of safe migration (through national level conference), skill based training to returnee for livelihood, new efforts (male engagement training) making equal contribution to the project objectives, wide dissemination of the findings, establishment of project information boards at the partners' offices.

The analysis of information under effectiveness shows that (a) appreciation by stakeholders, beneficiaries, (b) project modality and approaches were found appropriate and effective, (c) knowledge, attitude, and behavioral changes among returnee, family and community people, (d) good coordination among implementing partner organization and local level organizations, (f) mid-term review, outcome monitoring was carried out timely, (g) organized first national conference on migration, and, (h) use of print and electronic media.

#### **3.1.4 Efficiency**

During the evaluation, efforts were put to analyze efficiency of the Shubha Yatra through two perspectives First – thematic efficiency and Second – Managerial efficiency.

##### **3.1.4.1 Thematic Efficiency**

In terms of thematic efficiency, the data/status from each of the result areas (please refer Annex 4- Activity wise assessment and Annex 5-list of publication and printed materials) revealed that project progress which appeared to be fully satisfactory.

The project has brought three partners into an umbrella, each of which brings quite rich experiences of working on similar field and has a well reputed institutional profile and background in the development context of Nepal. The evaluation team found that the project results were largely coherent and implemented successfully. With the focus of interventions at the community

level and more micro (house hold) level, the project tried to have a spiral effect at the macro level (developing linkage between all entities for example – line agencies, NGOs, WMWs federation, schools). The evaluation team found that the project has initiated a best practice of combining three unique approaches, such as keeping men engaged in a women-focused project, mainstreaming of psychosocial approach<sup>19</sup> (See Case Box 5) in every single activity of the Project, and peer education approach (community-based, non-hierarchical method of education, information and community vigilance).

#### **Case 5: Mainstreaming psychosocial support**

The project has integrated an approach in which any of the project implementation should not negatively affect the individuals in question, including non-hierarchical interactions and relations, taking the temporal mind of the person in consideration, understanding her emotions. There was also a provision of internal referral mechanism after having first line care done. There was psychosocial component integrated for men engagement training so that women in trouble get support and feel comfortable before and after migration from their male counterparts and family members, be that at home or in the neighborhoods.

*Adopted from Mid-Term Review Report of Shubha Yatra Porject, December 2012*

In respect of showing a good quality of the project design it is essential that there must be a good exit plan and a learning framework integrated with the M&E framework. During the review of the project document by the evaluation team, there was an exit strategy developed involving all concerned stakeholders<sup>20</sup> and their inputs and suggestions. However, it was observed that the project did not conduct the social audit. The project has been extended for three months (January – March, 2014) and the exit strategy has developed, and it focuses on three key aspects (policy sustainability, institutional sustainability and financial sustainability).

#### **3.1.4.2 Managerial Efficiency**

Keeping in view the crucial role of the management support required in achieving the project goal and objectives, the project had envisaged a good management arrangement to ensure active participation of a wide range of stakeholders in the project. The findings of final evaluation on managerial efficiency have the same opinion as that of ROM mission. The management system was efficient, allowing for smooth implementation of activities as well as adopting corrective measures if necessary. Implementing partner organizations have their roles clearly assigned. In addition to this, one of the donors of the project CARE Austria was also responsible for the supervision and overall management.

Management support provided by CARE International in Nepal seems to be appreciable; it was also observed that a smooth managerial and technical support was provided to the implementing partner organization, and regular monitoring was also carried out, which shows the dynamism of combined efforts. Implementing partner organizations (executive members) and implementing staffs' team have shown their competence and at the project implementation level, the provision of and the role played by the peer educators were widely appreciated.

<sup>19</sup> Tried and tested approach, example: Psychosocial aspect in the project was derived from Sakchham – I project experience, implemented by CARE International in Nepal

<sup>20</sup> 35 and 28 different organizations (Government and Non government) from Makwanpur Rupandehi respectively participated in the exit strategy development workshop.



The analysis of information under efficiency shows that (a) project results were largely coherent and implemented successfully, (b) project used “tried-and-tested” approaches, (c) successful in coordinating with local level (d) exit strategy was already developed, (e) good management arrangement, (f) targeted output in various activities was not mentioned in the agreement, (g) overrun expenditures have been compensated by other activities, (h) overall deliver rate as per project agreement is observed satisfactory, (i) CARE International in Nepal has reported its activities on annual basis to SWC and quarterly, annually financial reports to donors, (j) the Project has not practiced public hearing as well as social auditing.

### 3.1.5 Human and Social Capital and Empowerment

The project has been able to empower local population, according to the data, a total of 18,054 households of the working VDCs have been visited by trained PEs, more than 30, 000 men and women were informed on safe migration through Door to Door Visit and a total of 8,204 community people were informed on safe migration through 404 Ward Sessions.

Local NGOs have involved the safe migration issues in their regular programmes. The way people used to deal with migrant women then and now have been changed. Social cohesion is there due to the intervention of the project. Being involved in various trainings, involvement in VDC level groups of returnee women and in the federation have capacitated the women. Families are taking this in a positive way as suggestions are taken from families; going abroad is shared with family members.

During the evaluation it was observed that the potential and returnee migrants are more empowered. Youths are the human capital in long run; the project had organized school level orientation for students of grade nine and ten. Available data expresses that a total of 1,544 students participated in the school level orientation.

### 3.1.6 Impact

The evaluation team tried to identify the impacts seen at individual level, community level, NGOs and line agencies due to the execution of the Shubha Yatra project.

**Impact at individual level:** Returnee WMWs were integrated and embedded in the project. The project has enhanced their capacity and made them recognized in VDC level (See Case Box 6). At individual level, trainings on Peer Educators, Psychosocial aspects have shown a great impact.

#### Case 6: Recognition at VDC level

Due to this project, we are able to express ourselves, our capacity has been enhanced, we are no more nervous of saying once we were in foreign employment, we are recognized at VDC level, and we are invited in various programs related with migration.

*Maya Parajuli (have worked in Saudi Arab for 2 years), Member, Aprabashi Mahila Sarokar Kendra, Rupendehi*

The project adopts the peer education model and recognizes the returnee migrant women as the agents of change (to spread the message, extend the networks for safe migration effectively, and empower them). During the interaction with peer educators, most of them shared that they are respected, seen from positive aspect and have achieved a lot because of the project and experienced direct impact in their life (Case Box 7). The returnee and potential are in a capacity to make other understand the process of safe migration.

**Case 7: I have completed my education**

When I returned from foreign employment, my own relatives used to discriminate me, I joined school and situation was not easy for me to even continue my education. I was about to leave the school, and at that time the project intervened. I was able to benefit from it by involving in various activities, trainings. I even became a peer educator; now I have completed my basic education and working in a local health post.

*Ms. Renuka Chaudhari, Peer educator, Makwanpur*

Impact at individual level was also observed during the evaluation where informed choices and decision making of potential migrant women has been enhanced. They (potential migrant women) were informed on travel procedures and self protection measures. The impact level was quantified on the basis of decreased number of migrating women based on the data and documents, which shows going for foreign employment through TIA was 70 percentage and through India was 30 percentage. In addition to this, based on the information provided to the evaluation team, self decision making by potential migrants is increased (52 percentage) and influenced by local brokers has been decreased. It was observed based on the discussion with the potential migrants, it was found that they have made the self decision and have discussed with family members as well.

**Impact at community/family level:** The next level of impact was seen in the community level. During the evaluation it was found, community people's perspectives on looking at returnee and potential migrant women has changed. Community people of the project area are aware on different situation for a woman to go for foreign employment. Orientation and planning/sharing meetings with existing community based vigilant/anti-trafficking groups on trafficking- migration- nexus in the districts for continued solidarity and collective action has assisted to achieve the positive impact at community level. Door to door campaigns by trained Peer Educators to promote safe migration (See Case Box 8) and providing information on rights of migrant workers at community level has assisted in resulting in positive impact.

**Case 8: Impact of project in VDC**

In ward no 4 of Padampokhari VDC, women who used to go for foreign employment through India are now going through TIA, this is a huge impact of the project.

*Ms. Laxmi Moktan, Samudiyak Mel Milap Kendra, Makwanpur*

The returnee respondents mentioned that, community people react in a normal way; they treat them nicely and see as resource. In the beginning, most of them (peer educators) did not know the people they were visiting but during the course of the project, most people knew them. These peer educators were providing psychosocial support. The door-to-door visits would allow people to identify them as a resource and contact them directly if they wished more support. The peer educators feel proud when community people address them calling "miss" and with respect.

The positive impact at family level is seen through harmonious relation that has developed due to male engagement training. The male counterpart interacted during the final evaluation has been contacting their female family member (mother, sister, daughter) on regular basis. The family members are taking care of the children when women are abroad for employment, family responsibility has been taken care by the male.

During the evaluation, the responding family members shared that in the community level when male leave for foreign employment, family members used to spread the news but in case of women it was kept confidential. But now the situation has changed, if a woman is leaving for foreign employment, it is shared with joy and happiness.

**Impact at NGO level:** The outcome of the mid-term review has mentioned that while there is good rapport, still the collaboration for safe migration is still very loose and yet to be consolidated. During interaction with various NGOs working in the project districts, it was found that there has been a good rapport of the project with other NGOs in the working districts, which can potentially join the migration continuum. The Project has brought several district-level NGOs working on diverse fields of women's rights issues and women's empowerment to develop common understanding on issues of safe migration. One of the NGOs (KII Nepal) working in Rupandehi, on the migration day December 18, had honored peer educators for their involvement in the awareness generation on the safe migration. The NGOs working in the district are aware of the project, project thrust, its partners and the federation of returnee WMWs (See Case Box: 9)

**Case 9: Cooperation and information sharing**

There will be cooperation and coordination with the federation formed by the project, in Makwanpur there is a consortium of NGOs and we will support the federation, use them as resource person of safe migration. In all VDCs of Makwanpur our network has access to more than 170 youth groups, more than 28,000 women members in cooperatives, NGOs are implementing various programs, and we will involve safe migration aspects in our programs.

*Representatives of various NGOs of Makwanpur*

NGOs are not financially supporting the federations, but are providing technical backstopping and collaborative activities. However, during the evaluation it was found, such support and backstopping was more effective in Makwanpur than at Rupandehi.

**Impact at line agencies level:** District Development Committee (DDC) and Foreign Employment Promotion Board (FEPB) have provided skill generation support to returnee women. These organizations have considered migrant workers as their focused population. In Makwanpur district, through the support of FEPB, 22 days four wheel driving training was provided to local returnee women. Similarly, DDC of the same district have involved 15 such returnee in doll making training. However, during the evaluation it was found that it was not as effective as market linkage and employment generation aspects have not been focused during the training. It was also found that line agencies representatives were willing to take responsibility of the activities and sustain the gains (See Case Box: 10 and 11) but, to take the responsibility of the person, political concerns are needed.

**Case 10: It is our responsibility to sustain the gains**

Due to the intervention of Shubha Yatra, there has been a lot of change in the process of migration. The project has institutionalized the safe migration and now it is our responsibility to further support it. We will not let the achievement so far slow down, and try to expand it and sustain the gain so far.

*Mr. Ram Krishna Thapa, Social Development Officer, Makwanpur*

**Case 11: Expansion of help desk**

Help desk at VDC level is an effective initiative of this project, now the government has to support this initiative and include this in the working procedure to strengthen the concept of help desk.

*Mr. Durga Prasad Shrestha, Social Development Officer, Rupandehi*

The Project, till the time of MTR, has somehow overlooked the opportunities of tapping local resources, in terms of support and funding. It came to the notice of MTR team that VDCs and DDCs now have unspent funding that could be claimed for the support of Shubha Yatra groups if approached in time and under the process. Also, some sort of women's networks already exist in the villages these days (such as the network of female community health volunteer, women's cooperatives, mothers' groups) as local forum to spread the message of safe migration without much investment.

### **3.1.6 Sustainability**

The evaluation team identified certain gains and good practices of the project interventions that can be sustained.

First, the project design phase included SWC project facilitation committee and the consent of concerned DDC was taken. This shows that the project was compatible with the line agencies and no duplication was there, which provides a realistic perspective on promotion and protection of rights of migrant Nepali women and their development is essential. And the achievement of the project will sustain if local line agencies will support it and likeminded organization will also support it.

Second, the project has developed a mechanism (conference on migration) to raise the profile of the organizations engaged as the key contributors towards highlighting the issues related to migration, protecting and promoting the rights of the women and to ensure safe foreign labour migration in Nepal.

Third, for sustainability of the good practices, the project helped enhance the capacity of the local women, have trained them in various aspects, developed and enhanced their capacity. Training of peer educators was one of the remarkable contributions of the project. The evaluation team found many examples of these PE doing good jobs and they will continue their jobs related to knowledge transfer, information sharing and further strengthening the various components of safe migration.

Fourth, the formation of federations of returnee women at the community level, and capacity development of the members, will assist in organizing awareness campaign, talk programmes to sustain the gains and further explore their own capacities.

Fifth, the project has initiated interaction of both government of Nepal and India at borders, for effective surveillance and advocacy on cross border issues.

Sixth, there is an encouraging environment and sustainability of the project contributions is possible with a little more effort which depends upon CARE International in Nepal, ABC Nepal and Maiti Nepal's support after the closure of the project but also on the extent to which other stakeholders can be mobilised for further support to the issue.

And finally, men engagement strategy which was not envisioned during the project design had made men supportive to migrant women and other family members when migrant women are away. This enhances their family ties and socio-economic well-being. The change in concept and behaviour of men regarding female counterpart's foreign labour migration will protect and then promote the rights of migrant workers.

### 3.2 FINANCIAL ASPECT

The evaluation tried to look into the processes of how economically recourses/inputs (funds, expertise, time) were used to achieve the intended results. For this purpose, the evaluation team reviewed the audit reports of CARE International in Nepal and ABC Nepal, financial transaction, and held discussions with different stakeholders. The planned and actual costs have been reviewed for project period covered by our evaluation.

The EU is agreed to provide funds in the amount of EUR 560,000 to implement the programme as per Individual Project Implementation agreement made with CARE Austria and CARE Nepal. As per project agreement, administrative cost NRs. 12,177,098 and programme cost NRs. 52,280,832 was budgeted for the activities. The project has completed its three years period. Source of the expenses and its application under our review are as follows (Table 3.3)

**Table 3.3: Year wise source of expenditure**

Description	Year			Total
	2011	2012	2013	
<b>Source of Fund</b>				
<b>Fund Received</b>				
Grant from Donors	21,769,847.25	13,303,742.72	21,673,263.10	56,746,853.07
<b>Application of Fund</b>				
<b>Programme Expenses:</b>				
ABC Nepal (NRs.)	2,527,935.00	5,225,752.00	14,115,891.27	21,869,578.27
Maiti Nepal (NRs.)	-----	1,024,422.10	3,827,516.60	4,851,938.70
CARE International in Nepal (NRs.)	4,975,910.92	10,067,656.90	9,776,460.20	24,820,028.02
<b>Total Programme Expenses (NRs.)</b>	<b>7,503,845.92</b>	<b>16,317,831.00</b>	<b>27,719,868.07</b>	<b>51,541,544.99</b>
<b>Administrative Expenses (NRs.)</b>	<b>1,705,045.86</b>	<b>3,505,147.12</b>	<b>4,250,096.33</b>	<b>9,460,289.30</b>
<b>Total Application of fund (NRs.)</b>	<b>9,208,891.78</b>	<b>19,822,978.12</b>	<b>31,969,964.40</b>	<b>61,001,834.29</b>
<b>Fund Balance (NRs.)</b>	<b>12,560,955.47</b>	<b>6,041,720.07</b>	<b>(4,254,981.23)</b>	<b>(4,254,981.23)</b>

Source: Developed during final evaluation, January 2014

The above table 3.3 represents the application of fund and fund received. As per information provided to us, EU and Austrian Development Agency have transferred the amount to CARE Austria. The CARE Austria transferred the amount in the bank account maintained in the name of CARE International in Nepal, and then CARE International in Nepal has disbursed the programme expenditures to its regional offices to provide the fund to the concerned NGOs. Most of the activities of Shubha Yatra have been implemented by ABC Nepal.

The above fund balance represents negative balance. As per Individual project implementation plan CARE International in Nepal contribution has only 2.5 %, the Negative fund balance has observed more (Negative fund balance observed 4.2 million) than CARE International in Nepal contribution.

However, though it seems negative balance and seems to be spent from fund of CARE International in Nepal, in fact it will be received from the donor. Hence, CARE International in Nepal will bear only 2.5 percent.

**The efficiency of the projects/cost effectiveness:** As per project agreement, details of the activities under the project have been mentioned with total annual budgeted amount. The evaluation team observed that costs for each activity under the specified heading are mentioned in the agreement but the targeted output in various activities were not mentioned in the agreement. This concludes that the analysis on the comparison between the actual costs with standard cost is difficult.

The activities of the project have considered only quantitative factors without qualitative achievement under its area of activities. Further, the agreement has also not mentioned the allocated fund to the counterpart agencies. Care international in Nepal reported its country office's total expenses Rs.30,300,786.18 (49.67 %) includes program expenses Rs. 24,820,028.02 and administrative expenses Rs. 5,480,758.16 out of total expenses of Rs. 61,001,834.29. So, that the efficiency of overall financial delivery is not satisfactory because 49.67<sup>21</sup> percentages of the total expenditures have been incurred by the CARE International in Nepal and rest of the amount by the ABC Nepal and Maiti Nepal for the implementation of the activities. The fund for the partners has been disbursed through regional offices of CARE International in Nepal located at Bharatpur. As per information provided to the evaluation team, activities wise total budget, expenditures and variation till December, 2013 are provided in Table 3.4 and expenditures occurred in activities which were planned later for more effectiveness of the project has been presented in Table 3.5

**Table 3.4: Activity wise total budget, expenditure and variations**

	Activities	Budgeted Amount as in agreement with SWC	Expenditure	Variation	Remarks
<b>1</b>	<b>Publications</b>				
1.1	Research	833,000.00	495,697.00	337,303.00	Budget was modified later
1.2	Assessment of gaps in policy frameworks	610,450.00	273,143.00	337,307.00	Budget was modified later
1.3	Base line Survey	637,000.00	528,013.37	108,986.63	Selection was made through competitive bid analysis and we hired an economic as well as qualified consultant
1.4	Midterm Evaluation	490,000.00	293,815.63	196,184.37	Selection was made through competitive bid analysis and we hired an economic

<sup>21</sup> As per agreement with SWC, only administrative cost could be incurred by CARE international in Nepal, so 49.67 % is higher than budgeted.

					as well as qualified consultant
1.5	Final Evaluation	1,225,000.00		1,225,000.00	It is the status as of December 2013, but now cost has incurred about 3.25 Lakhs
1.6	Financial services (bank guarantee costs etc.)	215,208.00	108,533.92	106,674.08	It was modified later
<b>2</b>	<b>Cost of Conference and Seminars</b>				
2.1	National conference, Press conference	833,784.00	311,844.00	521,940.00	Selection was made through competitive bid analysis and we hired an economic as well as quality vendor
2.2	Psychosocial support training in each district	250,390.00	699,153.00	(448,763.00)	It was modified later
2.3	One day workshop on safe migrations		352,924.00	(352,924.00)	It was included later
	Workshop at national level for with National Forum for Women rights concerns to share information about safe migration		445,400.45	(445,400.45)	It was included later
<b>3</b>	<b>Visibility</b>				
3.1	Visibility on supplies and equipment	249,900.00	308,046.74	(58,146.74)	Accepted that there was a variation. More need was realized later so slightly more amount was produced
3.2	Press releases	88,200.00	15,646.71	72,553.29	Accepted that there was a variation
3.3	Nepali journalist visits to project sites	235,200.00	23,931.00	211,269.00	It was later modified
3.4	Joint visibility with partners	88,200.00	127,468.00	(39,268.00)	It was later modified
3.5	Articles and reports on CARE Österreich's website and in Austrian media	98,000.00		98,000.00	Now it has been spent and will come in final report

4	Capacity Building of CSOs				
4.1	Half yearly review and reflection meetings	245,000.00	168,935.00	76,065.00	Cost was incurred lesser than estimated
4.2	Identification and organization of returnee migrant women	882,000.00	1,296,402.00	(414,402.00)	It was later modified
4.3	Facilitation of federation of returnee women's community	940,800.00	78,318.00	862,482.00	It was later modified
4.4	Training of selected 300 returnee migrant women	2,352,000.00	3,679,426.00	(1,327,426.00)	It was later modified
4.5	Leadership and institutional development training	392,000.00	519,097.00	(127,097.00)	It was later modified
4.6	Reflection and sharing meetings of returnee migrants	823,200.00	409,764.00	413,436.00	It was later modified
4.7	Training of implementing partner organization, associate partner, and other organization	392,000.00	327,129.70	64,870.30	Actual cost was lesser than estimated
4.8	Establishment of access to online system	196,000.00	0.00	196,000.00	It was removed later
4.9	Establishment of access to online system at the existing field office	588,000.00	0.00	588,000.00	It was removed later
4.10	Orientation of district level NGOs	392,000.00	444,078.00	(52,078.00)	Actual cost was higher than expected
4.11	Meeting with district line agencies of the gov.	470,400.00	176,859.50	293,540.50	It was modified later
4.12	Orientation and Planning/sharing meeting with existing community based vigilant/anti-trafficking groups	294,000.00	255,329.00	38,671.00	Actual cost lesser than estimation
4.13	Orientation on safe migration to VDC Task force and district Anti-Trafficking Committee	1,146,600.00	82,444.00	1,064,156.00	Budget was modified later
4.14	Orientation to VDC Secretary on safe migration.	588,000.00	45,329.00	542,671.00	Budget was modified later
4.15	Two-day's workshop at national level for networks	588,000.00	859,809.00	(271,809.00)	Budget was modified later
4.16	Regular coordination meetings along border points with local CSOs	2,234,400.00	634,768.65	1,599,631.35	Budget was modified later
4.17	Coordination to the MOFA, MOLTM, OPM	294,000.00	100,000.00	194,000.00	Budget was modified later



4.18	Interaction Meeting of district level federation of returnee		38,480.00	(38,480.00)	It was included later
4.19	Review and refresher meetings for Peer educators		1,032,490.00	(1,032,490.00)	It was included later
4.20	Men engagement training		488,958.65	(488,958.65)	It was included later
4.21	Monthly focal peer educator meeting		81,375.00	(81,375.00)	It was included later
4.22	Start and improve business training		993,310.00	(993,310.00)	It was included later
4.23	District Level dissemination workshop		96,000.00	(96,000.00)	It was included later
4.24	Returnee woman federation support		3,564.00	(3,564.00)	It was included later
4.25	Expenditure verification		120,350.76	(120,350.76)	It was included later
4.26	CARE Austria Monitoring visit		86,186.02	(86,186.02)	It was included later
4.27	Psychosocial officer from CARE Austria monitoring visit		91,710.47	(91,710.47)	It was included later
<b>5</b>	<b>Establishing &amp;strengthening</b>				
5.1	Identification of and building contacts with NNRA	294,000.00	0.00	294,000.00	It was removed later
<b>6</b>	<b>Provision of information on rights and safe migration</b>				
6.1	Development and publication of information [IEC] Materials	2,070,000.00	1,020,251.58	1,049,748.42	Budget was modified later
6.2	Door to Door Campaigns by trained PE	1,111,200.00	5,673,340.00	(4,562,140.00)	Budget was modified later
6.3	Community based awareness and information sharing sessions	185,200.00	675,654.00	(490,454.00)	Budget was modified later
6.4	Establishment and operation of information center	294,000.00	587,292.73	(293,292.73)	Budget was modified later
6.5	Development and Broadcasting of Local FM Radio Programme	1,806,000.00	1,654,060.00	151,940.00	Budget was modified later
6.6	Distribution of Information/ Awareness Raising materials	33,900.00	25,885.63	8,014.37	Will be spent in March 2014
6.7	Mobilizing of and performances by local street theatre groups	588,000.00	1,002,014.00	(414,014.00)	Budget was modified later
6.8	Celebration of International Migrant's Day	1,470,000.00	84,545.00	1,385,455.00	Budget was modified later

6.9	Celebration of women's day		108,160.00	(108,160.00)	Budget was modified later
<b>7</b>	<b>Psychosocial support to potential/migrating /returnee migrants</b>				
7.1	Field based services for migrating women	441,000.00	114,505.00	326,495.00	Budget was modified later
7.2	Rehabilitation support for 300 deported migrant women and returnee	5,144,900.00	463,909.00	4,680,991.00	Budget was modified later
7.3	Family identification, reintegration, family counseling and re-integration	2,585,000.00	164,334.00	2,420,666.00	Budget was modified later
7.4	Programme implementation partner's staff cost	17,584,600.00	23,873,863.48	(6,289,263.48)	Budget was modified later
	Program Support Staff Cost	3,115,990.00	6,712,091.16	(3,596,101.16)	Budget was modified later
	Local Administration cost (Rent, utilities, supplies ...etc)	8,264,408.00	2,056,346.70	6,208,061.30	Budget was modified later
	Equipment Cost (Furniture, Digital camera, bicycles, calculators)	796,700.00	691,851.45	104,848.55	Purchase was made in economic ways minimizing cost
	<b>Grand Total</b>	<b>64,457,930.00</b>	<b>61,001,834.29</b>		

Source: Developed during final evaluation, January 2014

From the above table, the Project has incurred 94.65 percent expenditure out of budget during the project period. Overall financial delivery ratio is near about the good performance. However, the expenditures as per the activities wise have been observed overrun in some activities, (Table 3.5). Further clarification from CARE International Nepal to the evaluation team was made on this. It was mentioned that several new needs were identified during the programme implementation. As some activities already planned were not effective as it was assumed to be. Based on which, certain changes have been made in budget. During the change, agreements with partner organizations were carried out. However, such changes were not timely shared with SWC. It was also found that the project agreement has not included in yearly target of activities under each program.

**Table 3.5: Expenditures occurred in activities which were planned later.**

Activities	Budget Amount	Expenditures	Remarks
One day workshop on safe migration	313,898	352,924.00	
Workshop at national level for with National Forum for Women rights concerns to share information about safe migration	331,200.00	445,400.45	
Interaction Meeting of district level federation of returnee	92,875.00	38,480.00	

Men engagement training	525,000.00	488,958.00	
Monthly focal peer educator meeting	162750	81,375.00	
Start and improve business training	990,000.00	993,310.00	
District Level dissemination workshop	96,000.00	96,000.00	
Returnee woman federation support	2,000,000.00	3,564.00	Remaining will be spent in March 2014
Expenditure verification	336,000.00	120,350.76	Remaining will be spent until April/May 2014
CARE Austria Monitoring visit	256,700.00	86,186.02	Some expenditure (around Rs 150,000) will be added in the final report
Psychosocial officer from CARE Austria monitoring visit	95,200.00	91,710.47	
Celebration of women's day	95,660.00	108,160.00.00	
Interaction Meeting of district level federation of returnee	92,875.00	38,480.00	
Review and refresher meetings for Peer educators	1,902,750.00	1,032,490.00	

Source: Developed during final evaluation, January 2014

Activities where expenditures have been incurred more than 100 percentages has been presented in Table 3.6

**Table 3.6: Activities where expenditures have been incurred more than 100 percentages**

S.No	Activities	Budgeted Amount	Expenditures	Variations	% of expenditure
2.2	Psychosocial support training in each district	250,390.00	699,153.00	(448,7630.00)	279
4.2	Identification and organization of returnee migrant women	882,000.00	1, 296,402.00	(414,402.00)	147
4.4	Training of selected 300 returnee migrant women	2,352,000.00	3,679,426.00	(1,327,426.00)	156
4.5	Leadership and institutional development training	392,000.00	519,097.00	(127,097.00)	132
4.15	Two days workshop at national level networks	588,000.00	859,809.00	(271,809.00)	146
6.2	Door to door campaign by trained PEs	1,111,200.00	5,673,340.00	(4,562,140.00)	511
6.3	Community based awareness and information sharing session	185,200.00	675,654.00	(490,454.00)	365
6.4	Establishment and operation of information centre	294,000.00	587,292.73	(293,292.73)	200
6.7	Mobilization and	588,000.00	1,002,014.00	(414,014.00)	170

	performance by local street theatre groups				
7.4	Program implementation partner's staffs cost	17,584,600.00	23,873,863.48	(6,289,263.48)	136
	<b>1. Administrative Cost</b>				
1	Program support staff cost	3,115,990.00	6,712,091.16	(3,596,101.16)	215

Source: Developed during final evaluation, January 2014

The table shows that Door to Door Campaigns by trained PE have 511 percent expensed of budgeted amount. These overrun expenditures have been compensated by other activities. For example, the budgeted of Rehabilitation support and family identification were observed used in Partner's staff cost and saving on local administration cost was charged in program support staff cost. Further, the financial report submitted to the donors shows that only salary NRs. 4,102,644.00 have incurred for the staffs of ABC Nepal and Maiti Nepal out of total salary expenses reported NRs. 22,986,386.28

Although to make the programme more effective most of the pre-planned activities were successful, the budget was increased. In cases where the effectiveness and impact was not observed, such activities were reduced and from those activities budget was cut-off. This was done to get output as planned according to the objectives set. However, this does not comply with original agreement with SWC and it was found such changes have not been communicated with SWC in time.

**Compliance with general agreements/project agreements:** As per information provided to the evaluation team, the financial arrangements for this program till date our review have been presented in the following table (3.7).

**Table 3.7 Individual Project Implementation agreement**

Donors	Committed Support (Euro)	Actual Support	%
EU	560,000.00	442,410	79
ADA	105,000.00	81,483	78
CARE Austria	17,500.00	13580	78
CARE Nepal	17,500.00	5747	33
<b>Total</b>	<b>700,000.00</b>	<b>543,220</b>	<b>77.6</b>

Source: Developed during final evaluation, January 2014

The separate bank account for this project has not maintained, so the total received amount mentioned here is based on the information provided to us. Details of fund support from each donor are not available for our review. With the CARE Nepal contribution, only 77.6 percent of committed support has been received for this project. So that, overall deliver rate as per Individual agreement is observed unsatisfactory in this project.

As per Project agreement the financial arrangements for this program till date our review have been presented in the following table 3.8:

**Table 3.8: Project agreement (Estimated)**

Year	Estimated (NRs.)	Support Received (NRs.)	Percent
2011	21,411,141.00	21,769,847.25	101.67
2012	20,493,202.00	13,303,742.72	64.91
2013	22,553,587.00	21,673,263.10	96.09

Source: Developed during final evaluation, January 2014

The bank account mentioned in the project agreement has been found in operation during our review. But the bank account has been used for all projects. The project has received fund 101.67 percent of Estimated in 2011, while it down to 64.91percent in 2012. During 2013, the project has received 96.09 percent. The funded received during initial year is higher than the estimated cost. However, overall deliver rate as per project agreement is observed satisfactory in this project.

### **Budget allocation and implementation of activities**

The following table represents the figures of approved annual budget, the budget expenditure and its percentages. The project has expensed only 43.01 percentages and 96.73 percentages in 2011 and 2012 respectively. In the year 2013, it has 141.75 percentages. Total expenditures of this project during our review period till December end, 2013 incurred NRs. 61,001,834.29 (Please see Table 3.9)

**Table3.9: Budget allocation and expenditure percent wise.**

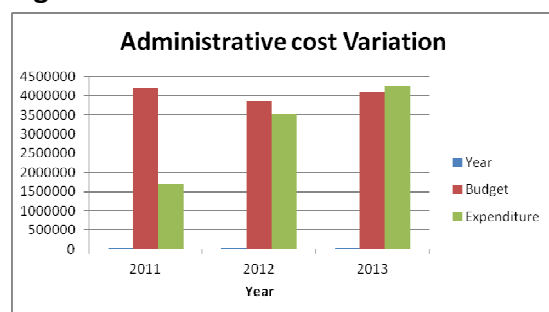
Year	Budget (NRs.)	Expenditures (NRs.)	%
2011	21,411,141.00	9,208,891.78	43.01
2012	20,493,202.00	19,822,978.12	96.73
2013	22,553,587.00	31,969,964.40	141.75
<b>Total</b>	<b>64,457,930.00</b>	<b>61,001,834.29</b>	<b>94.64</b>

Source: Developed during final evaluation, January 2014

The table shows that activities and expenses have not been done as planned. In 2011, there is only 43.01 percent and 2013, there is 141.75 percent. During 2013, the country office reported more salary expenses in 2013 compare to 2011 and 2012. So, the more expenditure in 2013 was observed in comparison to previous two year.

**The project agreement allocated the administrative cost and program cost:** The amount disbursed to NGOs for the implementation of the program and staffs cost of CARE International in Nepal relevant to the project have been recorded as program expenditures and expenditures pertaining to the head office are recorded as administrative expenditure. As per budget, 18.89 % has allocated for administrative cost but CARE International in Nepal has incurred 52.28 % of total expenditures. The following figure (Figure 3.1) reflected administrative cost variation as per project agreement. The figure shows that the administrative costs are greater variation in 2011 compare to 2012 than estimated cost. In 2013, actual administrative expense has greater than estimated cost. Actual administrative cost stood 13 percent to 19 percent of total cost. Total actual administrative cost is NRs. 9,460,289.30 from 2011 to 2013. Average estimated administrative cost was 18.89 percent where as actual administrative cost is 15.50 percent during our review period.

**Figure 3.1: administrative cost variation as per project agreement**



Source: Developed during final evaluation, January 2014

**CARE International in Nepal reporting system to SWC:** CARE International in Nepal has reported its activities on annual basis to SWC and quarterly, annually financial reports to donors.

**Compliance with tax laws:** CARE International in Nepal has been preparing the financial statement as per Nepali fiscal year and submitting to concern authority and also submitting the financial statements to concern revenue office. We observed that financial statement for tax purpose has not been submitted on time but the tax exempt certificate has been obtained from Inland Revenue Department. The CARE International in Nepal and other local partners have complied with the prevailing rules and regulation for deducting tax and has deposited in the revenue office regularly.

**Recording of Fixed Assets:** CARE International in Nepal including partners is maintaining the fixed assets records in Excel. The recording system shows the date of purchase of assets, coding, price location, user and condition. Expenses of the fixed assets have been accounted when it purchased. Apart the records of fixed assets, physical verification of the assets has been carried out to find the existing condition of the assets.

**Financial Reporting & Evaluation of Internal Control System:** As per information provided to us, CARE International in Nepal has maintained its accounting records in SCALA software till June 2013, then after in accounting software named PAMODZI. All expenses are posted in the accounting system. The DATA base is located in Shared Service Center, Manila, Philippines. The accounting package has the project code to account the expenses. Expenses for each project as per coding can be generated from the system. Financial statements and other required data are prepared based on the extracted data from the system. Financial statements are prepared according to the project and expenditure verifications from the registered auditors are done annually and the same has been made available to us, but for the year 2013 is yet to be verified for expenses.

The reporting system has not developed to link the financial information with the project physical progress. We observed that it has difficult to analyse the estimated cost and target to actual progress. Bank accounts are operated from two authorised staffs and authority has been delegated by the Country director including procurement limit. The CARE International in Nepal also follows the procurement policies & Procedures manual developed by CARE international, it has included the some procedures to control and systematise financial transactions. Further, it has procurement manual, inventory manual, and vehicle operation manual. The procurement of assets has been made according to the authorised limit and procurement policies and staffs have been appointed as per personal management policy (HR policy). The considerable matters were not observed in the procurement of goods and services related to this project.

## **4. MAJOR CONSTRAINTS, CHALLENGES AND OPPORTUNITIES**

### **4.1 Constraints and Challenges**

The government agencies were taken on board since the very beginning of the project, but, low level of ownership by the government agencies was a major challenge and less resource with the line agencies in district and VDC level to ensure sustainability remained as a major constraint.

The inclusion of labour cycle<sup>22</sup> is also very important while adopting the national policies on foreign employment which is lacking in the current government policies on foreign employment. Labour cycle/stages as identified by the project which means the six steps i.e decision making, pre-departure, departure, on the job, returning to the country and re-integration are very important. The government of Nepal has to effectively address these stages in the national policy on foreign employment. With frequent changes in the government structures, political uncertainties it is a challenge.

Acceptance and reintegration of returnees in the community and family is still not an easy task, however it is not the same as it used to be. The project has assisted to up lift it yet community women still hesitate to talk openly about foreign migration.

Social attitudes stigmatize those women who challenge traditional gender roles and migrate for work and to those male counterparts who let their women go for foreign employment. Thus, much work is required in-order to facilitate the protection and promotion of rights of women migrant workers. And it should be addressed in gender responsive and gender sensitive policies.

As highlighted in the midterm review, the final evaluation has also seen the sustainability of the federations as a major challenge as they have yet to develop leadership and group dynamism. And it is also a major challenge on how to retain the peer educators who are providing door to door services and services through information desk.

The project could have been gained more success if there was an economic component in the project.

During the evaluation it was observed that, in both the project districts, no evidences of coordination with local level political parties were found.

### **4.2 Opportunities**

EU has funded major projects in the field of migration, and it will be an opportunity on how the findings of such EU funded projects will mainstream safe migration as a cross-cutting theme across its portfolio.

The evaluation team found that a broad-based linkage (CARE International in Nepal, ABC Nepal and Maiti Nepal) has been established. These three entities working together could be a good opportunity in enhancing the gains of this project and bringing greater impact in the future.

One of the major contributions of the project that the evaluation team found was the development of peer educators. The evaluation team found that it is an opportunity to work further and integrate to the next level of project design, where such peer educators can contribute more.

The concept of matching fund, where government and likeminded organizations working in the field of safe migration cold generate fund and support the initiatives that the project has implemented.

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<sup>22</sup> Includes various steps of migration, CARE International in Nepal has identified 6 steps

The evaluation team noted that this project was an initiative that has created more space related to the issue on protection and promotion of women migrants' right among stakeholders at national, district and VDC level, which could be used as opportunity in future while developing and implementing projects related with safe migration.



## 5. CONCLUSIONS AND LESSONS LEARNT

### 5.1 Conclusions

The conclusions are drawn from major findings following the sequential order of Chapter 3 as Relevance, Results Achievement (Specific Objective 1 and 2; Expected Results 1 and 2, Effectiveness; Efficiency; Human and social capital and Empowerment Impact; and Sustainability.

With regard to relevance of the project the evaluation team found that the project was very relevant in building and enhancing the capacity of returnee migrant workers, has focused the safe migration, and provided business development trainings.

Findings from the specific objective areas revealed that the project (a) good coordination of the project with NGOs, (b) Incorporation of the migration issues by NGOs working in women empowerment, (c) National level conference on migration was organized and 15 organizing committees have committed to continue this in the three years period, (d) regular interaction at border for effective surveillance and advocacy on cross border issues, (e) has developed a six step foreign employment migration process, (f) has developed a trend of migrating through official channel has increased, (g) has initiated male engagement trainings, (h) has also assisted in the rehabilitation of deportee WMWs.

The analysis of the findings of expected result 1 and 2 led to conclude that the project helped to organized returnee WMWs at local level (1,073 women in 28 groups), trained returnees and formed two district level federation of such returnee. And women were made aware on their rights and responsibilities, they were conscious towards the legal provision required to be followed, the psychosocial support was provided to 111 deportee and 1,073 returnee, importance of family support has been marked, and to address the policy gaps, a national level conference was organized.

The project largely appeared to be effective in terms of (a) appreciation by stakeholders, beneficiaries, (b) project modality and approaches were found appropriate and effective, (c) knowledge, attitude, and behavioral changes among returnee, family and community people, (d) good coordination among implementing partner organization and local level organizations, (e) mid-term review, outcome monitoring was carried out timely, (f) organized first national conference on migration, and, (g) use of print and electronic media.

The project contributions to efficiency appeared to be as (a) project results were largely coherent and implemented successfully, (b) project used “tried-and-tested” approaches, (c) successful in coordinating with local level (d) exit strategy was already developed, (e) good management arrangement, (f) targeted output in various activities was not mentioned in the agreement, (g) overrun expenditures have been compensated by other activities, (h) overall deliver rate as per project agreement is observed satisfactory, (i) CARE International in Nepal has reported its activities on annual basis to SWC and quarterly, annually financial reports to donors, and (j) the Project has not practiced about public hearing as well as social auditing.

The project has empowered the local populace by informing them on safe migration, social cohesion has been developed and returnee and potential migrants are more empowered.

As the need for the project activities proliferates, some intended impacts are imperative. The project appeared to be largely successful to have shown some intended impacts, for instance (a) returnee were recognized at VDC level, (b) the project recognizes the returnee migrant women as

the agents of change, (c) informed choices and decision making of potential migrant women has been enhanced, (d) community people's perspectives on looking at returnee and potential has changed, and (e) there has been a good rapport of the project with other NGOs in the working districts, and

The evaluation team concludes that the project seemed to be aware of the sustainability of its good practices and gains which is further supported by the exit strategy. In order to sustain the main initiatives of the project, (a) the project was compatible with the line agencies and no duplication was there, (b) it has embarked the notion of safe migration by organizing national level conference on safe migration, (c) peer educators could play a vital role in awareness generation and information sharing, (d) men engagement strategy will support safe migration of women migrants.

## **5.2 Lessons learnt**

This section briefly presents the lessons learnt basically drawn from the evaluation findings and conclusions as follows:

- Employing/engaging returnee as a peer educator proved to be effective.
- Skill oriented training and access to minimum basic capital to initiate the enterprise assists in economic empowerment of returnee
- Major stakeholders need to understand the gap and its implications (regarding safe migration) in bringing sustained changes by involving them to advocate for change.
- The utilization of media (print and electronic) was effective mechanism of reaching to a wider mass.

## 6. RECOMMENDATIONS

The following recommendations are drawn from the conclusions and lessons learnt, presented in section 5 above.

**For sustaining the gains of the project, including the follow-up phase, the evaluation recommends to:**

Recommendation	Responsibility
1. Formalize the existing coordination on Shubha Yatra among the development organizations, government bodies to facilitate coherence, collaboration, synergy, additional initiatives, and for sharing of good practices that could be replicated.	ABC Nepal and Maiti Nepal
2. Provide feedback on the policy level based on the achievement of the project and lesson learned.	ABC Nepal and Maiti Nepal
3. Facilitate the link of the returnee MWWs district level federation with the mandated government bodies like the MoL, MoWSC, MoFALD, DoFE, FEPB and national cooperative board to generate local level information, disseminate information.	CARE International in Nepal, ABC Nepal and Maiti Nepal
4. Partnership with and among the 14 organizations who came together during the national conference will lead to financial sustainability of the activities and project gain.	CARE International in Nepal, ABC Nepal and Maiti Nepal
5. Expand the safe migration orientations to the local level in collaboration with (Community Alert Groups) CAGs, POURAKHI.	ABC Nepal
6. Implementing partner organization should provide backstopping and technical support (as required) at least for a year or more with an After Project Support Modality (APSM) even after the project phases out which will keep the outcomes in track and motivate the local beneficiaries.	ABC Nepal
7. Implementing organizations should link few of Shuva Yatra induced achievements with its ongoing and upcoming projects in the districts, which will assist in sustaining the gains.	CARE International in Nepal, ABC Nepal and Maiti Nepal
8. The evaluation team recommends to plan what value the policy gap analysis is going to add in the domain of existing knowledge.	CARE International in Nepal and Maiti Nepal
9. And finally handing over the recommendations (outcome from National level conference) to the Prime Minister and other relevant Ministries for their endorsement, this will definitely help in policy advocacy	CARE International in Nepal, ABC Nepal and Maiti Nepal

**For designing and implementing similar projects in the future, the evaluation recommends the following:**

Recommendation	Responsibility
1. The evaluation team recommends that while designing similar projects, economic component must be included.	CARE International in Nepal and Donors
2. Develop a joint project with the focal ministries and department (MoL, MoWCSW, MoFALD and DOFE) that will assist to sustain the gain at local level and involvement of line agencies.	CARE International in Nepal
3. A co-funding/financing mechanism (matching fund) by VDC/DDC should be developed during the project inception phase.	CARE International in Nepal
4. Public audit must be carried out by the project implementing partners.	ABC Nepal
5. While providing training, need assessment and market link and access has to be considered.	DOFE, DDC
6. It is highly recommended that, if changes occur in terms of activities and budget for effectiveness and impact, it has to be timely communicated to SWC in written format. And approval has to be taken before implementation.	CARE International in Nepal
7. Changes in the activities should comply with original agreement with SWC and has to be shared and receive approval from SWC.	CARE International in Nepal
8. It is also recommended that while designing similar programs in future, local level NGOs also should be identified and involved in programmes as a key implementing partner.	CARE International in Nepal

## ANNEXES

### Annex 1: Terms of Reference

#### **SOCIAL WELFARE COUNCIL (SWC)** **General Scope of Work for Final Evaluation of Shubha Yatra** **Implemented by CARE Nepal**

##### **Background**

CARE Nepal has been carrying out different Projects as per the general and project agreement signed with the Social Welfare Council (SWC). This TOR is designed for final evaluation of Promotion and Protection of Right of Nepali Migrant Women (Shubha Yatra) Project as per the Project Agreement signed between the Social Welfare Council (SWC) and CARE Nepal.

**1. Name of the Project and its location:** Promotion and Protection of Rights of Nepali Migrant Women (Shubha Yatra) Project: 24 VDCs of 3 Municipalities of two districts (Makawanpur and Rupandehi).

Makwanpur: Basamadi, Padampokhari, Churiyamai, Manahari, Handikhola, Faparbari, Gadi, Sukaura, Chhatiwan, Hetauda Municipality

Rupandehi: Tikulighad, Madhuwani, Madhauya, Dayanagar, Makrahar, Amuwa, Devdaha, Suryapura, Gajedi, Padsari, Sankarnagar, Karaiya, Motipur, Parwaha, Pharsatkar, Butwal Municipality, Siddharthanagar Municipality

**2. Period of Project Effectiveness:** 3 (three) years, from January 2011 to 30 December 2013.

**3. Name of the Partner NGO/s and Location/s:**

1. ABC Nepal in Makawanpur and Rupandehi
2. Maiti Nepal in Makawanpur and Rupandehi

**4. Total Budget of the Project:** NRs. 64,457,930 (700,000 Euro)

**5. Objectives of the Project:**

##### **Principal Objectives:**

To promote safe migration and protect rights of female migrant workers through mobilization and strengthening response of civil society.

##### **Specific Objectives:**

1. Strengthen capacities and linkages of Civil Society Organizations (CSOs) along the mobility continuum to prevent and address exploitative migration and trafficking.
2. Empower potential female migrants to make informed choices/decisions about migration.

##### **Expected Results (ERs) by Specific Objectives:**

ER 1.1: CSOs along the mobility continuum are acting as vigilantes and supporters of the rights of migrant women.

ER 2.1: Increased number of women making informed and reasoned choices about migration

##### **6. Project Impact population/activities**

The project will improve the situation for the following target groups:

1. 1000 Nepali migrant/potential migrant
2. 300 returnee migrant women
3. 300 migrant women deported from United Arab Emirates (UAE)
4. 200 migrant women in UAE, Kuwait and Saudi Arabia

##### **Components wise activities:**

Shubha Yatra Project has four major areas of intervention:

1. Capacity building of the Non Governmental Organizations (NGOs)/Civil Society Organizations (CSOs) along the mobility continuum on safe migration, vigilance on unsafe migration and trafficking, rights, linkages with relevant government authorities and legal/counseling services.
2. Establishing and strengthening the linkages between migrant women in selected host countries with Nepal Non Resident Association (NNRN), Embassies and other support networks.
3. Provision of information on rights and safe migration through peer educators (returnee migrants), information desk at transit and departure points (border points with India and International airport in Kathmandu).
4. Provision of psychosocial support to potential women migrants, migrating women and returnee migrants in order to enable reasoned and rational decisions.

## 1. Final Project Evaluation Objectives

- a. Evaluate the relevancy and sustainability of the achievement (output, outcome and impact) made by the project. Also evaluate transparency, efficiency and effectiveness of the methods and approaches adopted by the project to implement the activities and deliver goods and service to the beneficiaries. Special attention should be given to assess the basis of the sustainability of the (structure and infrastructure) and mechanisms (systems, coordination, linkages and networking) build and impact created by the project.
- b. explore the level of progress/changes made by the project and analyze the extent to which the achievements have supported the project goals and their objectives
- c. evaluate the project effectiveness -- longitudinal effect and continuity of the project activities/services as well as the scope and extent of the institutionalization of the project,
- d. explore the cost effectiveness of the project activities,
- e. identify the target and level of achievements as specified in the project agreement,
- f. explore the coordination between the concerned line agencies in the project districts,
- g. find out the income and expenditure in compliance with the project agreement and proportion of project and administrative cost incurred by the project,
- h. examine the financial regularities\disciplines in accordance with the prevailing Rules and Regulations and fix assets purchased in duty free privileges and locally, and
- i. assess the good lessons to be replicated in other projects and aspects to be improved in the days ahead.

**Based on the above said evaluation objectives, the team will categorically concentrate on the assessment of the following issues:**

- Community/social/public auditing practices in the project/project areas.
- I/NGO/project's coordination mechanism with local bodies and other line agencies.
- Level of public/community participation
- The extent of social inclusion in the project implementation.
- Impact of the project in the community.
- I/NGO's partnership modality/strategy with counterpart/partner and its contribution.
- Extent of the level of up-to-date completion of the project activities.
- Inventory/assets management system of the project/projects (records, uses and condition of durable goods purchased under duty exemption) maintained by the I/NGO/s.
- Income and expenditure pattern of project/project and level of accounting transparency.
- Resource flow modality from I/NGO to partners and community.
- Internal financial control system of the project.
- Sustainability component of the project/project.
- Project's target and achievements as per the log frame stipulated under project agreement.
- Successful cases/stories of the project, which can be replicated in other areas/projects, and failure cases and the lesson to be learnt.
- contribution, role and responsibilities of foreign representative/ expatriate/ volunteers within the project/organization (if applicable).
- Compliance with clause No. 1 of general agreement signed between SWC and INGO.
- Socio-ethical issues governing the project implementation.
- Review of findings and suggestions shown by previous monitoring and evaluation reports. (If applicable)
- Status of fix assets /equipments/ Medicines/ other goods purchased under duty free privilege; purchased date, cost value, number, its use and condition, number of people benefited by such fix assets, its impact on community and disposal procedure as well as recording system.
- Selection of partners/counterparts and its performance in implementing projects; institutional capacity, planning implementation and monitoring/ evaluation modality, SWCs' compliances (Renew, audit, election, reporting etc) .

## **8. The Study Team should undertake the following activities:**

- a) Prepare a suitable strategy to work in the team.
- b) Share the experience of project related communities, beneficiaries, and officials of the INGO, counterpart NGO and line agencies.
- c) Review all the relevant documents/agreements signed with SWC, project documents, planning framework, progress reports, need assessment reports, baseline study reports, impact assessment materials and financial reports available from the I/NGO/s.
- d) Visit the Sampled project sites and conduct discussions, interview with the concerned stakeholders, and management about future plans and projects.
- e) Share the draft report with the I/NGO/s before the submission to SWC for final presentation.
- f) Submit the evaluation report to SWC after incorporating any suggestions after the presentation.

## **9. Scope and Focus**

The final evaluation should assess the Project achievement so far based on their M&E Plan and target fixed for outcomes and outputs indicators. The evaluation will also assess the Project log frame including risk and assumption and their validity to the date. It will also analyze and assess suitability of the outputs generated by the implemented activities to achieve the outcomes. The evaluation will cover all aspects and activities of project for the period of July 2007 to 31 December 2013. It will specifically focus on the following level (if applicable).

### **Strategic level**

- Analysis of project's context
- Planning and documentation
- Partnership and networking

### **Implementation level**

- Sufficiency and quality of resources mobilized
- Reporting monitoring and evaluation system
- Compliance with project documents

### **Organizational level**

- Effectiveness of organizational management system
- Effectiveness of project/management system

## **10. Methodology of Mid-Term/Final Evaluation**

The Study team will adopt the following methodologies for evaluation:

- Review of related project documents/agreements/progress reports, website information, etc.
- Key informant interviews and discussions in the office of I/NGO/s before departure to project sites.
- Focus group discussions with the user groups and individuals.
- Personal inspections of the project sites.
- Interviews with the executive office bearers of the I/NGOs after the field visits.
- Discussions with the service recipients, contact officers, related line agency officials, etc.
- Instruments:
  - FGD Guidelines,
  - Structured and non-structured questionnaires,
  - Observation checklists,
  - Evaluation forms, and so on.

In addition to the study methodology mentioned above, the study team may add and apply other methods, as it seems necessary to achieve the objectives of the evaluation.

## **11. Composition of the Evaluation Team**

The evaluation mission will comprise of 4 Members as mentioned below:

1. External Expert as a Team Leader
2. Representative from SWC, Member
3. Representative from Line Ministry (Ministry of Labour and Employment), Member
4. Financial Expert, Member

## **12. Roles and responsibilities of the team leader/members/financial expert**

The Team Leader and members will be responsible for overall activities done in this evaluating mission and the members will perform their works as specified by the team leader

### **a. Team Leader**

- i. coordinate and lead the team, I/NGO/s and partners
- ii. prepare a suitable strategy for the team
- iii. allocate the responsibilities for the team members
- iv. gather and analyze all relevant information
- v. provide the framework of activities to be accomplished before the onset of the fieldwork by team
- vi. adopt the appropriate evaluation methodology for fulfilling the evaluation objectives
- vii. receive feedback and suggestions from team members
- viii. write a comprehensive evaluation report
- ix. present the draft report to SWC in consultation with INGO and update accordingly

### **b. Team Member**

- i. participate actively in each step of the evaluation function
- ii. Provide analytical written/ inputs/ suggestion/ feedback to the team leader based on the clause no. 7 of this TOR.  
(Representative member from concerned Ministry should give technical feed back / suggestion / inputs as per the nature of the project)
- iii. accomplish the responsibilities as per the direction extended by team leader
- iv. assist the team leader in accomplishing the evaluation objectives

### **c. Financial Expert**

- i. **Assess the efficiency of the projects/cost effectiveness**
  - Review of set standards of cost both for project and administration
  - Review of actual and comparison with standards
  - Identification of areas of cost reduction
  - Economy in procuring goods and service
- ii. **Check the compliance with general agreements/project agreements**
  - Actual support vs committed support
  - Actual level of activity vs committed level of activity
  - Expenditure in non budgeted areas, if any
- iii. **Compliance with Tax laws**
  - Tax registration and return filing
  - Tax deduction at resource
  - Compliance of tax laws in procurement of goods and service
- iv. **Fixed Assets**
  - Review of fixed assets records and physical verification
  - Review of control system on utilization of fixed assets
  - Review of Disposal of fixed assets
- v. **Evaluation of the internal control system**
  - Rules by laws
  - AGM and board meetings / PAC and PMC meetings
  - Delegation of authorities and responsibilities
- vi. **Financial reporting framework**
  - Periodic and annual reports preparations and submission
  - Disclosure in the reports
  - Uniformity in reports
  - Overall Review of financial good governance
- vii. **Comparison of the budgets and actual with the committed project cost**
  - Review of budgeting procedure



- Comparison of budgets with agreed projects cost
- Comparisons of budgets with actual and variance thereon

### **13. Budget Estimate, Remuneration and other logistic arrangement**

Team Leader: NRs. 105,000.00

Financial Analyst: NRs. 50,000.00

Two Team Members: NRs. 100,000.00

**Total Budget : NRs. 255,000.00**

The logistic arrangements for the field visit, including accommodation (lodging & food) and transportation cost will be provided as per CARE Nepal norms.

### **14. Evaluation Report**

The evaluation will result in the drawing-up of a report written in straightforward manner in English including executive summary that should appear at the beginning of the report. The report format appearing in Annex could be helpful for team leader. A tightly drafted, to the point, and free standing Executive Summary is essential in the report. It should focus on the key issues of evaluation, outcomes of the main points of the analysis, and should clearly indicate conclusions, lessons learnt, and specific recommendations. The final evaluation report should be submitted on hard and soft copy. The draft report should be submitted to the SWC for its review and remarks. Opinions of the SWC will be incorporated in the draft report for finalization. Before the finalization of the report, there would be a post-evaluation meeting at SWC where the team leader will present the outcomes of the evaluation.

### **15. Evaluation Schedule**

The evaluation schedule will be decided with the mutual understanding between evaluation team and I/NGOs.

### **16. Study Period**

The total study period will be of 30 days from the date of pre evaluation meeting which will be arranged at SWC with the evaluation team, representative of I/NGO/s and SWC officials.

### **17. Payment Procedures**

INGO deposits, agreed total remuneration for the evaluators in the name of SWC an Account Payee Cheque (with, confirmation of signature, institution seal, status of fund at bank, etc.) The SWC provides 25% of agreed amount to the evaluation team at the assignment of evaluation work and remaining 75% will be paid after the successful completion of the assignment. No full payment is made to the team unless the final report is provided to SWC along with the covering letter from the team leader. The standard tax rate as per the prevailing rules and regulations would be applied and additional 15% will be deducted from the agreed amount for the institutional development of the Council.

### **18. Liability**

All the team members (excluding the personnel/office bearer of ministry and SWC) including the team leader will not be temporary or permanent staff of SWC, I/NGO or the partner organizations and thus, they will not fall under their terms of employment and shall not be covered for any kind of accidents compensation by ministry or SWC or I/NGO or the partner organization. Similarly, above said institutions will accept no liabilities for all kind of losses and damages that may occur during the execution of the assignment. They may not claim for any medical expenses or for any compensation for injuries or death. Regarding the personnel/office bearer of ministry and SWC they will abide by their respective institution's regulations.

### **19. Additional Responsibilities of the INGO/s**

It will be the responsibility of the INGO to provide the following sets of documents to each team member:

- Project and general agreement
- Progress report/s
- Audit report/internal audit report
- Baseline and end line survey report
- Mid-term evaluation report (if any)
- Internal or external evaluation report (if any)
- Other related literature or documents which are useful for evaluation.

INGO should bring their partners/ counterparts during pre and post evaluation meetings as far as possible.

## Annexure A

### General Structure of the Evaluation Report

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#### Prefatory Part

=====

Title page

Acknowledgement

Table of Contents

List of Tables

List of Figures/Diagrams

List of Annexure

List of Abbreviations

Executive Summary (should include a precise summary of the total study report with an attempt to give information pertaining to **WHY?, WHO?, WHAT?, HOW?,** and **WHERE?** The Executive Summary should precisely present with the **learnt replicable events** as well as the most severe **problems for immediate correction** by the concerned agencies. The purpose of this section is to give a complete glimpse of the total report whereby the most of the readers would get completely synthesized information about the paper even without going through each section. It should not exceed 3 pages in length.)

=====

#### Main Body

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#### SECTION I

##### INTRODUCTION

1.1: Project Background

1.2: Project Objectives

1.3: Intended Outcomes of the Project

1.4: Intended Beneficiaries of the Project

1.5: Donor Information

1.6: Project Composition

1.7: Financing Arrangements

1.8: Objectives of the Evaluation

1.9: Scope of the Evaluation

1.10: Evaluation Research Questions

1.11: Evaluation Team Composition

1.12: Organization of the Study Report

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#### SECTION II

##### METHODOLOGY OF EVALUATION

2.1: Study Approach

2.2: Study Designs

2.3: Selection of the Participants

2.4: Study Instruments/Tools of Data Collection

2.5: Mechanism for Fieldworks

2.6: Data Presentation and Analysis Techniques

2.7: Work Schedules of the Study

2.8: Limitations of the Study, if any.

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#### SECTION III

##### DATA PRESENTATION AND ANALYSIS

Format and structure should be based on the identified scope-objectives–research questions set in Section I. Necessary case studies, and narratives should be placed to verify the qualitative nature of information from the perspectives of the user groups/beneficiaries. Finally, the neatly composed summary of findings should appear to answer all research questions.

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## SECTION IV

### SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

#### **4.1: Summary**

Give a quick overview of the overall task, its structure, objectives, purpose, methodology, and instrumentation. Then produce precise picture of the key findings reflecting the project status, uses/misuses, rationalities, etc., followed by lessons learnt.

#### **4.2: Conclusions**

On the basis of overall study, claim 2-3 points what evaluation team has proved through your presentation and analysis of the information processed.

#### **4.3: Recommendations**

Finally, produce with to-the-point, action-oriented corrective measures to be undertaken by whom within which time frame.

#### **Supplementary Part**

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#### **REFERENCES**

Reference on project agreement, evaluation reports etc can be included on this part

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#### **ANNEXURES**

All the data collection tools/instruments to be placed in page-by-page order.

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#### **APPENDICES**

All necessary financial analysis and statistical facts related to the project components should be placed in page-by-page order. These should be referred in the main body of the text.

## Annex 2: Sample of qualitative data collection format

Final Evaluation of the project on

### Promotion and Protection of Rights of Nepali Migrant Workers – *Shubha Yatra*

#### Summary notes

Results-wise Evaluation Criteria	Key Questions	Summary notes
<b>Overall objectives:</b> To promote safe migration and protect rights of female migrant workers through mobilization and strengthening response of civil society.	What are the six steps of safe migration?	
	How those steps have been recognized?	
	What are the perceptions of local CSOs regarding migration? Is migration safe according to them?	
	What are the evidences that express situation before and after the project intervention related with using formal channels for migration?	
	What are the evidences of decreased trend of women being deported? What was the direct contribution of the project for this?	
	How many local level organizations of returnees formed? From gender perspectives were male counterpart also involved in such organization?	
	What was the process of forming the organization and role of various level organization/federation?	
	How is selection of potential migrants made in local level CSOs?	
	How is awareness raised at local level on safe migration?	
	Potential groups were formed by the project or were formed before intervention of the project and project supported it?	
	How CARE Nepal, implementing partner organization mobilized WM's local organization? How initiatives are taken by such WM's local organization? What are various initiatives taken so far?	
<b>Specific Objective 1:</b> Strengthen capacities and linkages of CSOs along the mobility continuum to prevent and address exploitative migration and trafficking	How many NGOs are working on women's right issues? How many are led by women? Who are supporting the NGOs?	
	How many NGOs participated in workshops/orientation conducted by this project? What was the number of total participants? What was the output of the workshop? How was outcome related to the success of the project?	
	How many NGOs in district level were working on safe migration? How many new NGOs initiated working on safe migration? How many led by women and their perceptions?	
	What types of activities are conducted related with WMWs? Were male counterparts involved during the activities?	
	What learning was replicated by partner NGOs? Where was it implemented?	
	How capacity of staffs of partner NGOs has been enhanced? What are their perceptions towards exploitative migration?	
	How many NGOs are working along the border? How they were identified? Are there Indian NGOs as well?	
	What were the joint initiatives? What is their working modality? How are those 3 NGOs corresponding with each other?	
<b>Specific Objective 2:</b> Empower potential female migrants to make informed choices/decisions about migration	How many migrant women are currently abroad in the VDCs of working districts? What is the evidence to support the numbers?	
	How many women migrated during the project period from Kathmandu Airport? What age group?	
	How many legally registered foreign employment agencies in project districts, VDCs? How many women migrated through trusted recruiting agencies? How many from Kathmandu and from districts?	

Results-wise Evaluation Criteria	Key Questions	Summary notes
	Does migrating women have proper travel and work documents? Who brief them on the process?	
	What was the trend of migration through Tribhuvan International Airport during project period?	
	During the project period were men engagement was there? How? From how many HHs?	
	How is the relation between HHs and WMWs who are abroad? What is the understanding of family member? How do they react then and now?	
	How many deported women were received at TIA? From which countries were they from? What was the reason for deport? What age group do they represent? Which district were they from? How many from other unofficial way?	
	What type of psychosocial support is provided? Who provides it? Is it same for deportee and returnee or different? How often is it provided?	
<b>Expected Result 1:</b> CSOs along the mobility continuum are acting as vigilantes and supporters of the rights of migrant women	How many returnees were from project site? How were they identified? How were they organized at local level	
	How many returnees were organized in group? How many groups? What was the function of the group?	
	How many returnee migrant women were involved as Peer Educator? How many in project VDCs?	
	How migrating and potential migrating women has been recognized? How they have supported by PE?	
	Have case studies been prepared on impact of PEs work? How many? What situations does it provide? Case studies shows success cases only or unsuccessful cases have also been identified?	
	How many federations formed? What is the role of the federation? What is the benefit by involving in the federation? Are male counterparts involved in the federation?	
	What are the initiatives taken by the federation? How the initiatives have benefitted the service receivers?	
<b>Expected Result 2:</b> Increased number of women making informed and reasoned choices about migration	How many HHs were visited by PE during the project period? What was the procedure of the visit, how was the HHs selected? How often do they visit HHs?	
	By what percentages the awareness level increased in potential migrant women on their rights, responsibilities and legal procedures? What evident supports the increase percentages? Does awareness project differ based on the point of destination?	
	How many ward session have been conducted on safe migration? What types of sessions were there? What was the output and outcome of those sessions?	
	How many information desk has been established? Where were they established?	
	What is the number and percentage of family members (potential women migrants) who are aware on rights, responsibilities, legal provision?	
	After the establishment of information desk, how many potential migrant women have consulted? Do the potential women visit the information desk along with family members?	
	How many children of class 9 and 10 get information on safe migration? How many male and female children? What was the subject matter? Who provided the information?	
	How many deported migrant women have been received at TIA and other points? From which countries? Belong to which	

Results-wise Evaluation Criteria	Key Questions	Summary notes
	district? Age group? How many received by Maiti Nepal and ABC Nepal?	
	How deportee/returnee migrant women from TIA have been supported by Maiti Nepal?	
	How deportee/returnee migrant women from TIA have been supported by ABC Nepal?	
	How deportee/returnee migrant women from Unofficial way have been supported by Maiti and ABC Nepal?	
	How many number of migrant's husband or parents are made aware on their supportive role and responsibility for harmonious relation with in family and migrant women at destination (in UAE, Kuwait & Saudi Arabia)? And from which VDCs, districts?	
	How many numbers of migrant women's husband/parent trained on men engagement for their supportive role? Was this indicator developed during the project development phase?	
	How many stakeholders from decision making were involved in analysis of policies related to safe migration? How many men and how many women? Which clauses were addressed? What was the concrete output?	
	How many stakeholders from decision making oriented on policy gaps for WMW's safe migration? How many were men and women? What were the gaps identified?	
<b>Relevance:</b> To examine and assess project coherence in achieving its objectives, consistent of intervention with beneficiaries' requirements, country needs, institutional priorities and partner and donor Policies.	To what extent were the project plan and strategic interventions relevant to the given country context? Are project objectives realistic and consistent with national level strategies and policies?	
	Was the project design (including synergies among activities and services, project management and execution, supervision and implementation support, and M&E arrangements) appropriate for achieving the project's core objectives?	
	How coherent was the project in terms of how it fit in with the policies, projects undertaken by the government and other development partners?	
	Was the project design participatory in the sense that it took into consideration the inputs and needs of key stakeholders, including the government, executing agencies, co-financiers and the expected beneficiaries and their grassroots organizations?	
	Were the methods and approaches suitable to achieve the project objectives?	
	Did the project benefit from available knowledge (for example, the experience of other similar projects in the area or in the country) during its design and implementation?	
	Did project objectives remain relevant over the period of time required for implementation?	
	Did it meet the identified needs of the target group?	
	Is the current design sufficiently taking cross-cutting issues into account?	
	How has the Shubha Yatra project adapted itself over the time?	
	Is the current design sufficiently supported by all stakeholders?	
	What needs did or did not this project cover, or what could be added to make it more relevant?	
	Were the resources (including human) sufficient?	
	How well had the availability/usage of means/inputs managed?	
<b>Efficiency:</b> Assess the	How well had the implementation	

Results-wise Evaluation Criteria	Key Questions	Summary notes
measure of how economically resources/ inputs (funds, expertise, time, etc.) are converted into results.	of activities managed?	
	How well were the outputs achieved?	
	How well were the Partner (ABC Nepal and Maiti Nepal) Contribution / Involvement working?	
	What are the costs of investments to develop specific project outputs , the quality of works/supplies needs to be fully (and explicitly) recognized for such input/output comparisons.	
	Is the cost ratio of inputs to outputs comparable to local, national or regional benchmarks?	
	By how much was the original closing date extended, and what were the additional administrative costs that were incurred during the extension period?	
	What factors helped for project efficiency performance?	
	Was the project flexible enough? To what extent?	
	What are major challenges and constraint facing the project?	
<b>Effectiveness:</b> To assess the extent to which the development intervention's Objectives were achieved, or are expected to be achieved taking into account their relative importance, the effectiveness of the approaches and methods used in the project and compare (if applicable) to approaches used by other organizations in the existing safe migration projects.	Are there any good practices suitable for case development and replication?	
	How effective is the project in terms of approaches and methods, capacity of POs?	
	How well has the project achieved its planned objectives and results? Is there a good fit between project results and activities?	
	To what extent have the objectives of the project and its components been attained both in quantitative and in qualitative terms?	
	If the project is not yet complete, is it likely that so far unattained objectives may be accomplished in full/in part before its closure?	
	What factors in project design and implementation account for the estimated results in terms of effectiveness?	
	In particular, what changes in the overall context (e.g. policy framework, political situation, institutional set-up etc.) have affected or are likely to affect project implementation and overall results?	
	Are changes in the social cohesion in local communities visible?	
	To what extent did the project empower the various women migrant vis-à-vis development actors and local and national public authorities? Do they play more effective roles in decision-making?	
	Were the rural people empowered to gain better access to the information needed for safe migration?	
<b>Human and social capital and Empowerment:</b> An assessment of the changes that have occurred in the empowerment of individuals, the quality of local NGOs and the WMW's individual and collective capacity.	How effective was the work of local NGOs?	
	Did local NGOs worked on the issues of migration?	
	Are changes in the social cohesion and capacities of women migrant, family visible?	
	To what extent did the project empower the rural poor vis-à-vis development actors and local and national public authorities? Do they play more effective roles in decision-making?	
<b>Impact:</b> To review the project log-frame and evaluate how far the outcomes have achieved	Were the various category of migrants empowered to gain better access to the information needed for safe migration?	
	What is the direct impact of the project at Overall Objectives level?	
	To what extent the project had any indirect positive and/or negative impacts? (i.e. environmental, social, cultural, gender	

Results-wise Evaluation Criteria	Key Questions	Summary notes
and check whether they are achievable for future target outcomes	and economic)	
	What is the level of policy support provided and the degree of interaction between project and policy level?	
	What are the planned and unplanned impacts (positive / negative) of the project?	
	Have implementing partners mainstreamed Shubha Yatra project with their existing or forthcoming project, with examples?	
<b>Sustainability:</b> To access likely continuation of net benefits from a development intervention beyond the phase of external funding support, an assessment of the likelihood that actual and anticipated results will be resilient to risks beyond the project's life.	How well is the project contributing to institutional and management capacity?	
	What is the level of ownership of the project by target groups and will it continue after the end of external support?	
	Are the local NGOs trained and willing to give continuity?	
	Was a specific exit strategy or approach prepared and agreed upon by key partners to ensure post-project sustainability?	
	What are the chances that benefits generated by the project will continue after project closure?	
	Is there a clear indication of government commitment after, for example, in terms of provision of funds for selected activities, human resources availability and institutional support? Did the CARE Nepal project design anticipate that such support would be needed after the project closure?	
	Do project activities benefit from the engagement, participation and ownership of local communities?	
	Are adopted approaches technically viable? Do project users have access to adequate training for sustaining the gains of the project?	
<b>Replication and scaling up:</b> The extent to which CARE Nepal development interventions have: (i) introduced innovative approaches through the project; and (ii) the extent to which these interventions have been (or are likely to be) replicated and scaled up by government authorities, donor organizations, the private sector and others agencies.	What are the characteristics of innovation(s) promoted by the project? Are the innovations consistent with the CARE Nepal definition of this concept?	
	How did the innovation originate (e.g. through the beneficiaries, government, CARE Nepal, Maiti Nepal, ABC Nepal, NGOs, development agencies, research institution) and was it adapted in any particular way during project design?	
	Were successfully promoted innovations documented and shared? Were other specific activities (e.g. workshops, exchange visits, etc.) undertaken to disseminate the innovative experiences?	
	Have these innovations been replicated and scaled up and, if so, by whom? If not, what are the realistic prospects that they can and will be replicated and scaled up by the government, other donors and/or the private sector?	
<b>Overall Conclusion, Recommendations and Lessons Learned</b>		



### Annex 3: List of Respondents of the Final Evaluation

Respondents Category	Location	Respondents From	Name	Gender		Total
				M	F	
Government/ Line Agencies	Rupendehi	1. WCDO (WCD Officer)	1. Ms. Usha Rawal		1	6
		2. Tikulighad VDC Office	2. Mr. Narayan Prasad Panthi 3. Mr. Deepak Jnawali 4. Mr. Man Bahadur Bhandari	1 1 1		
		3. DDC (SDO)	5. Mr. Durga Psd. Shrestha	1		
		4. DDC (Planning Officer)	6. Mr. Gajendra Sharma	1		
	Makwanpur	5. DDC (SDO)	7. Mr. Ram Krishna Thapa	1		5
		6. Hetauda Municipality	8. Mr. Dhruvha Bhujel	1		
		7. VDC	9. Mr. Prakash Neupane	1		
		8. DAO	10. Mr. Madhav Mishra	1		
		9. WCDO	11. Ms. Sarita Adhikari		1	
Project Leading Organization/ Implementing Partner	Bharatpur	10. CARE Austria	12. Ms. Katharina Auer		1	1
		11. CARE Nepal	13. Ms. Sabitra Dhakal 14. Ms. Geeta Shah 15. Ms. Bimala Puri		1 1 1	3
	Kathmandu	12. CARE Nepal	16. Mr. Amleshwar Singh	1		1
		13. ABC Nepal	17. Ms. Durga Ghimire		1	4
			18. Prof. Radha Sharma		1	
			19. Mr. Ananda Shrestha	1		
			20. Ms. Chandani Rana		1	
		14. Maiti Nepal	21. Ms. Janet Gurung 22. Ms. Sabina Shrestha		1 1	2
	Rupendehi	15. ABC Nepal	23. Mr. Akhileshwor Shukla	1		4
			24. Ms. Namrata Pokharel		1	
			25. Ms. Sadhana Pangen		1	
			26. Ms. Geeta Pandey		1	
	Makwanpur	16. ABC Nepal	27. Ms. Neelam Bajgain		1	2
			28. Mr. Dhananjaya Bhattarai	1		
	Rupendehi	17. Maiti Nepal	29. Ms. Prabha Khanal		1	2
			30. Ms. Seeta Pariyar		1	
	Makwanpur	18. Maiti Nepal	31. Ms. Mana Lama		1	1
NGOs	Rupendehi	19. Siddhartha Bikas Samaj	32. Ms. Kamala Wasti		1	4
		20. Kanun Bikash	33. Mr. Ravi Karki	1		
		21. Terai Development Forum	34. Mr. Tula Singh Pun	1		
		22. Shanti Punarsthapana Kendra	35. Mr. Sushil Marahattha	1		
	Makwanpur	23. Family Planning Association	36. Mr. Hemanta Shrestha	1		7
		24. Women Protection Centre	37. Mr. Ram Rizal	1		
		25. Rural Women Service Centre	38. Ms. Sharmila Shrestha		1	
		26. CIWIN	39. Mr. Jagan Nath Subedi	1		
			40. Mr. Jhabindra Subedi	1		
		27. Gramin Mahila	41. Ms. Anjita Thapa Magar		1	

		Swabalamban Snasthan	42. Mr. Yanindra Kr. Thing	1		
Potential Migrant	Rupendehi	28. Tikulighad VDC	43. Ms. Bishnu Pariyar		1	5
			44. Ms. Nirmala Neupane		1	
			45. Ms. Shakuntala Marasini		1	
			46. Ms. Mamta Manandhar		1	
			47. Ms. Gayatri Harijan		1	
	Makwanpur	29. Padam Pokhari VDC	48. Ms. Parvati Neupane		1	11
			49. Ms. Kavita Subedi		1	
			50. Ms. Fulmaya Bomjom		1	
			51. Ms. Kushu Bal		1	
			52. Ms. Manju Lama		1	
			53. Ms. Parvati Gartaula		1	
			54. Ms. Gopini B.K		1	
			55. Ms. Priyanka Rana		1	
			56. Ms. Ranjeeta Bhandari		1	
			57. Ms. Srijana Moktan		1	
			58. Ms. Goma Poudel		1	
Women's Federation	Rupendehi	30. Aprabashi Mahila Sarokar Kendra	59. Ms. Chandra Thapa		1	13
			60. Ms. Dhana Parajuli		1	
			61. Ms. Ramita Shrestha		1	
			62. Ms. Bishnu Kshetri		1	
			63. Ms. Uma Bhandari		1	
			64. Ms. Sarina Khanal		1	
			65. Ms. Raj Kumari Gurung		1	
			66. Ms. Bishnu Pokharel		1	
			67. Ms. Menuka Devi Gautam		1	
			68. Ms. Janaki Ghimire		1	
			69. Ms. Kalpana Neupane		1	
			70. Ms. Saraswati Puri		1	
			71. Ms. Maya Parajuli		1	
	Makwanpur	31. Aprabashi Mahila Sewa Kendra	72. Ms. Nira Styal		1	7
			73. Ms. Renuka Chaudhari		1	
			74. Ms. Kunjamaya Pakrhin		1	
			75. Ms. Chini Maya Gurung		1	
			76. Ms. Shanti Kalam		1	
			77. Ms. Anisha Thokkar		1	
			78. Ms. Rupa Rokka		1	
VDC level groups	Rupandehi	Tikulighad VDC	79. Ms. Phulmaya Subedi		1	14
			80. Ms. Shobha Pariyar		1	
			81. Ms. Sushila Pun		1	
			82. Ms. Nirmala Subedi		1	
			83. Ms. Parvati Shahi		1	
			84. Ms. Krishna Kr. Gurung		1	
			85. Ms. Maya Khanal		1	
			86. Ms. Phulmati Tharu		1	
			87. Ms. Ambika Bhandari		1	
			88. Ms. Uma Adhikari		1	
			89. Ms. Bishnu B.K		1	
			90. Ms. Sunita Jnawali		1	
			91. Ms. Ganga Bhusal		1	
			92. Ms. Sita Pandey		1	
	Makwanpur	Padam Pokhari VDC	93. Ms. Apsara Acharya		1	10
			94. Ms. Suntali Ghising		1	
			95. Ms. Phulmaya Tamang		1	

			96. Ms. Gyanumaya Tamang		1	
			97. Ms. Gyanu Lama		1	
			98. Ms. Sunita Lama		1	
			99. Ms. Shanta Devi Lama		1	
			100. Ms. Sunita Puman		1	
			101. Ms. Seti Maya Lama		1	
			102. Ms. Saraswati Tamang		1	
			103. Ms. Rama Aryal		1	12
VDC Level Stakeholders	Rupandehi	Tikulighad VDC	104. Ms. Radhika Khanal		1	
			105. Ms. Bimala Chaudhari		1	
			106. Mr. Krishna Prasad Panthi	1		
			107. Mr. Shyam Kharel	1		
			108. Mr. Dinesh Aryal	1		
			109. Ms. Shanta Kharel		1	
			110. Ms. Geeta Chapagain		1	
			111. Mr. Madhav Kafle	1		
			112. Mr. Man Bdr. Bhandari	1		
			113. Mr. Deepak Jnawali	1		
			114. Mr. Narayan Pds. Panthi	1		
	Makwanpur	Padam pokhari VDC	115. Mr. Dhaneshwor Shah	1		8
			116. Mr. Ganesh Chalise	1		
			117. Mr. Man Bdr. Tamang	1		
			118. Ms. Pratiksha Bhattarai		1	
			119. Mr. Krishna Khatiwada	1		
			120. Ms. Sunita Mundwari		1	
			121. Mr. Rajandra Mainali	1		
			122. Ms. Laxmi Moktan		1	
Family members	Makwanpur		123. Mr. Hira Lal Bishowkarma	1		3
			124. Mr. Santosh Pariyar	1		
			125. Mr. Pratap Singh Limbu	1		
	Rupandehi		126. Mr. Bhagirath Bhusal	1		5
			127. Mr. Ashish Bhandari	1		
Peer Educators	Makwanpur		128. Mr. Khim Raj Adhikari	1		9
			129. Mr. Laxman Chaudhari	1		
			130. Mr. Sita Ram Chaudhari	1		
			131. Ms. Parvati Thing		1	
			132. Ms. Saaswati Pariyar		1	
			133. Ms. Parvati Shrestha		1	
			134. Ms. Sajana Malla		1	
			135. Ms. Rejina Dahal		1	
			136. Ms. Asmila Bista		1	
			137. Ms. Fulmaya Bomjam		1	
			138. Ms. Pavitra Dhungana		1	
			139. Ms. Santa Kumal		1	
			<b>TOTAL</b>	<b>40</b>	<b>99</b>	<b>139</b>

#### Annex 4: Target Vs. Achievement and a list of publication

Activity	S.No	Activity Name	Target	Achievement			Remaining	Reason for revision/remaining/ and addition of activities (if any)
				2011	2012	2013		
OFFICE SET-UP and RELATED TASKS								
1. Preparatory activities	1	Office Setup of CARE Nepal and Partner	1	1				
	2	Staff Hire (CARE Nepal and ABC Nepal)	1	1				
2. Start Up Activities	3	Project Start Up Workshop	1	1				
	4	Project Start Up Workshop at district level	2	2				
	5	Project orientation at VDC Level	27	27	10			Few VDCs are changed
3. Monitoring and Evaluation	6	Monitoring and Evaluation Training and Plan preparation	1	1				
	7	Project Information Management System Orientation	1	1				
	8	Review and Reflection Workshop at Project Level including Field Monitoring Visit	3		1	1	1	
	9	Project Sharing Workshop at the end of the Project	1			3		We organized project sharing workshop at District and National level
	10	Monitoring visit of Executive and Technical Committee Members of ABC Nepal	7	1	3	3		
	11	Review and Reflection Workshop at Partner Level	7	1	3	2	1	One has not been implemented
4. Meetings and Workshops	12	Meeting with Project Advisory Committee at National Level	2		1	1		
	13	Meeting with Project Advisory Committee at District Level	4	1	2			
	14	Monthly staff meeting of ABC Nepal at district level	40	2	17	24		
ER1: CSOs along the mobility continuum are acting as vigilantes and supporters of the rights of migrants women								
Capacity building of NGOs/CSOs (along the mobility continuum) on safe migration, vigilance on unsafe migration and trafficking, rights, linkages with relevant government authorities and legal/counseling services								
1.1 Organization and capacity building of returnee women migrants								
1.1.1 Identification and organization of returnee migrant women at VDC level to act as support group and Vigilantes	15	Familiarization visit at the working VDC to identify migrant women and data collection (it can be linked with the project orientation workshop at VDC)	30	29	12			Few more events for new VDCs in second year of the Project

	16	Group formation of returnee migrant women, orientation on roles and responsibilities and Peer Educators selection (just after group formation)	30	18	12			
1.1.2 Training of selected 300 returnee migrant women from 2 selected districts as Peer Education (10 Trainings and 2 Review and Refresher Meetings)	17	Develop the training manual	1	1				
	19	Training to Peer Educators on Safe Migration	10	4	6	1		One more event was organized because trained PE moved for foreign employment again
	20	Refresher training to Peer Educators	1		1	6		
1.1.3 Leadership and institutional development training for selected returnee migrants	21	Leadership training to the selected Peer Educators	1		1			
	22	Refresher training to the Peer Educators	1			1		
<b>1.2 Capacity building of implementing partner organization and other local organization</b>								
1.2.1 Training of implementing partner organization, associate partner and other organizations	23	Training of implementing partner organization, associate partner and other organizations on assessing and auditing documents related to migration at the local level	1	1				
	24	Refresher training of implementing partner organization, associate partner and other organizations on assessing and auditing documents related to migration at the local level	1		1			
	25	Orientation on safe migration to other Care partner under Bharatpur Cluster Office	1		3			
	26	Establishment of access to online system for verification of migration documents at the existing field office of ABC	1				1	
	27	Workshop on conceptual clarity training on safe migration and anti-trafficking to selected non-governmental organizations working in 2 districts	2			1		merge in 1
<b>1.3 Establishing linkages at local levels and at transit for collaboration and solidarity between non state actors</b>								
	28	Orientation of district level NGOs working on women empowerment on the safe migration issues and their role in promoting safe migration in two districts	2	2				

	29	Meeting with district line agencies of the government for awareness and for fostering linkages with local civil society groups	6			4	2	
	30	Orientation and Planning/sharing meetings with existing community based vigilant/anti-trafficking groups on trafficking- migration- nexus in the districts for continued solidarity and collective action	2		2			
<b>ER 2: Increased number of women making informed and reasoned choices about migration</b>								
Provision of information on rights and safe migration through Peer Educators (returnee migrants), information desks at transit and departure points (border points with India and International airport in Kathmandu)								
2.1 IEC Materials	31	Development and publication of information- IEC Materials- for dissemination at various points	35000	1350	7000	4600		
2.2 Community based awareness programmes through Peer Educators	32	Door to Door Campaigns by trained Peer Educators to promote safe migration and provide information on rights of migrant workers at community level in 30 VDCs in 2 selected districts	2000		4636	5000		Because of high demand
2.3 Information dissemination	33	Establishment and operation of information centers/desks	10		7		3	Remaining are planned to be established
	34	Establishment and operation of information centers/desks VDC level	0		24			VDC secretaries demand to establish Information Desks at VDC Offices
	35	Development and broadcasting of local FM radio program	96		100			Because of effectiveness
	36	Development and Broadcasting Radio Program (Promos) at National level	1		1	1		It was effective
	37	Distribution of information/awareness raising materials at district level	2	1	1	1		Because of high demand
	38	Distribution of information/awareness raising materials at national level	3	1	1	1		
	39	Mobilizing of and performances by local street theatre groups to generate mass awareness on safe migration	30		15	30		Because of high demand of the community
	40	Celebration of International Migrant's Day at community level	3	1	1	1		

2.4 Research for generating evidence to be used for advocacy and community mobilization	41	Qualitative research on experiences of women migrants through case study testimonies of migrant women (including returnee and deported)	1		1			
<b>Other Activities</b>								
	42	Base Line Survey	1	1				
	43	Midterm Review	1		1			
	44	Final Evaluation	1			1		
	45	Visibility on supplies and equipments of EC funded events, and on posters, stickers, and promotional items, such as pens, notebooks, T-shirts, caps etc for Peer Educators	3	1	1	1		
	46	Press release to local and national media	3					
	47	Nepali Journalist visits to project sites	3		1		2	
	48	Publications	5			3	2	

#### Annex 5: List of publications

S.No	IEC Materials	Target	Achievement			Reason for revision/addition of activities
			2011	2012	2013	
1	Book (Peer Educator Training Curriculum)	320	320			
2	Leaflet (20 important points)	2500		2500	3000	For wider circulations
3	Pamphlet (English = 500, Nepali = 500)	1000	1000			
4	Booklet					
4.1	UAE	500	500			
4.2	Saudi Arab	500	500			
4.3	Kuwait	500	500			
5	Calendar					
5.1	UAE	1000		1000		
5.2	Saudi Arab	1000		1000		
5.3	Kuwait	1000		1000		
6	Peer Educators folder having ten leaflets	500		500		
7	Posters					
7.1	Baidesik rojgar nafa ma ki ghatama	1000		1000		
7.2	Baidesik rojgar ka charanharu	1000		1000		
7.3	Baidesik rojgar ka charanharu	1000		1000		
7.4	Awasyak Kagjaat	1000		1000		
7.5	Bidesh ma Kamayeko Paisa Pathaune Sursich Madhyam	1000		1000		
8	Brochures					

8.1	Surakshit Aprabasan/ Manav Wosar Posar Tatha Bechbikhan	2500		2500		
8.2	Baidesik Rajgar Sambandhi Kanuni Prakriya	2500		2500		
8.3	Baidesik Rajgar ko Karya sthal ma jokhim ra Surachya ka upyaharu	2500		2500		
8.4	Baidesik Rojgar ka Charanharu	2500		2500		
8.5	Baidesik Rojgar ma jada Sathma Laijane Samanko Suchi	2500		2500		
9	Sticker					
9.1	Baidesik rojgar ka charanharu	1000		1000		
9.2	Baidesik rojgar nafa ma ki ghatama	1000		1000		
10	Register (Checklist for Information Desk)			10	40	Because of effectiveness
11	Video Documentary	1	1			
12	T-shirt	200		200		
13	Bag (Print)	350	350			



**Annex 6: Some photographs related to the evaluation.**



Interaction with returnee women at Tikulighad VDC, Rupandehi



Safe migration hoarding board in the premises of Immigration department, Belahiya, Rupandehi



Interaction with VDC Level stakeholders of Tikulighad VDC, Rupandehi



Interaction with NGOs, Maiti Nepal and WDO Officer at Rupandehi



Interaction with male family members at Makwanpur



Interaction with Social Development Officer of Makwanpur



Group picture with returnee WMWs federation members (Rupandehi)



Interaction with Peer Educators at Makwanpur