

MODERN SLAVERY FUND REVIEW (2019 – 2021)

FINDINGS, LESSONS AND RECOMMENDATIONS

AUGUST 2021

Conducted on behalf of the Home Office

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FINDINGS, LESSONS AND RECOMMENDATIONS

OVERVIEW

1. This report summarises trends and recommendation identified as part of a fund-wide review of the Modern Slavery Fund (MSF). The £33.5m MSF was publicly announced in July 2016 with the aim of reducing the prevalence of modern slavery internationally through a combination of core programming focused on UK priority countries and through a new Modern Slavery Innovation Fund (MSIF) aimed at trialling innovative ways of countering the problem. The MSF and MSIF are focussed on five mutually reinforcing outcomes that constitute the Fund's pillars, namely:
 - Pillar 1:** improved global coordination and disruption of trafficking routes and groups;
 - Pillar 2:** more responsible business practices and slavery-free supply chains;
 - Pillar 3:** reduced vulnerability to exploitation;
 - Pillar 4:** improved victim support and recovery; and
 - Pillar 5:** an improved evidence-base on what works best, how and where.
2. Detailed programme annual reviews and mid-term reviews have been produced over the subsequent phases of the programme. In turn, the objective of this fund-wide review is to identify overarching themes, lessons and recommendations that can be applied both with the context of future strategies and programming. Therefore, it does not provide individual programme scores, although these same programmes - alongside key achievements - are described in **Annex 4**. Instead, this report consists of the following sections:
 - **A strategic overview of the fund's performance**, including with respect to its geographic and thematic focus;
 - **Macro-level, 'whole of fund' findings**, themes, and recommendations, drawn from the meta-analysis of the programmes. These are categorized under cross-cutting themes and the MSF pillars (see above).
3. To arrive at the above findings, this review employed a bespoke assessment framework testing performance against the Fund's pillars as well as evaluating key questions relating to efficiency, relevance, and value for money (this framework is detailed in **Annex 2**). This review was conducted remotely due to the Covid-19 pandemic and does not, therefore, involve independent verification of results, such as through interviews with beneficiaries¹.

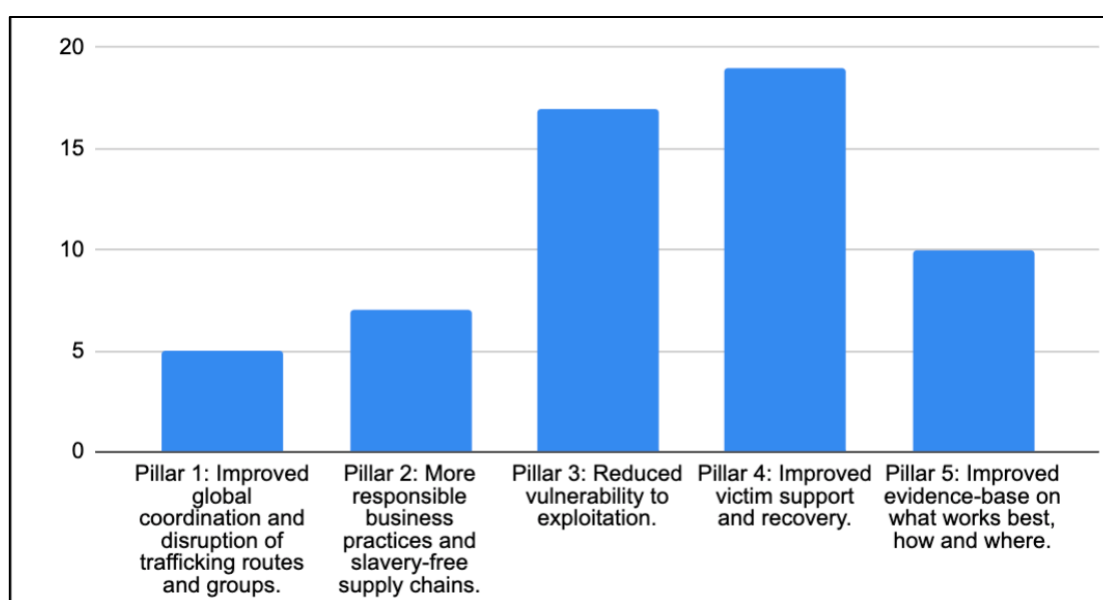
¹ Due to the sensitive nature of this subject, it was felt that attempting to conduct beneficiary interviews remotely for the purposes of this review (in the context of the Covid-19 pandemic) proved too great a risk weighed against potential benefits and risked the overall guiding principle of doing no harm.

PERFORMANCE 'AT A GLANCE'

Overall, **the fund delivered significant outputs over its two phases**, whilst some early conclusions can be also drawn about its aggregated **strategic impact**. These are outlined below in the form of judgements, alongside corresponding levels of confidence. These conclusions have been drawn from the combined quantitative and qualitative analysis of the fund's different projects.²

Judgement 1 (High Confidence): The fund demonstrated a relatively balanced spread across outcomes, with a particular emphasis on reducing vulnerability to exploitation (PREVENT) and improving victim support and recovery (PROTECT). The fund is therefore considered to have constituted a genuine attempt at addressing the drivers of modern slavery and human trafficking in priority countries, rather than just treating their symptoms. A more detailed illustration of the balance of focus between different outcomes is provided in Figure 1, below).

Figure 1 Distribution of programme outcomes across the fund pillars



Judgment 2 (Medium Confidence): The fund contributed to approximately 35 different policies. This included support to national-level, regional and local government strategies, action plans and implementation structures in at least 14 different countries (delivering against MSF Pillars 1, 3 and 4).

Judgement 3 (Medium Confidence): At least 8 UK companies/brands and many more overseas companies or supply chain groups committed to implementing outputs delivered within the context of the MSF.³ A further 145-200 local companies were provided with training and guidelines in upstream contexts (Pillar 2).

² Information collected during a documentary review and primary data collection phase was consolidated across the main evaluation criteria (efficiency/impact, relevance, coherence, and sustainability), with conclusions produced for each. In terms of the outcomes/results described, the review used information available from the results frameworks and monitoring reports and contrasted them against interviews and other supporting information. Results were subsequently consolidated and categorised (e.g., impact on policies, number of victims provided with results).

³ ASOS, TFG London, Karez, The Very Group, ARCO, Fifty-Eight, Our Journey.

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Judgement 4 (Medium Confidence): Messaging via strategic communications campaigns conducted within the context of the programme may have reached **at least one and a half million people** around the world.⁴ Additional targeted preventive communication activity (such as those focussed on specific communities) reached at least 50,000 PVoTs⁵ (Pillar 3).

Judgement 5 (Medium Confidence): The fund is assessed to have directly contributed to supporting and/or reintegrating approximately **2500 potential victims or victims of trafficking** across the different programmes, protecting them from further harm (Pillar 4).

Judgement 6 (Medium Confidence): The fund involved the training of close to **4000 service providers** across the different outcomes, ranging from social workers to government officials and law enforcement personnel (Pillars 3 and 4).

Judgement 7 (High Confidence): The fund delivered over **30 evidence products**, helping to advance collective understanding of the problem, and informing responses. These ranged from localised surveys and reports drawn from around 20 different countries to more generic best practice guidance (Pillar 5).

Judgement 8 (High Confidence): The fund focussed on the **highest-risk source and transit countries** with respect to human trafficking to the UK based on pre-programming analysis and referral numbers (see Figure 2, below).

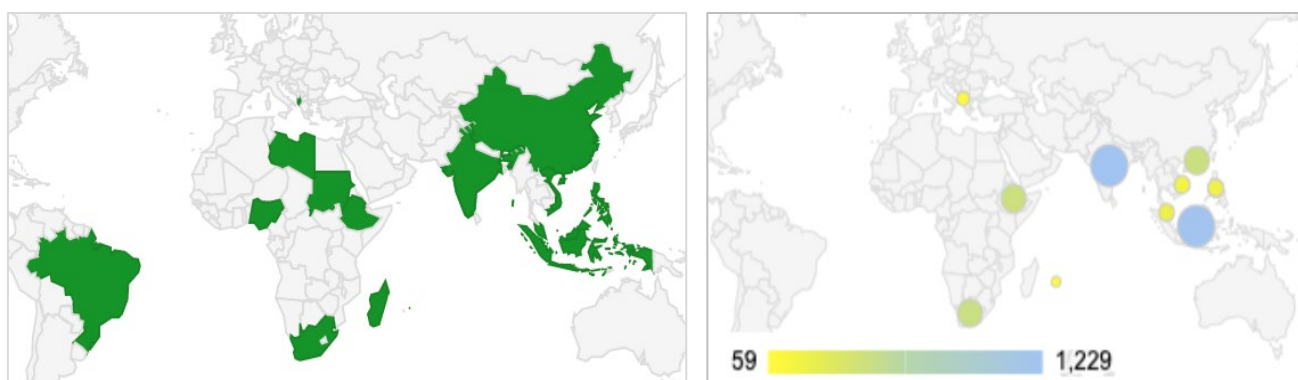


Figure 2 Overall geographical coverage of MSF and MSIF programmes (**left**) and geographical distribution of trained service providers (**right**)

⁴ The ways in which the reach of those campaigns was measured varied significantly between partners. This did not allow for results to be consolidated easily into a single high-confidence figure. For example, some partners counted all visualisations in online campaigns as well as feedback/replies which, they acknowledge, might be duplicating the views counted. To allow for consolidated information in the future, monitoring reports should provide guidance on what specific information was counted.

⁵ These include 32 community outreach and theatre performance campaigns and theatre performances in Vietnam as well as skills, self-help and community workshops in Albania, India and Ethiopia.

FINDINGS, LESSONS AND RECOMMENDATIONS: DETAIL

This fund-wide review produced the following findings, themes, and lessons, which are organised under the fund's different pillars as well as three general introductory sections covering the topics of relevance, efficiency, sustainability, and coherence/coordination (i.e., the key evaluation criteria of this evaluation). These findings focus on the effectiveness of the results obtained, whilst highlighting accompanying recommendations.

THE POLITICAL CONTEXT

1. Overall, **the fund demonstrated a strong understanding of – and engagement with – different political contexts**, with approaches well-tailored to their political, economic and social environments.
2. The fund also highlighted the extent to which **strategic impact in any given context is often highly dependent on political will, regardless of the level of investment**. It follows that securing the consent and buy-in from the relevant government ministries/executives is a pre-requirement for ensuring access to both the relevant stakeholders and performance results (such as with respect to capacity-building outputs). All MSF programmes have done this successfully and should continue to do so.
3. **Engagement on MSHT can sometimes be a controversial area for international cooperation** in terms of governments recognising the prevalence / occurrence of MSHT within their countries. Alternative language was therefore used across different projects (e.g., human trafficking, bonded labour/servitude, vulnerable working migration), reflecting different sensitivities around the use of MSHT terminology. Terminology was adapted to what local partners saw as contextually necessary to diminish risks – a pragmatic approach that should be continued.⁶
4. **The fund provides a strong example of adaptive programming in the face of political and social change**. Delivered in the context of the Covid-19 pandemic and other shocks such as revolutions, conflict, and natural disasters, it demonstrated flexibility both with respect to effective remote delivery and in adapting deliverables to the evolving context.

Recommendations for strategy and programming:

- Continue to secure the consent of relevant partners from the outset using the appropriate terminology (e.g., Human Trafficking) and (if required and where appropriate) engage in diplomatic lobbying alongside programming activity, unlocking blockages as and when these arise. When working in politically sensitive areas, this may mean choosing long-standing partners with existing entry points at the local level (an approach generally adhered to by the MSF).
- Include qualitative and politically focussed indicators within the results framework to better measure politically focussed outcomes/results, including with respect to political access and level of influence over strategies, policies, and government attitudes.

⁶ At the same time, international cooperation on MSHT/human trafficking/bonded labour can be less contentious than other forms of organised crime and offer an entry point for diplomatic engagement on wider bilateral issues.

Case Study: IOM victim support framework (China)

In China, IOM chose a non-contentious area of work, aimed at giving the country sufficient practical experience to pilot a national referral mechanism with the aim of subsequently expanding work to other activities. It produced pilot Standard Operating Procedures (SoPs) for the identification, referral and support of trafficked persons and vulnerable migrants to be used by the Civil Affairs Bureau (CAB) and Public Security Bureau Officers (PSB) in Jiangxi Province. The pilot SoPs were consolidated with feedback from local authorities and helped to codify pre-existing counter-trafficking roles and the responsibilities of different actors while harmonising local regulations with international best practices. Upon delivery, these were approved by the central and provincial authorities to be distributed to participants attending the project workshops, and CSOs, police and shelter staff received practical and theoretical training. Pre and post-surveys of the training revealed a significant increase in knowledge, particularly regarding VOT identification, interviewing techniques and needs assessment.

Case Study: Global Partners Governance (GPG) – Tackling Modern Slavery in Sudan

GPG's programme, which was run under the MSIF, was aimed at developing locally led solutions for combatting human trafficking in Sudan using a peer-to-peer capability-building approach, working directly with the (Transitional) Government of Sudan. The programme adapted to significant political volatility by using the momentum of Sudan's revolution to influence the policy debate on human trafficking. Policy action, which focussed on providing support to the country's Ministry of Justice, appears to be connected to the passing of amendments to the 2014 anti-trafficking law that criminalised sex and labour trafficking. This in turn has nudged the legislation further towards compliance with the Palermo Protocol on Human Trafficking and other international conventions, whilst Sudan has also progressed from the US State Department's Tier 2 Watchlist to Tier 2 (demonstrating a gradual improvement). The programme also seems to have contributed to the education of politicians, resulting in increased public messaging and commitments as well as improved coordination structures connecting central and sub-national institutions.

THE BREADTH VERSUS DEPTH DEBATE

5. **The majority of the programmes sought to spread their activities - and therefore risk - across multiple MSF pillars**, the latter of which roughly correspond to the MSHT vulnerability chain. Moreover, 56% of programmes contained outcomes that corresponded to three or more outcomes. This is arguably in line with the MSF's 'whole of system' logic but may also have resulted in a reduction in overall concentration of effort on specific vulnerabilities or entry-points in different contexts, such as those corresponding to specific UK comparative advantage.⁷

Recommendations for strategy and programming:

- Ensure that programmes are situated within an understanding of the wider system, including other sectors that may require unlocking in order to maximise overall programmatic impact.

⁷ There were few examples cited by partners and interlocutors of where interventions had been selected deliberately on the basis of specific UK competitive advantage in any given context other than perhaps with respect to criminal capacity building in Nigeria via the Nigerian National Agency for the Prohibition of Trafficking in Persons (NAPTIP).

- Allow for concentration of effort on specific areas corresponding to UK comparative advantage within any given context (including those that might complement the activities of other actors and donors).

THE SUSTAINABILITY CHALLENGE

6. **The fund has delivered significant capacity-building, ‘train and equip’ and security sector reform outputs across the different programmes** (see Pillar 1). In some contexts, these led to the establishment of entirely new national and local level structures, committees, and law enforcement units, some of which are likely to outlive programming activity.
7. At the same time, longer-term **sustainability remains the single greatest challenge for the fund** - ensuring that short-term gains, particularly the outputs of capacity-building assistance, survive. Medium, and longer-term funding challenges to capacity-building projects are also already apparent across many of the programmes⁸ even though genuine attempts have been made by HMG Teams and partners to reduce these risks.⁹
8. The fund also highlighted the importance of being able to **work pragmatically with the political and social grain**, rather than seeking to create new units or entities from scratch - the latter of which are more likely to lead to entanglement, complicating exit strategies.

Recommendations for strategy and programming:

- Develop better mechanisms to measure the efficacy of capacity building efforts beyond relatively binary output indicators such as the number of individuals trained, workshops conducted, or convictions secured. Some mechanisms have already been suggested within the annual reviews and are being used in other HMG funds such as the CSSF and FCDO Governance programmes (outcome mapping, political access, and Insight Analysis), and some are being implemented¹⁰.
- Experience from other HMG programme managers could be used to deliver capacity building to partners and HMG MSF Programme and political officers.
- Consider committing to specific high-potential projects for the longer term to gauge project impact (following careful initial design and needs analysis). Examples include: (a) regional programmes involving transnational work with the same implementer particularly across South Asia, North and West Africa, (b) support to wider partnerships with the private sector spanning across multiple locations and supply chains.
- Plan for post-delivery evaluations with partners (after 1 to 2 years after the end of the projects) and not only end line evaluations. This assessment in part responds to this recommendation for some of the projects which ended in 2020, but the same approach is suggested for projects ending in 2021 or 2022. This could include agreeing with partners

⁸ Examples include the ability of NAPTIP to be able to continue operating in Nigeria, questions around funding for mobile units in Albania and the ability to maintain a flagship shelter in Ethiopia. Further examples and analysis of sustainability challenges are provided in **Annex 4**.

⁹ Some examples include: (a) in the Vietnam programme, the training offered by UK experts` has now been integrated into the national police curriculum; (b) in India, the three short term projects implemented created specific changes to policies and strategies (more in the case study below); and (c) in Malaysia, access to Remedy principles for migrant workers in global supply chains have been adopted by six UK brands and supply chain groups.

¹⁰ Pre to post-training knowledge tests have been implemented to improve understanding, instead of just measuring attendance, and results in terms of policy/strategies are now better documented and included in results frameworks.

to share results after one or two-year of completion of the programme and incorporating it as part of grant agreements¹¹, or implementing a third-party post-delivery evaluation.

Case Study: India

Three projects were implemented in India with varying budgets and scopes, all offering strong value for money (VfM), demonstrating that it is not only larger programmes that offer strong cost-efficiencies and sustainability. The three projects had very different scopes/aims and worked in different geographic locations across India, yet built strong VfM through a common approach and by ensuring: (a) a strong focus on building capacity and leadership at the grassroots level; (b) ensuring consistency and building from (and not against) local regulations; (c) cooperating with local authorities; (d) a focus on sustainability by advocating for stronger local policies and public funding, creating efficiencies amongst local organisations, creating capacity and leadership within the community of survivors; and (e) ensuring replicability by creating models that could be taken into other states, with low added costs.

Some of the outcomes achieved through these projects included: (a) police, child protection committees and child welfare committees in 5 states using better information more effectively for policy and investigative purposes; (b) 30 frontline organisations across India using an integrated online service model for collection of VoTs' data; (c) bonded labourers were included as a vulnerable group by India at the second Voluntary National Review (VNR) on Sustainable Development Goals (SDGs) in the UN-High- Level Political Forum in 2020 and considered in the COVID-19 support packages provided by the national government; and (d) three trafficking survivors in Telangana won local-body elections and their advocacy led to Bonded Labour Vigilance Committees being established in most of their districts. Other results are included in Annex 3 and 4.

CROSS-PROGRAMME COORDINATION AND REPORTING

9. **Real attempts were made at developing cross-fund cohesion**, including by way of sharing products and via online presentations/training sessions. However, coordination was complicated by both Covid-19 (including travel restrictions) and by the lack of a streamlined mechanism for sharing and comparing both lessons and performance outputs.
10. This meant that performance and quarterly reporting tended to be submitted via relatively opaque as well as lengthy MS Word documents, whilst also reducing the ease with which partners could access existing evidence products (such as on what constitutes 'effective' training for service suppliers and/or P/VoTs. This significantly impacted complementarity across the fund, possibly also impacting value for money.
11. **Project management and coordination processes also deliberately differed quite significantly from one programme to another** based on size/scale/scope of programme and ease of doing business in certain places as different programmes require different levels of management¹². Coordination tended to increase when programme/project accountability

¹¹ The evaluators acknowledge that such informal agreements from partners would likely not be as successful given the lack of financial incentives for partners. This is particularly difficult due to successive single-year Spending Reviews from 2019 – 2021/22 and recent cuts to ODA, both of which have limited the Fund's ability to commit to longer-term funding agreements and increase investment

¹² Some projects were managed by embassy staff (typically overseeing delivery partners), others by the Home Office team in London and some by partners themselves (some of whom coordinated the activities of multiple implementers).

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rested with the same person(s) or at least the same unit. In some cases, the lack of coordination meant that even projects implemented within the same country (e.g., India and Indonesia, more detail in Annex 4) did not know what each other was doing, increasing the likelihood of duplication, and restricting possibilities for joint work and better cost-efficiencies.

12. In what is perhaps a wider issue, **HMG staff tended to lack formal programme management training prior to taking on oversight roles**, whilst changes/rotations in and/or fast hand-over of HMG staff complicated the task of maintain corporate memory. The Fund is now managed by a specific International Serious and Organised Crime programme management hub, however.

Recommendations for strategy and programming:

- Develop a central web portal or knowledge repository (e.g., via DevTracker that can be accessed by all the different implementers and programme managers. This should include easy access to evidence products and lessons, case studies, points of contact as well as guidance on best practice, and benchmarks (such as with respect to costs). Performance data (including quarterly reviews) could also be entered via this platform, allowing for the easier aggregation and visualisation of data, and reducing bureaucracy (e.g., by providing a simplified reporting template).
- Consider programme and financial management training for staff overseeing the delivery of large programmes as well as providing opportunities for different coordinators to exchange and discuss experiences and challenges, as done with the MSIF all-partner meeting (and as planned for the whole portfolio before Covid-19 made this difficult).

ASSESSMENT AGAINST PROGRAMMATIC PILLARS

PILLAR 1: IMPROVED GLOBAL COORDINATION AND DISRUPTION OF TRAFFICKING ROUTES AND GROUPS

13. The fund reveals **clear examples of helping to bolster coordination at the national and sub-national level both across government structures and between different societal sectors** (such as civil society, non-government, and communities). Some examples include programming in Vietnam, India, the Philippines, Albania, and Nigeria which are provided in wider detail in **Annex 4**. However, these did not overall extend to international and regional structures (such as by improving multinational mechanisms), even if national-level capacity building can arguably contribute to more integrated international responses.
14. Similarly, there were **relatively few examples of where PURSUE capacity-building programmes in different countries were directly connected to each other or to wider HMG activities in those same countries** (e.g., Nigeria and Albania),¹³ such as by enabling the collection of intelligence in source countries to enable operations further downstream in transit countries. This partly stemmed from safeguarding and (victim) data protection requirements that precluded the sharing of some types of sensitive information/intelligence.
15. **Experience gained across the fund highlights the importance of conducting a baseline analysis of the capacity and capabilities of beneficiaries** (such as, for example, law

¹³ Vietnam perhaps constitutes an exception (see case study below).

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enforcement counterparts) before investing in training and mentoring activity. Such projects can rapidly become expensive and require the acquisition of equipment, capabilities, and infrastructure.

16. Depending on the context, there may be a **high level of distrust in the authorities and/or concern about denouncing human trafficking groups** (such as for fear of reprisal). Understanding such risks can help to inform programming, including by way of adding safeguards such as witness protection. Most relevant projects offered specific mechanisms to address this risk, including online data-secured platforms to ensure the protection of the information and the survivors (examples include in India, Malaysia, Mauritius and Albania – see Annexes 3 and 4).

Recommendations for strategy and programming:

- Consider how national level structures might link to international or multilateral mechanisms as well as to the other programmes in the wider region.
- Conducting a baseline or needs analysis of specific potential future beneficiaries can help to avert unforeseen risks, costs, and requirements. This was done in some projects (Vietnam, Albania, India, China) but could be expanded as a minimum requirement. The pre-programming/design phase should include a data collection agreement with beneficiaries to ensure that performance information (such as relating to the use of equipment and/or training) can be obtained.¹⁴
- Where appropriate, consider ways of linking different security sector reform programmes (e.g., criminal justice capacity-building) across regions and/or source and transit routes so that these add up to more than the sum of their parts.

Case Study: Vietnam

IOM's Tackling Modern Slavery programme harnessed internal and external organisational networks and an evidence base built within the country to reconstruct victims/survivor routes of migration. Information collected from survivors was shared and disseminated with local UK authorities, charities, and law enforcement, who distributed information among their professional and social networks, including to frontline units in the southeast of England and near the border of France. IOM Vietnam and UK also facilitated a series of webinars with country offices along migration routes to discuss challenges, gaps, and opportunities to cooperate in assisting Vietnamese migrants and victims of trafficking in transit countries. As part of this effort, country-specific victim support information was translated into Vietnamese to support victims and materials were distributed among Government and NGO networks working in transit hubs. More information on other results for this project in Annex 4.

PILLAR 2: MORE RESPONSIBLE BUSINESS PRACTICES AND SLAVERY-FREE SUPPLY CHAINS

17. Programmes within the fund revealed the **importance of ensuring the direct participation of all of those involved in the labour recruitment chain**, rather than only the employees. These include employers, recruitment agents, trade unions and relevant membership associations

¹⁴ A clear case for this requirement can be made based on the experience of providing judicial support in Nigeria.

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(particularly those issuing required certification), shipping and logistics providers (including warehouses and storage facilities) and online retailers.

18. Some projects, moreover, highlighted the value of adding awareness-raising components to onboarding and professional development training in vulnerable workplaces such as factories (e.g., ASI project in Mauritius, Freedom Fund and IJM project in India). Some of these were developed as online tools that could continue to be delivered after the end of the projects. Given the possible lack of trust in authorities (see Pillar 1), some projects also realised the value of communicating messages through local (migrant) community leaders.
19. **The leverage-efficiency dilemma:** Implementation partners who already benefited from a wider set of donors - particularly private sector businesses - were able to operate at greater scale and appeared to have a greater likelihood of ensuring sustainability. At the same time however, some of these same organisations also required greater overheads and demonstrated less efficiency than smaller, albeit less well connected, partners.

Recommendations for strategy and programming:

- Continue to include multiple communities of stakeholders when conducting risk awareness activities within the business sector, including those responsible for issuing certifications and accreditations.
- Include delivery partners who already have experience with, or are directly part of, private sector-supported initiatives. Joining efforts from already established programmes can contribute to larger outcomes.
- Consider creating incentives for private organisations - particularly those that are in supply chains to the UK - to support responsible practices.
- Consider the following indicators as measures of progress for more responsible business practices, when funding future programmes with this aim: (a) number and type of public commitments to policies and principles to tackle human trafficking and modern slavery; (b) number of (or amount of financial contributions) directed to increase the number or quality of safeguarding mechanisms for migrant workers; and (c) existence of verification mechanisms to ensure adequate conditions for migrant workers within all supply chain. Attendance at training workshops does not constitute a sufficient indicator.
- Consider capturing examples of where adoption of tools, evidence or training has led to changes in public and business policy and practice, drawing out case studies of good and bad results/practices (a number of which are detailed in Annex 3).

Case Study: Working across the supply chain in South Africa

Stronger Together developed strategic partnerships (guidance, training, and cross-sector 'safe space' dialogues) with South Africa's agribusiness sector to reduce the risk of forced labour across the supply chain. This involved working with employees, employers, trade unions, membership organisations (those providing certification to businesses), civil society, NGOs, and key influencers in the private sector as a means of increasing knowledge of relevant legislations and employer responsibilities. Through this approach, the programme contributed to safeguarding fruit and wine supply chains, including to the UK. Involvement from the certifying membership organisations

acted as an incentive for businesses to participate in the dialogue, a lesson that could likely be applied in other contexts.

PILLAR 3: REDUCED VULNERABILITY TO EXPLOITATION

20. Overall, **at least one third of the programmes in the fund included specific vulnerability-reduction projects or deliverables**¹⁵. However, many of the wider deliverables contained within the other pillars also arguably contributed to this outcome indirectly (strengthening business practices, for example, supports the end state of reducing vulnerability within the private sector). In this respect, Pillar 3 may be closer to a whole of fund aim, rather than an outcome.
21. **Most Pillar 3 projects consisted of different variations of either strategic communications or targeted risk-awareness campaigns**, representing a significant proportion of overall spend. This is despite a relatively low evidence base on the overall effect of large-scale strategic communications campaigns and the challenges in measuring results beyond outputs and basic interaction indicators.
22. **Training courses, modules and workshops also made up a high proportion of projects**. These ranged from pre-departure training for migrants to e-courses aimed at increasing knowledge of online risks. Whilst some of these effectively amounted to a variation on the theme of messaging campaigns, others offered a more localised (and often in-person) mechanism through which to engage with vulnerable communities. In some of the projects implementing these mechanisms, specific examples of behaviour change were captured and revealed greater efficiencies by engaging communities and local authorities (see testimonies below). Yet in many others, there was poor understanding of what had been achieved.
23. Credibility in some cases proved to be a challenge. Here, UK involvement in risk-awareness campaigns was perceived to be aimed at dissuading migrants from departing source countries.

Recommendations for strategy and programming:

- Carefully consider the likely impact of messaging campaigns in different contexts and how changes in behaviour or attitudes will be monitored. Continue to build on existing post-campaign evaluation methodologies (e.g., Nigeria and Albania), such as through audience surveys.¹⁶
- MSF and MSIF projects, including in Albania and Nigeria, offer examples of how to conduct a systems-wide analysis of key vulnerabilities in order to avoid falling into the trap of generic risk messaging.
- Consider producing meta-analysis of the communications products and surveys across the fund to distil guidance for future efforts (this would also provide a good example of

¹⁵ Main examples include awareness raising campaigns, socio-economic/livelihood programmes, and policy programmes aimed at either increasing the costs of supporting trafficking networks for private companies or subjects or generating more benefits by choosing to not migrate or choosing regular migration mechanisms.

¹⁶ In Albania, this included a post-strategic campaign evaluation aimed at testing whether the knowledge and attitudes of the targeted beneficiaries has changed.

additionality and contributions to future efforts), accepting that campaigns will always need to be tailored to the local context.

Case Study: Nigeria - Not for Sale campaign

The Not for Sale communications campaign, which was coordinated by the Government Communication Service International in partnership with the Nigerian National Agency for the Prohibition of Trafficking in Persons (NAPTIP), consisted of a multi-channel communications campaign aimed at promoting alternative livelihoods to young women vulnerable to human trafficking for sexual exploitation.



The campaign launched on 29 March 2019 and ran for six weeks across TV, radio, social media, outreach events, billboards and bus adverts targeted to Edo and Delta states. The campaign resulted in 631,000 social media views, 30,000 engagements (likes, shares, comments), 47,438 microsite page views, 8 national print articles, 15 online news and blog placements, and primetime TV coverage.

Case Study: Testimonies from Vietnam

A PVOT in Nghe An, father of one the 39 VOTs who died in Essex also said: “After the training, I learned a lot from the workshop, which helped me be more confident to work out my livelihood plan. I joined the workshop hoping for an investment loan to re-open the carpenter’s shop that I used to run. With all the knowledge gained from the workshop, I realized that there were many other alternatives that suit my condition better. Without delay, I want to start making hygiene liquid, then using the liquid to see if it can deodorize; I also want to make compost and livestock feed to reduce the input investment cost. I will also work with my communal leaders to deodorize the trash bins. I am willing to learn more to fulfil my aspiration to run an exhilarating business that does not require great physical strength but still helps generate stable income.”

PILLAR 4: IMPROVED VICTIM SUPPORT AND RECOVERY

24. Assistance provided by the eleven projects working on this area spanned across the spectrum of screening, improved protection policies and structures, shelter and counselling/legal support to survivors, and reintegration to local communities. Detailed examples of the spread of activity and what was achieved is provided in **Annex 3**.
25. There is **strong evidence that the project is giving a voice to survivors and potential victims**, either by reflecting their views directly in research products, or through direct engagement

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with local organisations and support providers. In a few instances, victim representatives have also been included in public policy discussions.

26. The fund demonstrated **several examples of where projects were able to leverage existing government policies** such as social security schemes, sustained livelihoods, or counselling programmes. In these cases, the main factor of success was the previous experience of local partners, which in many cases had already developed relationships with local governments.
27. The task of assessing the value for money of victim support and recovery programmes is significantly complicated by the lack of baseline cost guidance (such as per-assisted-individuals) to benchmark the spending of different projects, the difficulty in quantifying risks and benefits and the high costs of victim support in the UK. Furthermore, divergences in the way budgets are presented or even cross-cutting contributions from different budget lines (or from local authorities) to a single objective means that it is difficult to pin-point exactly what proportion of the budget is directly aimed at supporting victims.
28. Additional frequently cited issues included a lack of follow-up on reintegration cases, data loss, the absence of unambiguous definitions relating to potential victims within local legislation, the lack of local government resources, and a lack of clarity on the specific status of victims. Some of the projects specifically worked on creating innovative solutions to some of these issues (e.g., Freedom Fund working on data loss across grassroots organisations; IJM and Partnering Hope into Action (PHIA) increasing follow up and resources from local authorities). Better inter-project coordination could ensure that learning is shared and creative solutions implemented in all contexts.

Recommendations for strategy and programming:

- Develop a list of VfM benchmarking indicators on per capita victims- assistance, based on those being used in the UK, to inform victim support and recovery value for money assessments.¹⁷
- Consider including intended audiences into programme design (particularly in the development of mobile Apps and standard operating procedures. When Apps are used, these should provide information of legal rights, what to expect at work and include a reporting mechanism. Where relevant, information should also be available in multiple languages and via audio (e.g., where literacy rates are low). These measures seem to have been implemented in all MSIF projects so far.
- Include home follow-up visits within projects. These offer a means to ensure that survivors are looked after and have access to the relevant resources (livelihood, education, and health). These can be conducted by local government, municipal bodies, CSOs and/or local grassroots organisations (particularly in areas where distrust to local authorities is higher). Follow-up sessions (such as training on specific themes) should also be considered.¹⁸

¹⁷ For example, the average per victim cost in the UK is around £300k.

¹⁸ In Albania for example, victims continue to have a relationship with the shelter even after departure and are able to access services from the municipality and shelter when required.

Spotlight: The impact of Covid-19 on victim recovery

Mid Term Reviews and wider programme reporting stress that the COVID-19 pandemic has worsened the situation of victims of trafficking, bonded labour, forced servants and vulnerable migrants. Continued uncertainty placed workers at higher risk of exploitation, particularly those in desperate need of employment and therefore willing to work in the informal sector and/or accept unfair working conditions.

Some good adaptations and responses to the pandemic included:

- In the context of the ASI project, the Government of Mauritius was convinced to install a redeployment desk to support migrant workers who had lost their job due to COVID-19 and needed urgent work elsewhere in the country.
- The Freedom Fund project in India was adapted to respond to the COVID-19 pandemic by providing hands-on support to participant NGOs with ad-hoc analysis of community-level data to call for more aid and to help direct government aid distributions to the most affected communities. A 'Voice of the communities' tool was also built and used by 21 participant NGOs to gather info from affected communities to inform government response to the pandemic. As a result, 42 government schemes were identified, and at the time of writing over 1,800 applications to these schemes were being tracked in the Pathways system.
- Guidelines on Gender Responsive and Non-stigmatising Approaches for Shelter and Quarantine Place Officers developed by the IOM ASPIRE project are supporting community and district government in operating shelters and quarantine spaces for returnee migrants who need to quarantine before returning to their own community (in Indonesia).
- In response to COVID-19-related additional risks for vulnerable migrants, the ETI project in Malaysia enabled the local partner to increase their support in assisting migrant workers with the resolution of labour cases. Local partners also distributed emergency food supplies to migrant workers, who were ineligible for most government emergency support.
- The IJM project in India provided substantive inputs to guidelines on bonded labour during the COVID-19 pandemic, which were accepted and informed government guidelines and schemes, thus increasing the reach of the support provided. Survivors were also supported in accessing the new schemes.

Testimonial – Child Victims of Trafficking Receive Psychological Support Services – A Human Story (UNICEF Albania).

Psychological support is a basic need for the beneficiaries of the services provided by the Vatra Centre to victims of trafficking and their children. Support is provided to child witnesses of trafficking in order to develop their personality in a healthy way.

Ana is seven years of age and began school in Grade 1 this year. Her life has been far from easy. Her mother was not always present in the first years of her life, and she has never known her father. Two months ago, Ana started taking part in therapy sessions with the shelter's psychologist as her behaviour had become concerning. At the same time, the psychologist worked with Ana's mother to empower her to make better decisions in her life, to provide appropriate parenting and to live a more stable life.

Ana’s emotional state has significantly improved for the moment, and she has started building positive relationships with family and her new classmates. "My dearest friend is Megi. We both look after each other if we are being bullied by other children. Megi is a very close friend," said Ana.

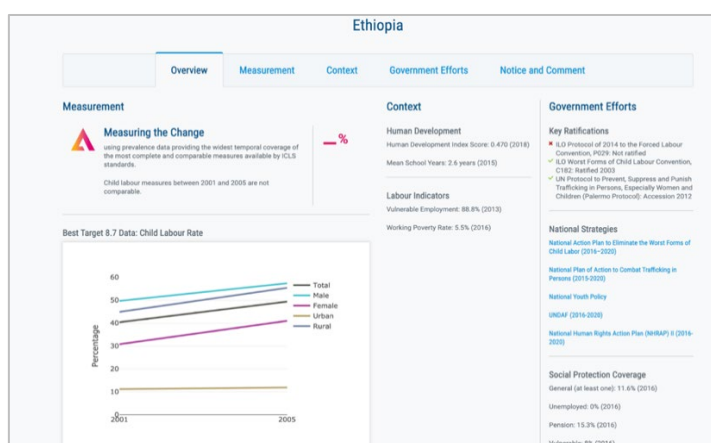
The psychologist is continuing to work to enhance the girl’s self-image and assist the complete elimination of self-harming thoughts that have arisen as a result of her feelings of abandonment.

PILLAR 5: IMPROVED EVIDENCE BASE ON WHAT WORKS BEST, HOW AND WHERE

- 29. The fund produced a large variety of research outputs, with some of these opening the possibility to support future programmes. Some specific recommendations on this area were already provided in the cross-programme coordination section.
- 30. **Research and evidence products covered a wide ground** - from local perceptions assessment to macro-level guides that could be applied within different contexts. However, attempts at developing new Artificial Intelligence and innovative visualization solutions were impeded by a lack of source data (the latter of which is also required for effective monitoring). This included a dearth of national/local available statistics and data with respect to both referrals and criminal justice outcomes. This meant that more advanced, multi-data analytics and visualisations (such as layered heat maps) were difficult to develop. Similarly, few attempts were made at developing an overall data and evidence-driven baseline and benchmarking criteria that could be used to inform progress and performance monitoring in different contexts (other than the indicators provided in individual log frames).

Case Study: United Nations University (UNU)

Named after Target 8.7 of the UN Sustainable Development Goals, UNU’s ‘Delta 8.7’ programme consisted of developing a global knowledge platform bringing together different resources relevant to countering forced labour, modern slavery, human trafficking, and child labour. This led to the creation of web portal containing a range of resources, including 193 country dashboards with information ranging from child labour statistics to government policies as well as three strategic-level policy guides focussed on justice, crisis response and markets.



ADDITIONAL IMPLICATIONS FOR FUTURE STRATEGY

Taken together, the findings, insights, lessons, and recommendations of this review point to various implications for strategy making.

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- Despite achieving some impressive results at the output level which have changed lives for thousands of people in just a few years, a £33.5m fund cannot realistically be expected to deliver transformational impact across four ambitious pillars in almost fifteen countries, most of which are fragile. This means that unless longer-term funding can be committed to, a real trade-off is required for any future strategy or fund – namely to invest more significantly in a much smaller number of countries (depth) **or** to narrow the aperture to *specific* vulnerabilities or opportunities that play to UK comparative advantage or clear gaps in a wider number of contexts (breadth).
- Additionally, opaque terms such as ‘eradicate’, ‘combat’, ‘tackle’ or ‘address’ should be avoided, as these are difficult to measure and can be interpreted broadly. Whilst the 4P framework offers a ready-made strategy template, achieving real-world impact will likely require a more focussed definition of the desired end-state and, as a result, clearer trade-offs. The tailored approach taken by each of the MSF projects and programmes so far broadly supports this, but results frameworks can and should continue to be refined.
- The effective delivery of campaigns requires clear leadership from the centre (which has been provided by the Home Office) and Senior Responsible Officers with accountability for specific deliverables and/or partnerships across missions and sectors. Whilst much of this is already in place - and simply advocating for increased coordination is never helpful - effective ‘operationalisation’ (i.e., day to day delivery) may nevertheless require a clearer means through which to better connect different strands of activities.
- A much simpler and common reporting process (i.e., one that does not include complex log frames and quarterly performance reporting) would help considerably with the above (accepting that the current format may be one imposed by commercial teams). This would not mean reducing accountability but increasing it - preventing opportunities to ‘hide’ behind lengthy and nebulous reports and instead focussing more clearly on actual results, challenges, and delivery. This could also feed into an easily accessible central dashboard and SMART objective-focussed template if this allowed for local nuance/complexity.

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ANNEX 1. FRAMEWORK OF ANALYSIS

ASSESSMENT OF OVERALL STRATEGIC IMPACT					
↑↑↑↑↑↑					
PILLAR	PURSUE	PREVENT			
		PROTECT		EVIDENCE BASE	
<i>Outcome Evaluation Questions / Evaluation Criteria</i>	To what extent has the fund resulted in				
	improved global coordination and disruption of trafficking routes and groups?	more responsible business practices and slavery-free supply chains?	reduced vulnerability to exploitation?	improved victim support and recovery?	improved evidence-base on what works best, how and where?
<i>Outcome Indicators</i>	<ul style="list-style-type: none"> Number of OCGs dismantled as a result of fund assistance. Ability of OCGs to operate as a result of assistance. Quantifiable increase in regional/international cooperation (e.g., investigations, intelligence exchange etc.) 	<ul style="list-style-type: none"> New legislation and/or regulatory provisions passed. Responsible recruitment policies, systems and data gathering Global/country-level framework agreements between businesses and trade unions, or business and suppliers on workers' rights. 	<ul style="list-style-type: none"> Perceptions of risk within vulnerable communities. 	<ul style="list-style-type: none"> Number of victims removed from harm. Number of victims rehabilitated/reintegrated. 	<ul style="list-style-type: none"> Extent to which evidence base and lesson sharing has been reflected in programming.
<i>Output-level Indicators</i>	<ul style="list-style-type: none"> New legislation passed. Successful operations/interdiction s/ prosecutions. 	<ul style="list-style-type: none"> Signatures and/or participatory agreements. Products (e.g., guidance and best practice). Sessions/modules delivered to the private sector. 	<ul style="list-style-type: none"> Awareness raising products and/ or campaigns (e.g., strategic communications). Number and/or reach of target audience. Education modules on risks/mitigations. CSOs supported. 	<ul style="list-style-type: none"> Establishment of new structures (e.g., referral mechanisms, resource centers). Number of referrals through NRM or similar mechanism. Number and scope of projects aimed at rehabilitating victims. 	<ul style="list-style-type: none"> Evidence and learning products delivered. Dissemination, recipients and reach of products.

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<i>Impact</i>	<ul style="list-style-type: none"> ● Did the outputs lead to outcomes or impact achievements? ● What are the key achievements in this area? 	<ul style="list-style-type: none"> ● Were recommendations from previous assessments applied/taken into consideration? ● What new lessons and learning was produced (if any)?
<i>Effectiveness</i>	<ul style="list-style-type: none"> ● Did the interventions achieve its intended outputs? ● How were these delivered? What were the key enablers and challenges? 	
<i>Efficiency</i>	<ul style="list-style-type: none"> ● Was delivery achieved in a VFM manner (including cost-efficiency and effectiveness and sustainability)? 	
<i>Relevance/ Coherence</i>	<ul style="list-style-type: none"> ● Were country projects/programmes relevant for the specific contexts? ● Were they coherent/ complementary and strategic between themselves? ● Have voices from potential victims, victims and survivors being part of the interventions? 	
<i>Cross-cutting</i>	<ul style="list-style-type: none"> ● Did the programmes have an agreed approach to conflict and gender sensitivity? ● Gender sensitive analysis on the drivers and consequences of migration and trafficking ● How did this analysis inform programming? 	

ANNEX 2. FINDINGS AGAINST ICAI RECOMMENDATIONS

More interventions in neglected areas of modern slavery ¹⁹ and mainstreaming in other development projects	Draw on survivor voices, in ethical ways ²⁰	More systematic approach to filling knowledge and evidence gaps	Clear statement of overall objectives and approach	Partnerships on modern slavery, including engagement with private sector and partner governments to develop locally owned actions ²¹
<ul style="list-style-type: none"> ● The fund contributed to approximately 35 different policies. This included support to national-level, regional and local government strategies, action plans and implementation structures in (at least) 14 different countries. ● New areas of work were incorporated within the Fund including work to address bonded labour and domestic servitude in India, Malaysia and Indonesia, Child Sexual Abuse and Exploitation (CSAE) in the Philippines and working with centrally placed politicians in Sudan. ● Some of the projects specifically invested in understanding migration paths and offering integrated assistance and support across the whole routes (e.g., IOM Vietnam, Stronger Together in Ethiopia). ● Projects involved ‘hyper local’ activities in hotspots and problem 	<ul style="list-style-type: none"> ● At least one third of the programmes in the fund included specific vulnerability-reduction projects or deliverables with a number of these also involving survivor stories. ● There is strong evidence that the project is giving a voice to survivors and potential victims, either by reflecting their views directly in research products, or through direct engagement with local organisations and support providers. In a few instances, victim representatives have also been included in public policy discussions. ● 95% of the research products focused on deepening the understanding of survivor stories, better documenting the key factors or risk, vulnerability and obstacles in resettlement or reintegration, or building data collection mechanisms that would avoid their revictimization. 	<ul style="list-style-type: none"> ● The fund delivered over 30 evidence products, helping to advance collective understanding of the problem, and informing responses. These ranged from localised surveys and reports drawn from around 20 different countries to more generic best practice guidance. ● Research and evidence products cover wide ground - from local perceptions assessment to macro-level guides that could be applied within different contexts. Attempts at developing new Artificial Intelligence and innovative visualization solutions were impeded by a lack of source data (the latter of which is also required for effective monitoring). ● Genuine attempts were made at developing cross-fund cohesion, including by way of sharing products and online training sessions even though this was complicated by both Covid-19 (including travel restrictions) and 	<ul style="list-style-type: none"> ● The fund’s five pillars reflected the need to address the drivers of modern slavery and human trafficking in priority countries, rather than just treating the symptoms. ● The fund focussed on the highest-risk source and transit countries with respect to human trafficking to the UK, drawing on evidence from the Home Office joint specialist analysis centre team and referral numbers 	<ul style="list-style-type: none"> ● The fund has delivered significant capacity-building, ‘train and equip’ and security sector reform outputs across the different programmes (see Pillar 1). In some contexts, these led to the establishment of entirely new national and local level structures, committees, and law enforcement units. ● The Fund specifically contributed to the delivery of at least 25 local/national policy-level outputs including national action plans, widening the scope and support provided by migrant/resettlement desks or the inclusion of international best practices within legislation. ● The fund demonstrated several examples where projects were able to leverage existing government policies such as social security schemes, sustained livelihoods, or counselling programmes. In these cases, the main factor of success was the previous experience of local partners which in many cases had already developed relations with local governments.

¹⁹ Action in destination countries, migration pathways and domestic servitude.

²⁰ With a particular focus on inputs to policy and programme design, and to deepening understanding of lifetime experiences and gender dimensions of modern slavery

²¹ And plans covering origin, transit and destination countries

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More interventions in neglected areas of modern slavery ¹⁹ and mainstreaming in other development projects	Draw on survivor voices, in ethical ways ²⁰	More systematic approach to filling knowledge and evidence gaps	Clear statement of overall objectives and approach	Partnerships on modern slavery, including engagement with private sector and partner governments to develop locally owned actions ²¹
<p>localities (e.g., Nigeria, Albania, Ethiopia, South Africa, India).</p>	<ul style="list-style-type: none"> ● Some of the projects brought forward innovative mechanisms to strengthen survivor voices, including providing leadership training and accompanying them in the route of becoming elected officials and/or advocating directly for better protection/assistance. ● In all projects we found evidence of HMG ensuring gender and conflict-sensitive programming, particularly for those programmes directly engaging with survivors. 	<p>the lack of a single mechanism or platform for sharing and comparing lessons and performance outputs.</p> <ul style="list-style-type: none"> ● Research products could have been more effectively shared across the portfolio, such as through a central knowledge repository, platform or website allowing for easy cataloguing and searching. 		<ul style="list-style-type: none"> ● One of the five MSF Pillars specifically focused on creating more responsible business practice and slavery-free supply chains. 20% of the outcome-level indicators specifically focused on this area. ● Programmes within the fund revealed the importance of ensuring the direct participation of all of those involved in the labour recruitment chain, rather than only the employees. Private-sector partnerships were built with at least three private sector confederations/ supply chains.

MODERN SLAVERY INNOVATION FUND: PORTFOLIO REVIEW

ANNEX 3. OUTCOME SELECTED HIGHLIGHTS AGAINST MSF PILLARS

Programme	Pillar 1: Improved global coordination and disruption of trafficking routes and groups.	Pillar 2: More responsible business practices and slavery-free supply chains.	Pillar 3: Reduced vulnerability to exploitation.	Pillar 4: Improved victim support and recovery.	Pillar 5: Improved evidence-base on what works best, how and where.
Nigeria/MSF	Nigerian National Agency for the Prohibition of Trafficking in Persons (NAPTIP) increased ability to conduct active investigations, secure at least 8 convictions as well as rescue in excess 200 victims, 110 and of whom were referred to IoM (and therefore presumably Outcome 1 funded activity).		Awareness-raising includes the flagship ‘Not for Sale’ campaign, which resulted in 631,000 social media views, 30,000 engagements (likes, shares, comments), 47,438 microsite page views, 8 national print articles, 15 online news and blog placements and primetime TV coverage. Pre and post tracking surveys with 1680 girls.	Support to at least 300 victims of trafficking, with assistance spanning across the spectrum of screening through to rehabilitation.	
Albania/MSF	Institutional capabilities of law enforcement, judiciary and social welfare sector strengthened. Training curricula has been provided for the Security Police Academy and the School of Magistrates; 26 judges and prosecutors trained; 62 graduating students of Security Academy trained.		Programme has worked with 5,000 vulnerable people and first responders. Training provided for 300 judges, prosecutors, victims’ advocates, police officers, social services and child protection units. Direct technical support to the Ministry of Interior and to the Office of the National Anti-trafficking Coordinator for the preparation of the new NAP on human trafficking 2021 – 2023.	Essential reintegration services to over 330 potential/victims of trafficking and their dependents.	Initial study on youth knowledge and attitudes, which involved interviews with over 1,500 Albanian youth in Diber, Kukes, Shkoder and Tirana.
GPG-Sudan/MSIF	Policy action contributes to the passing of amendments to the 2014 anti-trafficking law with Sudan progressing from the US State Department’s Tier 2 Watchlist to Tier 2. Mentoring results in improved		Education and training to politicians resulted in public messaging and commitments.		

MODERN SLAVERY INNOVATION FUND: PORTFOLIO REVIEW

Programme	Pillar 1: Improved global coordination and disruption of trafficking routes and groups.	Pillar 2: More responsible business practices and slavery-free supply chains.	Pillar 3: Reduced vulnerability to exploitation.	Pillar 4: Improved victim support and recovery.	Pillar 5: Improved evidence-base on what works best, how and where.
	coordination structures connecting central and sub-national institutions.				
UNU-Delta 8.7/MSIF				Three policy guides focussed on justice, crisis response and markets. Symposia on addressing child labour in a pandemic, gender and measurements of MSHT, and use of AI in achieving Target 8.7. Web portal containing a range of resources, including 193 country dashboards with information ranging from child labour statistics to government policies. Three country-level workshops to identify best practices and policy or implementation gaps in local contexts.	
Retrack/HfJ-Ethiopia/MSIF	Training to government officials from the Ministry of Women, Children and Youth, Addis Ababa Police Commission, Agency for Civil Society Organisations and Addis Ababa Bureau of Women and Children.	Community conversations' established dialogue between employers of domestic labour, domestic workers and recruiting agents(brokers) and resulted in the public signing of codes of conduct (signed by 135 participants).	Local level self-help groups created as a means of messaging and bolstering community resilience. Close to 500 women have been helped with financial literacy (saving and establishing small businesses). Moreover, 1000 children appeared to have gained a greater understanding of risks because of wider messaging activity (based on programme reporting).	Lydia Lighthouse project, a shelter and recovery centre located in Addis Ababa capable of taking on victims (usually referred by the police) and offering psycho-social, medical and rehabilitative care, supports rescue and reintegration of 421 girls.	
Stronger Together-SA/MSIF	Multi-sector, 'safe space' dialogue established through partnerships and stakeholder steering groups, which included representatives from trade unions, civil society, NGOs and the government.	Strategic partnership with membership organisations as well as training and awareness-raising events. The programme also worked with key influencers within the private sector as a means of increasing knowledge of relevant legislations and employer responsibilities.			Capturing of lessons on ways of strengthening supply chains.

MODERN SLAVERY INNOVATION FUND: PORTFOLIO REVIEW

Programme	Pillar 1: Improved global coordination and disruption of trafficking routes and groups.	Pillar 2: More responsible business practices and slavery-free supply chains.	Pillar 3: Reduced vulnerability to exploitation.	Pillar 4: Improved victim support and recovery.	Pillar 5: Improved evidence-base on what works best, how and where.
Mauritius-Madagascar/Anti Slavery International (ASI)		One company fully committed to the application of the app and MRC (ASOS). Extension to supply chain pending.	Redeployment desk to support migrant workers who had lost their job due to COVID-19 and needed urgent work elsewhere in the country established, revision of national legislation on migrant workers. Pre-departure trainings (PDOT) piloted with 444 PVoTs.	444 VoTs assisted by a Migrant Resource Centre. Remedy mechanisms to address complaints also include online app.	Research in Bangladesh and Mauritius finishing outlining the impact of COVID-19 on migrant workers, and access to remedy for migrant workers in the global supply chain.
India/Freedom Fund			Police, Child Protection Committees and Child Welfare Committees in 5 states using information for policy and investigative purposes.	30 frontline organisations in India using integrated online service model for collection on VoTs data.	
Indonesia-Ethiopia/IoM ASPIRE			Recommendations from the research were considered in the Ethiopian. National Partnership Coalition's five years (2012-2025) strategic plan, expanding formal migration channels for returnees, increasing support for job creation for them and adding gender sensitivity.		Two research reports in Indonesia and Ethiopia investigating the role of social groups in resettlement, and the risk factors for victim of trafficking, especially in providing reintegration support for victim and returnees.
Malaysia/ETI		Access to Remedy principles for migrant workers in global supply chains in Malaysia finalised (https://migrantworkerremedy.org). Six UK brands and supply chain groups already supporting (TFG London, KAREX, The Very Group, ARCO, Fifty-Eight, Our Journey). JustGoodWork app Malaysia finalised and launched. Provides information on legal rights, pre-departure information and reporting mechanism in local languages of migrants. Channels grievance through a local NGO, who will support the worker in resolving the issue and by working with the employer.			Formative research on Human Rights Due Diligence in Malaysia's Manufacturing Sector.
China/IoM				New Pilot Standard Operating Procedures for the Identification referral and	The new National Action Plan on human trafficking included many of the suggestion

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Programme	Pillar 1: Improved global coordination and disruption of trafficking routes and groups.	Pillar 2: More responsible business practices and slavery-free supply chains.	Pillar 3: Reduced vulnerability to exploitation.	Pillar 4: Improved victim support and recovery.	Pillar 5: Improved evidence-base on what works best, how and where.
				support of Trafficked Persons and Vulnerable Migrants approved in Jiangxi Province, China which codify roles and responsibilities of different actors while harmonising local regulations with international best practices. Pilot might be extended to other provinces.	provided within the research that supported the SoPs.
India/International Justice Mission (IJM)		Guidelines and findings shared with 133 national and global delegates representing sectors of textile and apparels, labels and stickers, IT, food, service, paper, malt extracts, exports, agriculture, packaging, jewellers, instrumentation, logistics and warehouse, as well as think tanks and senior management institutions.	Inclusion and acknowledgment of Bonded Labourers as a vulnerable group by India at the second Voluntary National Review (VNR) on Sustainable Development Goals (SDGs) in the UN-High- Level Political Forum in 2020.	Five survivors in Telangana stood for local-body elections (not seen before) and three won (all women). One of them is now Deputy Sarpanch (village-level local self-governance leader). Stronger advocacy led to Bonded Labour Vigilance Committees been established in most of their districts.	Assisted state governments to analyse the local triggers of bonded labour in two areas in Telagana. Research study on socio-economic factors contributing to forced labour, specific to the state of Rajasthan.
India/Partnering Hope into Action (PHIA)				59 village governments (Gram Sabhas) in Jharkhand initiated record keeping with respect to child trafficking and 35-watch committee and 59 village child protection committees formed and operating. Public policies now prioritising victims as beneficiaries of social welfare	Implementers data on local migration supported the consolidation of policies that facilitate informed and supported migration between Jharkhand and other states. Information was used by the Department of Labour, Employment and Training in Jharkhand, and the Border Roads Organisation, and

MODERN SLAVERY INNOVATION FUND: PORTFOLIO REVIEW

Programme	Pillar 1: Improved global coordination and disruption of trafficking routes and groups.	Pillar 2: More responsible business practices and slavery-free supply chains.	Pillar 3: Reduced vulnerability to exploitation.	Pillar 4: Improved victim support and recovery.	Pillar 5: Improved evidence-base on what works best, how and where.
				schemes during planning process.	supported COVID-19 returning working migrants.
Vietnam/IoM	Through cooperation with ECPAT, the project developed strategic information about modern slavery and support services for Vietnamese migrants in the UK and across the route of migration (in Europe).		Developed an anti-trafficking prevention behaviour change communication (BCC) campaign which is being integrated within key local organisations (the Women’s Union (WU) and Community Advocacy Groups (CAG) and is using the increased evidence-base from other project activities to keep improving the messaging and methods of delivery through community outreach and popular social media platforms.	Assisted the Department of Social Vice and Prevention (DSVP) to review and revise policy governing the eligibility and provisions of victim support services in Viet Nam, increasing its coverage and provision of victim support. Helped to develop policies, guidance, training, and an integrated systems for National TiP and Child Protection Hotline to (111) to better collect and manage data of victim support/ counselling.	Vulnerability Report and Knowledge, Attitude and Practice (KAP) assessment developed and presented. Information used, alongside technical and financial backing to the Ministry of Public Security (MPS) to review the existing National Plan of Action to Combat Trafficking and develop its next five-year plan and 2030 vision (including Vietnam-UK trafficking networks as a priority).
The Philippines/ StairwayFund			Institutionalized Local Child Protection Plans to prevent Child Sexual Abuse and Exploitation (CSAE) in the cities of Caloocan, Malabon and Navotas (CAMANA) supported and finalised.		Baseline Study on the Landscape of Child Sexual Abuse and Exploitation in the three municipalities of CAMANA. Information expected to be used for the development of Local Plan of Action to End Violence Against Children (LPAEVAC).
Indonesia/Institute for Criminal Justice Reform (ICJR)			Creation of a of a new systematized data system of modern slavery cases in. four cities of Indonesia (Jakarta, Kupang, Makassar and Surabaya). Three cities developed policy briefs to allow increase in the number shelters, the revision of the local regulation on modern		<i>Getting to Good Human Trafficking Data: A Workbook and Field Guide for Indonesian Civil Society</i> published and shared with XX local CSOs.

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Programme	Pillar 1: Improved global coordination and disruption of trafficking routes and groups.	Pillar 2: More responsible business practices and slavery-free supply chains.	Pillar 3: Reduced vulnerability to exploitation.	Pillar 4: Improved victim support and recovery.	Pillar 5: Improved evidence-base on what works best, how and where.
			slavery to include data collection as a key priority and data gathering and investigation of potential modern slavery cases involving children.		

ANNEX 4. PROJECT LEVEL ASSESSMENTS

TACKLING MODERN SLAVERY PROGRAMME – NIGERIA (MSF)

Programme overview

The Tackling Modern Slavery (TMS) programme is aimed at addressing the underlying drivers of modern slavery in and on routes from Nigeria, with a focus on **four outcomes** (each constituting the programme's pillars of activity):

- **Strengthened return and reintegration support provided to victims of trafficking**, through tailored support to (potential) victims delivered primarily by the International Organisation for Migration (IoM).
- **Enhanced (Nigerian) State capacity to investigate trafficking suspects, through HMG direct capacity-building support to law enforcement** (specifically, the National Agency for the prohibition of Trafficking in Persons, NAPTIP, in Benin City)
- Increased judicial capacity to adjudicate and apply legislation to cases involving trafficking suspects, through HMG training of judges and provision of equipment to courts.
- **Enhanced public awareness regarding the risks and realities of human trafficking and alternative home opportunities**, via strategic communications as well as mass media, including the "Not for Sale" campaign (HMG- led implementation).

Assessment of overall impact/effectiveness

The stated overall impact of the programme is where activity results in an improved enabling environment for the deterrence of human trafficking in and from Nigeria. Overall, it is assessed that the programme has taken concrete steps towards this end, particularly by bolstering Nigerian investigative capabilities, although the challenge will be to sustain progress over the longer term. The extent to which victim support can be directly situated against the stated deterrence aim is debatable, although this may have contributed to making the business of recruiting victims more difficult (thus achieving deterrence by denial).²² It also (arguably) provides a necessary accompaniment to the mentoring of law enforcement investigations teams, by ensuring that rescued victims are given necessary protection and support (and in this respect also supports the stated aim).

MSF PILLAR 1: CONTRIBUTIONS IMPROVED GLOBAL COORDINATION AND DISRUPTION OF TRAFFICKING ROUTES AND GROUPS.

Despite experiencing Covid-related delays, NAPTIP staff appeared to increase their safeguarding knowledge because of training and, critically, were able to conduct active investigations, secure at least 8 convictions as well as rescue in excess 200 victims, 110 and of whom were referred to IoM (and therefore presumably Outcome 1 funded activity). Previous reviews concluded that this activity was both the highest scoring on outputs and outcome and the most consistently evaluated and monitored.²³ Key to the efficacy of this strand was the provision of equipment, including vehicles, to NAPTIP.²⁴ At the same time however, contributions to increased judicial capacity to adjudicate and apply legislation to cases involving trafficking suspects through the training of judges and the provision of court equipment to courts appeared the hardest to measure as a result of a dearth of monitoring and evaluation data.

MSF PILLAR 3: CONTRIBUTIONS TO REDUCED VULNERABILITY TO EXPLOITATION.

²² Deterrence by denial is where, whereas deterrence by punishment is where...

²³ See SEEFAR review.

²⁴ Previously, NAPTIP had no functioning vehicles or ability to fund deployments and operated out of a building lacking power and working IT equipment.

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Primary outputs relevant to this pillar consisted of communications products aimed at potential victims and those in their circles of influence (e.g., family members) and disseminated across multiple channels (via GCSI implementation), including the flagship 'Not for Sale' campaign.²⁵ These were aimed clearly at enhancing public awareness of the realities of human trafficking and of alternative home opportunities (i.e., in line with Outcome 2 of the programme). NAPTIP capacity to deliver its own messaging campaigns was also enhanced. Annual reviews and stakeholder interviews suggest the pillar reached a large audience, although it is unclear to what extent this translated into strategic impact or behaviour change.

MSF PILLAR 4: CONTRIBUTIONS TO IMPROVED VICTIM SUPPORT AND RECOVERY.

Overall, the programme's work aimed at delivering outcome 1 appears broadly on track (following the granting of a no-cost extension) to support at least 300 victims of trafficking, with assistance spanning across the spectrum of screening through to rehabilitation. It has also exceeded its targets in terms of providing training to counsellors, shelter, and health workers. However, the FY 2020/21 Annual Review does point to delays (including Covid-related) in implementation and a lack of reporting against the results framework,²⁶ although the former problem seems to have been mitigated by an extension to the programme. It would be helpful for the IoM to produce a specific breakdown of beneficiaries is provided by IoM (see also gender sensitivity section).

Cross-cutting evaluation questions

EFFICIENCY: DID THE PROJECT/PROGRAMME ACHIEVE VFM (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

Annual and mid-term reviews have consistently raised concerns about VFM, including the lack of concrete reporting/measures, complicating the task of providing an overall assessment. On balance however, the provision of training to NAPTIP, support to victims, and strategic communications do seem to have delivered against the aims of the programme, although:

- Victim support (Outcome 1) has come at a high cost of almost £3.5m, representing a high recovery and reintegration cost per person (particularly when compared to individual average annual salaries).
- Sustaining the very real gains made via support to NAPTIP (Outcome 2) are almost entirely predicated around the availability of future funding by either the Federal Government of Nigeria or external donors.
- In the absence of reporting, it must be assumed the Outcome 3 did not represent VFM, although this remained a small part of the overall programme at just under £180k.
- At almost £1.4m the strategic communications products (Outcome 4) were relatively expensive given the lack of clarity on their overall impact amongst target audiences, although these did at least reach high numbers (particularly the Not for Sale campaign).

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

Overall, the programme demonstrated direct relevance to the MSF's overall theory of change and intended outcomes. The projects were selected based on their potential to disrupt trafficking organisations, protect victims, and communicate risks to a large audience. There are also clear examples of complementarity, perhaps most notably the extent to which victims identified by NAPTIP investigations were subsequently referred to the IoM for protection, support, and reintegration. Consideration was also given to ensuring that the provision

²⁵ The campaign resulted in 631,000 social media views, 30,000 engagements (likes, shares, comments), 47,438 microsite page views, 8 national print articles, 15 online news and blog placements and primetime TV coverage. Pre and post tracking surveys with 1680 girls.

²⁶ See annual review conducted by SEEFAR.

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of training was appropriate to both the context and the needs of the beneficiaries which, in the case of NAPTIP, reflected the low starting baseline for programming and the need to invest in very basic equipment as part of the project.

There are also concrete examples of where the voices of (potential) victims and local communities are reflected within the programme. Illustratively, design of the Not for Sale messaging campaign involved interviews with just under 1,700 young women and their family members as well as detailed focus groups in Edo and Delta states.²⁷ The same research campaign also yielded some useful findings on the ways in which women and girls obtained their information and on some of their motivations for leaving their home state (with the potential to also contribute to Fund's overall aim of enhancing the evidence base around modern slavery).

Some of the (the lower cost) activities did appear to fall short with respect to complementarity. For example, questions remain on the extent to which training provided to the judiciary bolstered – or in fact was in any way linked to – support to NAPTIP. This includes whether NAPTIP investigations were prosecuted by the judges and courts to which support had been provided (this criminal justice pathway appeared to be part of the logic underpinning the programme's design). With respect to relevance, open questions also remain as to the exact profile of all of victims, as return flights from Libya may have been used to carry non-victims and reportedly even traffickers on rare occasions (partly because IoM deliberately seeks to avoid discrimination in its approach to screening).

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

Previous reviews have highlighted gender sensitivity (GS) gaps within the programme, including the lack of an initial GS analysis to inform subsequent delivery (and specifically the need for a more thorough understanding of roles and positions in society as these related to gender). The (revised) results framework does however contain indicators disaggregated by gender, although these did not – once again according to previous reviews – provide sufficient clarity on the overall aim of the programme with respect to gender. Concerns were also previously raised on the extent to which gender dimensions could impact NAPTIP investigations – an area requiring further analysis. This Fund-level review has nevertheless picked up on a number of real attempts at reflecting gender within project delivery, both with respect to victim protection (reflected *inter alia* in the higher number of women beneficiaries and shelters) and communications (which included gender-based analysis within the design phase).

²⁷ *Not For Sale: Nigerian Modern Slavery Campaign Evaluation Report*, Government Communication Service (International), 2019.

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UNICEF - TRANSFORMING NATIONAL RESPONSE TO HUMAN TRAFFICKING IN AND FROM ALBANIA (MSF)

Programme overview

The Transforming [the] National Response to Human Trafficking (HT) in and from Albania programme is aimed at an overall reduction of human trafficking in and from Albania, with a focus on **four outcomes**:

- **Outcome 1:** Innovative and strategic communications that bring **positive change in [the attitudes of] individuals, families, and communities** with respect to human trafficking, thus reducing vulnerability to HT.
- **Outcome 2:** Victim-oriented justice and effective law enforcement and prosecution through the strengthening of investigations, prosecutions, and the penal code.
- **Outcome 3: Sustainable and rights-based models for reintegration of the victims and the at-risk population** – where the victims and potential victims of trafficking are identified in a timely manner, their immediate needs addressed, and their reintegration facilitated.
- **Outcome 4: Preventative resilience building** through community-driven solutions for those at high risk of trafficking through education, vocational training, and alternative employment support.

The programme has been implemented in Tirana and the three northern regions of Shkoder, Diber and Kukes, via a UNICEF-led consortium of implementers.

Assessment of overall impact/effectiveness:

Despite relatively broad outcome statements (which also vary slightly across the programme documentation),²⁸ the programme has delivered a large number of outputs across a wide spectrum of activities, ranging from the production of national action plans all the way through to working with local actors. These appear to have at the very least contributed to the higher-level outcome of establishing stronger cross-societal cooperation and dialogue on human trafficking as the basis for collective action, including by way of a receptive government counterpart in the form of the Office of National Anti-Trafficking Coordinator (ONAC).

MSF PILLAR 1: CONTRIBUTIONS IMPROVED GLOBAL COORDINATION AND DISRUPTION OF TRAFFICKING ROUTES AND GROUPS.

Under Outcome 2, the programme produced outputs ranging from virtual simulation-based training exercises for the judiciary through to manuals for the School of Magistrates (adapted as a distance learning manual for the SoM's intranet) and Security Academy (adapted as a distance learning course). It also delivered a revised National Action Plan for Albania on combatting human trafficking, providing an overall strategic framework for countering the problem. This latter product arguably contributed towards encouraging a 'whole of system' approach within Albania as well as more clearly linking central and local structures. The programme may yet also contribute to the passing of a new law on anti-trafficking which, in turn, would outline roles and responsibilities for overall delivery in Albania.

MSF PILLAR 3: CONTRIBUTIONS TO REDUCED VULNERABILITY TO EXPLOITATION.

The programme contributed to reducing vulnerability to exploitation through awareness-raising activities ranging from community engagement to social media messaging. These also appear to have been conducted across multiple outcomes/pillars. Illustratively, facilitators working on community-level awareness reached close to 1,300 individuals, whilst Facebook content generated more than 891,000 impressions (where content is displayed on feeds). Electronic newsletters were also produced, with the programme's 4th iteration (published in February 2021) reaching 600 stakeholders, partners, and influencers across different

²⁸ See for example differences between UNICEF documentation (including web portal), results framework and ToC as well as quarterly reporting. Similar activities (e.g., with respect to social media messaging is also conducted under different pillars).

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organisations (Government, NGO's, the media, and international organisations). As ever, gauging the specific impact of these messaging campaigns is a challenge (not least as this requires proving a negative), although their reach at least appears to have been significant.

Under its Outcome 4 (preventative resilience), The programme delivered at the output level on its goal to identify families displaying risk factors in key municipalities, albeit in relatively small numbers. Moreover, it clearly worked at the local level, including with businesses and influencers, both as a means of generating a multi-sector dialogue on human trafficking and to produce tailored media content distributed via social media. It also awarded paid internships within the media sector to individuals demonstrating talent (presumably to bolster the communications campaign whilst offering professional opportunities). Support to schools as well as digital skills and online safety content (provided via community centres in Tirana) was also delivered, benefitting around 190 children, whilst further soft skills as well as mentoring on personal empowerment and business start-ups was also provided.

MSF PILLAR 4: CONTRIBUTIONS TO IMPROVED VICTIM SUPPORT AND RECOVERY.

The programme featured the innovative use of mobile units to conduct field work and identify potential victims and victims of trafficking in the targeted hotspots. The programme identified 66 PVoTs/VoTs for the first time during its implementation (76% of whom were children and 46% of whom were female). It also successfully reintegrated 76 PVoTs/VoTs during the same timeframe (73% female and 59% children). Moreover, the programme established what appears to be an effective psycho-social counselling team within the municipality of Shkodra alongside the provision of an emergency shelter service, with around 300 children receiving emergency shelter throughout the duration of the programme. Infrastructure, such as 'soft' interview rooms was also provided to 6 police stations in order to aid with the processing of victims.

Cross-cutting evaluation questions

EFFICIENCY: DID THE PROJECT/PROGRAMME ACHIEVE VFM (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

Overall, the £2.8 programme did achieve significant and varied outputs across the pillars – the main question being whether this contributed to a greater VFM efficiency and impact than if activity had been focussed on a narrower set of objectives (such as supporting a larger number of victims). On balance however, the low baseline of activity in Albania with respect to human trafficking suggests that the decision to opt for a broader set of projects was reasonable to spread the overall programming risk. Focussing on vulnerabilities across the human trafficking chain (from drivers, to victims, to the criminal justice system) also theoretically provided the basis for a 'whole of system' response, although this was an ambitious aim given the scale of the problem. Whilst overall VFM at the impact level cannot yet be ascertained, it does nevertheless appear that the programme made a difference in establishing a dialogue and synergies between different sectors.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The programme demonstrated significant relevance to the context across pillars, including (where possible and applicable) by establishing evidence-based on problems and needs at the community level. This included an initial study on youth knowledge and attitudes, which involved interviews with over 1,500 Albania youth in Diber, Kukes, Shkoder and Tirana. The programme subsequently commissioned a second study (2021) focussed on the relationship between Albanian youths and traffickers entitled 'Trafficked by someone I know'. The use of mobile teams in specific hotspots considered to be high-risk also meet the criteria of focussing on problem areas, whilst UNICEF's approach of working with local implementers, communities and influencers is particularly noteworthy. Although some outputs (such as training modules) are likely to survive the programme, questions do remain with respect to the sustainability of many of the activities – including that of

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the mobile victim-identification teams – in the absence of clear political ownership (an issue which may require diplomatic lobbying).

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

Overall, the programme appeared to demonstrate a high level of gender sensitivity, recognising the gendered nature of human trafficking across both delivery and reporting. Coordinating the activities of different implementers, UNICEF's performance and quarterly reporting disaggregated clearly by age and gender, providing granularity on the profile of those assisted (more so than other programmes that fell within this Fund-level review). Gender-sensitivity was also apparent within the provision of support to PVoTs/VoTs, starting with the development of analysis (which featured interviews ascertaining needs and vulnerabilities across a relatively large sample of women and girls) and continuing through the application of safeguarding measures (such as in the case of tailored psycho-social assistance and within shelters). Insufficient information on the (sub) implementers was available to arrive at judgments on the gender balance within delivery teams (such as the mobile units).

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RETRACK/HOPE FOR JUSTICE – PROTECTING GIRLS AND STRENGTHENING FAMILIES AND COMMUNITIES AGAINST EXPLOITATIVE DOMESTIC WORK IN ETHIOPIA (MSIF)

Programme overview

The Ethiopia-focussed programme is aimed at supporting victims and communities in acting against modern slavery through the provision of services to victims and knowledge to communities as well as by promoting collaboration between different stakeholders. It is designed around the following outcomes:

- Outcome 1: Children, adults and community leaders gain knowledge on modern slavery and act to protect children.
- Outcome 2: Self-help groups are economically and socially stronger thus becoming sustainable.
- Outcome 3: Victims (girls who have migrated and in exploitative domestic work and CSE situations) show improved wellbeing after receiving support services and being placed in a family context.
- Outcome 4: Stakeholders (employers, domestic workers, and brokers) demonstrate an improved understanding of modern slavery and act to protect domestic workers from being exploited.

Assessment of overall impact/effectiveness

Overall, the programme is judged to have delivered both against its intended outcomes – particularly by increasing community awareness of the risk of modern slavery and by establishing a dialogue between different communities of practice and against core MSF pillars. Moreover, its flagship output, the Lydia Lighthouse centre in Addis Ababa, has provided an effective conduit for the provision of both psycho-social support to victims and for their reintegration.

MSF PILLAR 2: CONTRIBUTION TO MORE RESPONSIBLE BUSINESS PRACTICES AND SLAVERY-FREE SUPPLY CHAINS.

Contributions towards this MSF pillar centred primarily around creating a dialogue between employers of domestic labour, domestic workers themselves and brokers (i.e., recruiting agents) via Outcome 4 (above) and increasing their understanding of risks. It did so through a combination of so-called ‘community conversations’ involving the three groups and through the public signing of codes of conduct (signed by 135 participants) and work agreements. The programme team also engaged with local government officials to raise awareness of the code of conduct, including specific responsibilities of different parties.

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION.

The programme featured a significant vulnerability-reduction component within southern rural areas (particularly Sodo), delivered primarily through local level self-help groups and engagement with municipal actors as well as schools and community workers. Programme facilitators use the self-help groups as a means of both engaging in messaging and as a means of bolstering community resilience. Close to 500 women have been assisted with financial literacy (learning how to save and establish small businesses). The programme team also provided more risk-awareness training more centrally to government officials from the Ministry of Women, Children and Youth, Addis Ababa Police Commission, Agency for Civil Society Organisations and Addis Ababa Bureau of Women and Children. Moreover, 1000 children appeared to have gained a greater understanding of risks because of the programme’s wider messaging activity (based on programme reporting).

MSF Pillar 4: contribution to improved victim support and recovery.

Direct contributions to the recovery of victims constituted one of three core pillars of activity (alongside the community conversations and prevention work). The main mechanism for delivery was the Lydia Lighthouse project – a shelter and recovery centre located in Addis Ababa capable of receiving and supporting victims (usually referred by the police) and offering psycho-social, medical and rehabilitative care. During the duration of the programme (2 years) a total of 421 girls were rescued through the Lighthouse and successfully

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reintegrated. The programme team also conducted follow-ups with half to two-thirds of the families of reintegrated individuals.

Cross-cutting evaluation questions

EFFICIENCY: DID THE PROJECT/PROGRAMME ACHIEVE VFM (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

At just under £327,000 (for the programme's second FY) the programme is considered to have achieved VFM considering its real-world impact and number of victims of trafficking supported (alongside the wider preventative and awareness raising work). The per recovered victim unit cost appears considerably lower than other programmes in the fund (e.g., Nigeria). Efforts were also made to try and increase the sustainability of local awareness-raising activities through training provided to three Cluster Level Associations and by connecting these to local government offices as a means of supporting self-help group members. Local municipalities were also informed when victims were reintegrated within local communities to enable follow-up activities and ownership. The dependence of the Lighthouse centre on external funds does complicate its medium and longer-term sustainability, whilst adherence to the 'community conversations' codes of conduct is highly dependent on Government buy-in and follow-up checks and/or regulation by relevant ministries (although creation of dialogue has merit in its own right).

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The programme is assessed to be highly context-relevant, delivering against the specific forms of modern slavery that manifest themselves in Ethiopia, namely the exploitation of young migrant children in domestic and commercial sex work. It is further focussed on geographic epicentres of migration, particularly Sodo in the Southern Nations, Nationalities, and Peoples' Region. There appeared to be an acceptable level of complementarity between the projects, not least by taking a holistic approach where the communities within which victims were reintegrated are also targeted for preventative and awareness-raising activities (primarily through the self-help groups). The programme team was also able to leverage some of the information gained through the Lighthouse centre and re-inject that within community-level risks awareness work, thus also remaining consistent with MSF Pillar 5 (i.e., improving the evidence on what works).

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS.

The programme is gender-sensitive, providing recovery services primarily to young girls as the largest segment of victims of MS in Ethiopia alongside women. Illustratively, the care and support provided at the Lighthouse centre is entirely focussed on girls, with ages spanning between 7-17, but with an average age of 15. Moreover, the self-help groups were targeted at women in vulnerable communities, using these as a platform to highlight potential risks, especially to the poorest women in communities. The programme also appeared to incorporate gender-sensitivity from the outset in its log frames and results framework, the latter of which clearly disaggregated by gender (e.g., in terms of the breakdown of victims supported). The conditions around the Lighthouse – more specifically the fact that guests are not allowed to leave whilst going through rehabilitation – does raise some potential questions around conflict sensitivity, although the programme has clear duty of care processes in place and support at the centre is provided on a voluntary basis (having to remain in the centre is further justified on the basis that most residents are minor).

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GLOBAL PARTNERS GOVERNANCE (GPG) – TACKLING MODERN SLAVERY IN SUDAN THROUGH IMPROVED PARLIAMENTARY OVERSIGHT AND PUBLIC ENGAGEMENT (MSIF)

Programme overview

The programme is aimed at developing locally led solutions for combatting human trafficking in Sudan, using a peer-to-peer capability-building approach, working directly with the (Transitional) Government of Sudan. It combines the following four outcomes:

- Outcome 1: More effective coordination, communication, and a joined-up approach to combatting human trafficking in Sudan.
- Outcome 2: Sudanese Ministries demonstrate and increased understanding of human trafficking, treating it as a priority human rights issue and resulting in improved legislation.
- Outcome 3: Effective human trafficking strategic communications strategy implemented, resulting in an improved understanding of the problem amongst Sudanese citizens.
- Outcome 4: Relevant government committee overseeing implementation of legislation and adherence to human rights.

Assessment of overall impact/effectiveness

The programme is considered to have demonstrated significant flexibility within the context of significant political change in Sudan, including a lack of an effective parliamentary structure within the Transitional Government following the revolution and transition process. Whilst its overall ability to influence sustained strategic change will require a longer reporting timeframe, it has nevertheless directly contributed to the creation of new government structures focussed on human trafficking as well as to an amendment to the country's anti-trafficking legislation, resulting in Sudan's status being 'upgraded' to the US State Department's Tier 2 list of countries (US Trafficking in Persons Report, 2021).

MSF Pillars 1 and 3: Contributions to improved global coordination and disruption of trafficking routes and groups and reduced vulnerability to exploitation.

The programme adapted to political volatility by using the momentum of the revolution to influence the policy debate on human trafficking. It did so by developing a peer-to-peer approach, working with decision-making bodies within the Ministry of Justice (MoJ) – specifically a new National Committee to Combat Trafficking (NCCT) and the Advisory Council on Human Rights (ACHR). Mentoring and support work resulted in several achievements. As well as signing a relevant Memorandum of Understanding with the MoJ formalising the relationship between GPG and the NCCT, policy action that appears to be connected to the work of the NCCT led to the passing of amendments to the 2014 anti-trafficking law that criminalised sex and labour trafficking. This in turn has nudged the legislation further towards compliance with the Palermo Protocol on Human Trafficking and other international conventions, whilst Sudan has progressed from the US State Department's Tier 2 Watchlist to Tier 2 (demonstrating a gradual improvement). The programme also seems to have contributed to the education of politicians with respect to the issue, resulting in increased public messaging and commitments as well as to improved coordination structures connecting central and sub-national institutions.

Cross-cutting evaluation questions

EFFICIENCY: DID THE PROJECT/PROGRAMME ACHIEVE VFM (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

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Overall, the programme is considered to have achieved value for money, particularly given the complex political context within which it was delivered. One of clearest macro-level indicators remains that of Sudan's move onto the US State Department's Tier 2 list of countries (USSD Trafficking in Persons Report, country tiering, 2021). GPG's adaptive programming approach meant that it could identify opportunities – including harnessing a new sub-committee on legislative review – despite the wider volatility. Sustainability is hard to ascertain for a governance programme focussed on peer-to-peer capacity building and mentoring and perhaps remains the programme's main challenge. However, GPG has developed a fully online learning suite as part of its training materials, responding to NCCT request (which includes guidance on how to measure performance in relation to combatting human trafficking). GPG also seeks to work with politicians and staff who are more likely to stay in post for extended periods of time.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

GPG's adaptive programming and realignment of some of the outputs has meant that the programme has remained relevant. Mentored counterparts within the Transitional Government are assessed to be the correct ones at the central/national level, whilst policy action is also aligned with the work and priorities of other leading donors, particularly the United States. GPG has also sought to include more local components to its work, including through guidance on how to improve policy and enforcement activities across the national, state, and local levels. Relevance was also ensured through the development of a special sub-committee under the NCCT that could focus specifically on necessary legislative amendments to the 2014 Combatting Trafficking Act, reducing bureaucratic and procedural interference.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS.

Whilst modern slavery and human trafficking are highly gendered crimes, the overall response and gender balance within key ministries does not reflect this trend. Illustratively, only four out of twenty ministers are female, and the legislative and policy structures specific to HT are equally male dominated. GPG has nevertheless made genuine attempts to address this gap by working directly with Under-Secretary Siham Osman within the MoJ (also chairing the NCCT), who has been in post since 2019. Direct engagement with the Under-Secretary resulted in her participation in an online event, 'Establishing a Regional Approach to Human Trafficking', and her appearance alongside senior international counterparts to speak about anti-trafficking work in Sudan. This approach stemmed from a GPG gender analysis which highlighted the importance of supporting and mentoring women counterparts. The team has reflected adherence to Human Rights within both its programme documentation and mentoring approach, particularly in relation to the victim rights and criminalisation clauses within the context of the amendments to the 2014 anti-trafficking legislation.

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STRONGER TOGETHER - TACKLING FORCED LABOUR IN AGRIBUSINESSES IN SOUTH AFRICA (MSIF)

Programme overview

The programme is aimed at reducing the risk of forced labour within South Africa's agricultural supply chains (originally focussed on fruit and wine but now expanded to the wider agricultural sector) by engaging directly with agri-businesses, providing them with guidance and training as well as facilitating cross-sector dialogue. It works directly with trade associations and industry representatives. It is structured around the following outcomes:

- Outcome 1: South African agricultural businesses, labour providers and other agri-businesses take steps to detect, deter and deal with forced labour.
- Outcome 2: Workers feel confident to report suspicions and actual cases of forced labour to law enforcement and victim support agencies.
- Outcome 3: Strengthened regional and international cooperation results in increased collaboration on effective supply chain solutions to combat forced labour in the agricultural sector in South Africa.
- Outcome 4: Organisations provide an effective response and remedy to victims of forced and bonded labour and/or human trafficking in the agricultural sector.

Assessment of overall impact/effectiveness

Overall, the programme is assessed to have been broadly effective in establishing a dialogue within the South African agrobusiness supply chain, highlighting both risks and obligations to key stakeholders. It has also provided a conduit for addressing some of the risks associated within the context of wine and fruit exports to the UK.

MSF Pillars 2 and 3: contributions to more responsible business practices and slavery-free supply chains and to reducing vulnerability to exploitation.

Encouraging forced labour-free supply chains formed the central pillar of the programme. Stronger Together built on the experience of working in South Africa in the first round of MSIF and previously in the UK consumer goods sector, which provided them with a template upon which to design the programme, this time bringing together participants spanning across the agricultural supply chain. A multi-sector, 'safe space' dialogue was established through partnerships and stakeholder steering groups, which included representatives from trade unions, civil society, NGOs and the government. One of the most effective and important components of the programme appears to have been the strategic partnership with membership organisations (who are also the certification providers in South Africa), which increased the likelihood of participation in training and awareness-raising events (post-training surveys, meanwhile, typically indicate an increase understanding amongst around 95% of attendees). The programme also worked with key influencers within the private sector as a means of increasing knowledge of relevant legislation and employer responsibilities. By capturing lessons on ways of strengthening supply chains and by producing early research reports, the programme is also considered to have made contributions to MSF Pillar 5 (increasing the evidence base on MS). Overall, it is estimated that close to 100,000 workers will have heard programme messages in one form or another.

Cross-cutting evaluation questions

EFFICIENCY: DID THE PROJECT/PROGRAMME ACHIEVE VFM (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

The programme is efficient overall, as well as adhering to VFM. Whilst the organisation of - and catalyst for - dialogues, working groups and training rests with the MSF-funded team, some elements do appear to be sustainable. For example, the focus on key members associations and influencers increases the likelihood of creating an enduring debate, whilst training packages included an e-module that can continue to be delivered

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post-programme life cycle (the same can likely be said of a risk awareness raising film produced during the first phase of MSIF funding as well as the portfolio of South Africa-specific capacity-building materials, guidance, resources and tools which Stronger Together can continue to offer businesses beyond the MSIF-funded programme). Moreover, the programme did engage with a wide range of sectors within the agri-business supply chain during the delivery period, to include agro-producers, supermarkets/retailers, brokers, industry bodies and importers, representing a 'whole of system' approach to highlight forced-labour risks. Whilst the relatively short implementation and reporting period, combined with the lack of beneficiary interviews, complicates the task of assessing strategic impact, the number of recipients from different training packages/events is broadly consistent with the other programmes in MSIF.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

Overall, the programme is assessed to have been both relevant and coherent. Whilst South Africa does not constitute a priority Modern Slavery country for the UK's response, the programme focussed on retailers and brokers at the top of the supply chain who had direct export links to the UK. The programme also appears to have yielded wider strategic benefits, including making other European importers aware of risks and lessons developed from the programme. The risks (and opportunities for mitigation) identified as part of Stronger Together's previous work on supply chains in the country - as well as flagged by SA membership organisations based on their interactions with growers - constituted an at least partial evidence base and needs analysis for the programme, whilst media/investigative journalism reporting on the issue also provided further evidence of risks. There was also a clear 'concentration of effort' logic in place by focussing on one specific area (i.e., supply chains), rather than attempting to effect change across multiple different domains. Finally, the team did seek to adopt a localised approach, including by running workshops in multiple affected provinces (including Limpopo, Kwa-Zulu Natal, Mpumalanga and Western and Eastern Cape).

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS.

The programme does not explicitly describe the gendered dimension of forced labour within its Theory of Change and Results Framework, although it did identify women as a vulnerable group within its early research reports. It also seems to have taken an inclusive and diverse approach to ensuring gender balance within its events and has engaged directly with vulnerable persons (specifically agricultural workers). Furthermore, Stronger Together's reporting does disaggregate between genders - such as with respect to the recipients of different training packages or attendance at workshops). The focus of the programme is firmly on overall harm reduction through awareness raising and, as such, is assessed to be conflict sensitive. The dialogues established involved the building of trust with key sectors, allowing for discussions that are unlikely to have taken place if these were facilitated directly by government and/or law enforcement actors.

UNITED NATIONS UNIVERSITY (UNU) – DELTA 8.7 (MSIF)

Programme overview

The Delta 8.7 programme, which was funded under both phases of the MSIF, consists of a global knowledge platform exploring the evidence base with respect to eradicating forced labour, modern slavery, human trafficking, and child labour.²⁹ It is focussed on the following outcomes:

- Encouraging the use of data visualisation to promote [human trafficking and modern slavery] prevalence measurement and reduction.
- Strengthening scientific evidence, literacy, and exchange about what works to end modern slavery.
- The scaled-up use by policy actors of what works.
- The innovative use of AI and computational science to end modern slavery.

Assessment of overall impact/effectiveness

Overall, the programme appears to have delivered primarily - and convincingly - against the second outcome (strengthening the scientific evidence-base on 'what works') via the formulation of three credible policy guides. Moreover, the interactive platform (essentially a website) provides a useful, 'one stop shop' for the different outputs of the programme as well as a compendium of resources.

MSF Pillar 5: contributions to improved evidence-base on what works best, how and where.

Under Outcome 1, the programme established a web portal containing, *inter alia*, 193 country dashboards – achieving global coverage - with information ranging from child labour statistics to government policies (legal definitions, ownership, international treaty ratifications), based primarily on multilateral organisation data (UNDP, ILO, UNICEF). The overviews are broadly helpful, offering a catalogue of information, although these are not always directly relevant (recycling existing datasets rather than combining these in a way that provides specific insights into the prevalence of MSHT). The use of basic graphs to chart existing data from UN organisations does not constitute aggregated visualisation (which would require a more advanced architecture), although these do offer a useful repository of information. The country dashboards reportedly achieve around 230 views per month.

Work under Outcome 2 of the programme (strengthening the scientific evidence) is assessed to be the strongest of the outcomes, having made a tangible contribution to advancing the evidence base on what works in specific sectors. As a result, it could/should arguably have formed the basis for the programme's impact statement, thus increasing its relative weight and importance. The main outputs under this outcome were three policy guides focussed on (criminal and civil) justice, crisis response (including conflict, humanitarian, and migration emergencies) and markets (including supply chains, economic policy, and development). These guides followed the production of thematic overviews and were based on a methodical review of the existing evidence, which was tested against several clearly formulated hypotheses, with accompanying confidence assessments. A public database of evidence was also compiled to underpin judgements.

Whilst impact delivered by the programme's third outcome (contributing to the scaled-up use of evidence by policy actors) is difficult to gauge, policy actors did at the very least engage in workshops conducted within the scope of the programme. Workshops were also used to encourage discussion and exchange between different stakeholders and communities of practice in three targeted countries - Brazil, Malaysia and India. Furthermore, early engagement by the programme team with policy officials in those same countries *may* have acted as a form of soft influence, increasing MSHT awareness. Clearly, the slow and incremental nature of policy action

²⁹ Named after Target 8.7 of the UN Sustainable Development Goals.

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means that there is currently no evidence of the programme translating directly into legislative or policy outputs (although this challenge is also applicable to other MSF programmes). There are however some examples of policy guides influencing activities of international partners and donors, including Norway.

Some attempts appear to have been made to deliver against Outcome 4 (contributing to the innovative use of AI), including by encouraging programmers within the computing and ‘frontier’ (i.e., emerging) technology community to collaborate on specific projects. It is not, however, entirely clear what the specific outputs of those exercises were, whilst the objective of developing new AI solutions appears to have been complicated by the absence of relevant data relating to MSHT (hence also why the programme team focussed on UN-affiliated datasets for the dashboards). This is assessed to have been the lowest performing of the outcomes.

Cross-cutting evaluation questions

Efficiency: did the project/programme achieve VFM (including cost efficiency and sustainability)?

At just under £800,000, the programme is judged to have been relatively expensive in relation to the overall outputs. Overall efficiency should be assessed within the context of the production of evidence material elsewhere in the fund – where detailed knowledge reports and guides were often produced for around £30,000 per deliverable. However, the UNU’s potential convening power may have meant that the products – including policy guides – reached a wider audience than some of the other projects.³⁰ Similarly, the programme appears to have focussed its policy influencing work on countries where the likelihood of impact was higher, once again leveraging its networks of influence. The VFM of some of the strands – particular with respect to AI solutions – cannot be fully assessed based on available reporting. The UNU is assessed to have had strong financial monitoring processes in place.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The MSF mid-year review concluded that the project was in line with MSIF2 aims through its focus on strengthening regional and international cooperation, facilitating data-sharing, and expanding the evidence base - a position that is supported by this fund-wide review. Whilst the policy guides were (perhaps necessarily) generic, real attempts were made to anchor and socialise these within specific contexts, including via the use of geographic workshops. An interesting example of complementarity was raised in which the policy guides were requested and used by the National Agency for the prohibition of Trafficking in Persons (NAPTIP) in Nigeria (supported under a separate MSF programme). The project seems to have engaged effectively with stakeholders at both the local and national levels, whilst the broad amalgam of resources (including articles and publications) featured within the platform include victim-centric products.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS.

Overall, the project appears to reflect high levels of gender sensitivity, in line with UN/UNU guidance. The online platform includes a range of products and resources covering the gendered dimensions of human trafficking in different geographic contexts as well as within specific sectors. As the mid-term review and project documentation highlights, it also sought to promote women participation in working groups and participant indicators within the results framework are disaggregated by gender. The project also demonstrated adherence to the ‘do no harm’ principle, including by outlining the possible risks associated with different interventions within its outputs (this was for example evident within the policy guides).

³⁰ The review also recognises contributions towards the 149 new country data dashboards participation in a working group on SDG Monitoring and Research to advise on development of new reporting frameworks for Alliance 8.7 Pathfinder countries. This is in addition to feeding into other multilateral policy processes.

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ANTI-SLAVERY INTERNATIONAL³¹: REDUCING MODERN SLAVERY IN SUPPLY CHAINS IN MAURITIUS THROUGH CREATING A PLATFORM FOR PROTECTION AND REMEDY (MSIF)

Programme overview

The Reducing Modern Slavery in supply chains in Mauritius project was aimed at addressing modern slavery issues identified in the labour migration corridor to Mauritius and in the island's export-oriented industries, with a focus on three outcomes:

- Reduced vulnerability to exploitation throughout the employment cycle for migrant workers in Mauritius by creating ethical recruitment and decent work practices - *MSF Pillar 2*.
- **Effectively remedy grievances of migrant workers** through strong industrial relations and a trade union-based mechanism -*related to MSF Pillars 2 and 4 -Prevent and Protect*.
- Increased awareness and engagement with regards to protection of migrant workers' rights -- *MSF Pillar 3*.

Assessment of overall impact/effectiveness:

The stated overall impact of the project was to **reduce modern slavery in international supply chains in Mauritius through an effective platform for protection of workers and remedy of their grievances**. Overall, the project has completed activities that can potentially lead to this end, in specific pre-departure orientation trainings (PDOT) to migrant workers, remedy mechanism to address complaints (through an app and a Migrant Resource Centre -MRC) and is expecting changes at the policy side (an improvement in labour migration legislation and a Mauritius-Madagascar bilateral agreement on local migration). Local partners are also now included in government-level meetings to represent the migrant workers' voice and advocate for migrant workers' rights. Sustainability in the gains and future achievement of the impact, will depend on the ability for the protection mechanisms to survive after the end of the funding, and on the passage of the above-mentioned policy aims (if they are robust and adequately include the protection of migrant workers' rights) to create further incentives to the private sector.'

MSF PILLAR 2: CONTRIBUTION TO MORE RESPONSIBLE BUSINESS PRACTICES AND SLAVERY-FREE SUPPLY CHAINS.

- An increase in the involvement of employers in grievance resolution cases by (60% by March 2021, up from 13% at the onset of the programme). This is substantial given the hostility that exists between trade unions and employers in Mauritius and signifies a general improvement in industrial relations. The project contributed to this by setting meetings between the CTSP, the Special Migrant Workers Unit (SMWU) of the Mauritius Ministry of Labour, Industrial Relations and Employment and relevant employers in support of resolving worker grievances. Tripartite meetings included 16 local employers which were engaged in most parts thanks to ASOS support³².
- ASOS provided access to local suppliers and employers, for advocacy purposes. Specific agreements were attempted with 16 brands, but only fully successful with one (ASOS' support of the migrant resource centre in Mauritius). The reason for this lack of progress was mainly the incertitude in the retail markets around the pandemic, as brands focused on reacting to the uncertainties in their supply chains and sourcing. Local

³¹ It was led by Anti-Slavery International ASI, in collaboration with private business partners (ASOS.com Ltd. -ASOS), local and global unions and workers organisations (IndustriALL Global Union -IndustriALL, the Confederation of Public and Private Sector Workers -CTSP Mauritius), and community-based migrants' organization (Ovibashi Karmi Unnayan Program -OKUP, and Etudes Conseils FORMation Entrepreneuriat -ECFORME).

³² Best Construction, Firemount Textile Ltd., GNP Wear Ltd., Hyvec Partners Ltd., Sinohydro, Akhilesh International Ltd., Plastic Industries of Mauritius Ltd., Swadeshi Private Infrastructure Ltd., BCEG., Ferney Spinning Mills, Tara Knitwear, Fairy Textiles, PADCO, Tropical Garments, Mauriflex, S Seebundhun and Sons, Esquel.

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supplier engagement was also challenged by a relative opposition to the engagement with unions, which also jeopardised the roll-out of the app in supply chains.

- The project also aimed to strengthen regional and international cooperation through bilateral agreements between countries, global framework agreements between businesses and trade unions, and agreements between business and suppliers on workers' rights. The COVID-19 limited the scope of achievements in the area, but some were observed. On one side the Government of Mauritius was convinced to install a redeployment desk to support migrant workers who had lost their job due to COVID-19 and needed urgent work elsewhere in the country. The relationship has also led to an ongoing revision of national legislation on migrant workers (a decree on the rights of domestic workers and private employment agencies) and representation of migrant workers' voice in the discussion tables through the project local partners/CSOs. A Mauritius-Madagascar bilateral agreement is currently sitting with the Malagasy Gov't for their comments.

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION.

The project completed the development of a pre-departure trainings (PDOT) to migrant workers, and remedy mechanism to address complaints (through an app and a Migrant Resource Center -MRC). The PDOT has reported an improvement in the understanding of rights and relevant considerations for migrating from the pre-deployed migrants (of 73%). The PDOT Toolkit was translated into Bangla and French and piloted, and ready to be implemented in larger sessions with private partners as soon as labour migration is re-started. Video documentaries were also made and integrated, with a total of 160 migrant workers attending awareness raising sessions through this way. The app content is also complete and adapted to work in those phones that are available to migrant workers.

MSF PILLAR 4: CONTRIBUTION TO IMPROVED VICTIM SUPPORT AND RECOVERY.

The MRC is the key output for this pillar. So far, the CTSP and MRC Team have assisted migrant workers daily since January 2020, for a total of 444 cases seen by March 2021. A survey was developed to measure worker satisfaction of MRC services in general and of grievance resolution, but they were not consistently implemented so far due to capacity issues. Issues reported include wage theft, uncertain and inconsistent working conditions due to COVID-19 impact on workers' legislation and limitations on work, withholding of food allowances and employers documents (including passports), employer refusal to cover return airfare for workers who have lost jobs, redeployment and increased risks of exploitation and poor working conditions. The app has been less effective because the level of distrust between employers/ factory owners (duty-owners) and staff unions, made ownership difficult, whereas a migrant resource centre puts the incentive in the rightsholder.

MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW AND WHERE.

Carrying out surveys for the improvement of the above inputs has generated knowledge and relationships that can contribute to future advocacy strategy. For example, ECFORME was undertaking interviews (for research) with regional stakeholders in areas that migrant workers often originate from. ECFORME has also started building a network of migrant workers, after delivering the pilot training, and are now considering the possibility of developing their own resource centre. Additional research in Madagascar, Mauritius and Bangladesh is being completed. The Bangladesh report outlines the impact of COVID-19 on migrant workers, based on field research carried out by local partner OKUP. The Mauritius report looks at access to remedy for migrant workers in the global supply chain, using the Mauritius MRC as a case study. Research in Madagascar is on the profile of migrant workers and improved coordination efforts to protect migrant workers. Also, despite the removal of India-specific deliverables, research in the country as internal scoping report.

Cross-cutting evaluation questions:

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EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

There are various examples of cost-efficiency, sustainability and overall Vfm:

- Project efficiency was enhanced by having partners directly engaged in the supply chain (ASOS) and ensuring representation from workers (OKUP, ECFORME, CTSP). This engagement has also meant that private partners (ASOS, IndustriALL, CTSP), contributed with technical expertise, content and development costs related to the app, and personnel contributions were made at no cost to the project.
- Operating guidelines for the migrant resource centre were developed to guide partners in how to respond to grievances by themselves. Local capacity was also developed to deliver training, provide support, and conduct monitoring and learning activities independently. Grievance mechanisms are nonetheless expected to still require additional support, especially if there is no economic or legal incentive from local suppliers to contribute to it.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The project responded to a specific and identifiable need in Mauritius, Bangladesh and Madagascar and had a strong participation of local partners, including private sector and national governments. It also responded to a reduction in the textile industry in Mauritius (because of the COVID-19 pandemic) and shifted the focus to increase the support to migrant workers already in Mauritius, and not as much in potential working migrants.

Potential collaborative approaches have been taken with IOM, including collaboration on events, trainings for local partners and coordination in the relationship with the Ministry of Labour (Professional Migration Directorate) where ECFORME provides a supportive role. The MTR also highlighted that there is potential to learn from Stronger Together's approach by engaging with businesses and employers in a non-confrontational way, and more could be explored.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

There is strong evidence of the inclusion of safeguarding and gender-sensitivity principles within the project. For example, the P DOT training toolkit contains eight modules dedicated to safeguarding migrant workers against ill and unjust treatment in Mauritius, raising awareness on workers' rights and safe migration pathways, and skill development for improved well-being whilst at destination. ASI also provided the MTR with templates on MRC Grievance Record Keeping, MRC Code of Conduct, MRC Complaint Policy and MRC Safeguarding Policy. The MTR recommended a revision of the MRC Grievance Record Sheet, and this is still pending. Also, while safeguarding assessments have been conducted to understand the capacities and gaps of partners, and action plan finalised included in depth research around the safeguarding contexts in which the project operates, as well as in depth safeguarding training for partners and relevant consultants who were undertaking research.

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FREEDOM FUND: OPTIMISING FRONTLINE CARE THROUGH INTEGRATED VICTIM SUPPORT (MSIF)

Programme overview

The Optimising frontline care through integrated victim support projects works in five states of India and aims to develop an innovative digital management system (the 'Pathways Digital System') for grassroots anti-slavery organisations. This is done by first aiming to replace the use of paper for recording and sharing client information, and with the digitalized information to offer integrated care for survivors through a victim-centred approach and consolidating robust data to make recommendations to government and other stakeholders on the design of anti-trafficking interventions. The focus is on four outcomes:

- **Higher quality victim centred care** delivered through a coordinated group of frontline organisations and **Emphasis on client experience to improve anti-slavery services** among frontline organisations - - *MSF Pillar 4 - Protect.*
- **More timely and localised data from frontline organisations** to inform local and state government action against slavery, *MSIF Pillar 3 and 5 – Prevent and Protect.*
- **Stronger global evidence on the scale & patterns of modern slavery**, including examining pathways into exploitation and the reintegration journey of survivors - *MSIF Pillar 5 – Evidence Base*

Assessment of overall impact/effectiveness:

The stated overall impact of the project was to **allow victims to exit exploitative situations and recover more speedily and effectively**, supported by (i) an integrated service model across frontline organisations and (ii) more precise government actions informed by timely, localised data. Advances on the first area (an integrated victim-centre service model) are observed. At the time of writing, 25 participant NGOs have moved their client registers to the Pathways Digital System (<https://www.discoverpathways.org>) and are actively using it to serve frontline communities and improve coordination with local officials. The model and tools have also been expanded into even more states (five), 25 participant NGOs and four languages (Hindi, Tamil, Bengali and English), out of an original target of four states. The tool is also expected to be adapted and used beyond India.

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION AND MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

Given delays—due to the COVID pandemic and participant NGOs having less time to clean and migrate case data onto the Pathways Digital System—the project has begun to accomplish its aim to provide information to local and state governments to support the prioritization of community-level needs. Examples of Pathways data being used to inform government responses include data on child labourers rescued by NGOs are shared with the Police, Child Protection Committees and Child Welfare Committees to prevent the underreporting of cases by local officials; and data on eligible applicants who have not received their welfare entitlements used in meetings with local government officials to call for their assistance to improve functioning of these schemes. Secondary analysis of Pathways data by an external research partner is also in progress. Two reports have been drafted and are currently undergoing validation with participant NGOs. Once finalised, the report will be presented to local- and state-level officials and a series of media articles are also planned for the second half of 2021.

The information collected has the potential to be used internationally to measure the scale and patterns of modern slavery, as the digital case was designed considering IOM data standards on trafficking and is thus compatible with global data streams. Revisions to the data model and interface allow now for a greater specificity of use of the system by grassroots organisations that focus on disparate forms of modern slavery (child labour, bonded labour, trafficking). Greater data security measures will also help build new users' trust in the system.

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MSF PILLAR 4: CONTRIBUTION TO IMPROVED VICTIM SUPPORT AND RECOVERY.

The project main output is a digital tool to map information captured at each point of client interaction, freeing frontline workers to provide truly victim-centred, integrated support to vulnerable individuals affected by slavery. The tool aims to enable regular feedback from survivors and communities affected by slavery and produce standardised datasets for aggregated reporting and analysis. A Pathways training manual was also finalised, a pilot cohort of ten NGOs were engaged to co-design the model of care and to adjust training and data migration, and data has been migrated for all those trained. A further 15 NGOs outside the pilot cohort are also now onboard and at various stages of adopting the system.

The Freedom Fund's local delivery partner also developed several standardised reporting formats that can be used by participant NGOs to generate reports as they start using Pathways more regularly. A key additional benefit of the system for participant NGOs is to help facilitate ease of donor reporting, thus freeing time to focus on the victims and increase efficiency. Finally, noting the need for data in low connectivity and offline settings, the app is fit for offline working via tablet/mobile and does not require specialised hardware.

Cross-cutting evaluation questions:

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY?)

For the lead partner, local insights and connections provided cost-efficiency, as it allowed the project to quickly gain buy-in and develop an approach that fits the distinct operating context of grassroots NGOs. Thus, save funding needed to provide additional capacity or training to local organisations, particularly on safeguarding or victim-centred approaches. The localised model also reduces transaction costs.

The main source of VfM will be the future expansion of the Pathways platform. The platform is already showing signs of high adaptability, as it is being expanded from the first pilot states to others like Rajasthan and West Bengal. The project also expects for the platform to be adapted for use in other countries, given that its design follows data standards on trafficking. In general, the more NGOs and places using it, the cheaper and more efficient the platform will become. In the future, the key cost driver will be the technical maintenance of the platform, ensuring the quality of the information, and creating capacity amongst new participant NGOs. A potential tool to increase VfM is to use existing users as trainers, and to use a localized model of expansion.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS, (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

This intervention was highly relevant for the local organisations. The implementation of the system can diminish redundancies in data capture across formats, reduce drains on staff time, allow NGOs to easily report and harness data to support policy reforms. Digital capture and sharing of case data also help reduce the re-traumatisation of survivors who otherwise would have to tell the same, possibly traumatic, details to frontline workers on multiple occasions. Wider availability of real-time Pathways data will also make it more difficult for officials to challenge or underestimate the extent of child or bonded labour.

The project adapted to evidence-base findings, including an initial research assessment commissioned by Freedom Fund, that showed that prevalence figures for their central Nepal hotspot were lower than expected and thus to increase effectiveness the focus was given only to India. It also adapted to the COVID-19 pandemic by providing hands-on support to participant NGOs with ad-hoc analysis of community-level data to call for more aid and to help direct government aid distributions to the most affected communities. A 'Voice of the communities' tool was also quickly built and used by 21 participant NGOs to gather info from affected communities to inform government response to the pandemic. As a result, 42 government schemes were identified, and at the time of writing over 1,800 applications to these schemes were being tracked in the Pathways system to monitor rate of access.

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Regarding complementarity and coordination, the project uses IOM international protocols for case management, and the coordination is primarily through the Technical Lead on the Pathways project, who was also directly working with IOM to develop its data standards for trafficking victims. Freedom Fund has also reviewed comparable tools and coordinated with other anti-slavery and child protection organisations—including Liberty Shared, Hope for Justice, Unseen UK, International Justice Mission, Save the Children and Educate Girls India—to learn from their experiences and avoid duplicating work. For example, the ‘Pulse’ feature in Pathways for assessing client outcomes is built on existing tools recommended by these peer organisations.

The project also builds upon Freedom Fund’s ‘Hotspot’ program currently in eight countries, which convenes strategically aligned networks of grassroots NGOs together to encourage collaboration and information sharing; and to develop and coordinate responses. The Freedom Fund is actively considering bringing the Pathways platform to other countries, including for NGOs working to end agricultural bonded labour in Nepal and the commercial sexual exploitation of children in Brazil.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

Although the project partners don’t work directly with potential victims, vulnerable individuals or survivors, the Freedom Fund maintains Safeguarding Focal Points to handle all cases of concern, including a dedicated safeguarding manager and focal points at field level. Further, the platform includes strong data security features, protocols, and tools to increase capacity for local organisations on safeguarding and data protection.

The results framework does not gender-disaggregate data on victim cases or explicitly state and monitor whether outputs (e.g., service models, data flows, reports to government, thematic reports) will be gender sensitive. The Pathway tool however collects gender-disaggregated data, records specific exploitation types by case (child marriage, domestic servitude) and uses this data to generate additional gender-sensitive questions on vulnerabilities to clients (e.g., methods of exploitation and recruitment). The integrated service model being developed by the project also aims to provide tailored support for male and female clients, e.g., support plan functionality includes the option of a ‘sexual exploitation rehabilitation plan’; and connect cases with gender/age specific government schemes.

No coordination with the other India-based projects was pursued during the implementation of the project.

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IOM: ASSESSING STIGMA FOR PREVENTION, IMPROVED RESPONSE AND EVIDENCE BASE (ASPIRE) (MSIF)

Programme overview

The IOM Assessing Stigma for Prevention, Improved Response and Evidence Base (ASPIRE) project was aimed at improving the evidence base on the intersection of social norms and stigma with trafficking in Indonesia and Ethiopia, both as a driver of vulnerability and a barrier to reintegration. This was done through the focus on three outcomes:

- Increased evidence base on social norms and stigma drivers and consequences of trafficking and exploitation to inform the design of related intervention - *MSIF Pillar 5, Evidence Base*
- Improved capacity at structural/national level to prevent and respond to trafficking and exploitation applying a social norm informed, non-stigmatising approach - *MSIF Pillar 3 and 4*
- Improved capacity at regional/district/community level to prevent and respond to trafficking and exploitation applying a social norm informed, non-stigmatising approach - *MSIF Pillar 3 and 4*

Assessment of overall impact/effectiveness:

The project's research was aimed at informing reintegration support for victims and returnees. Two research products were completed, with a strong focus on gender sensitivity. The main findings were shared with more than 500 people and 226 people attended research dissemination events of the two reports. No feedback from victims/survivors has been obtained so far, so the change that those trainings have produced, so it is difficult to pinpoint what the outcomes have been. Yet, some change was achieved at the policy level. In Indonesia, the research informed the draft of the National Plan of Action on the Prevention and Handling of Trafficking in Persons Year 2020-2025. At the regional level, Anti-Trafficking Task Force of the Nusa Tenggara Timur (NTT) province issued the Regional Plan of Action to Prevent and Handle Trafficking in Persons. IOM has also produced instructional videos for facilitators in Indonesia on how to deliver the training, which are expected to widen the reach of the training. In Ethiopia, the final draft research report was reviewed during a meeting for the development of the National Partnership Coalition's five years (2012-2025) strategic plan. Recommendations from the research were considered in the strategic plan particularly around expanding formal migration channels more accessible to Ethiopian citizens, creating more job opportunities for returning migrants, and making sure that reintegration services were gender sensitive.

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION AND MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

The project succeeded in producing two research reports on the gendered drivers and consequences of migration/trafficking in both Indonesia and Ethiopia. The reports document the stigma facing VoT and returnee migrants within their home communities, in relation to mental health problems and trauma due to GBV and other abuses experienced during the migration/trafficking experience, or the perception that returnees are criminal and/or carrying disease.

Dissemination was completed at national and regional levels through Training of Trainers, and included pre- and post-training questionnaires, which showed increase in the knowledge of those trained. The research was also used to create training manuals, guidelines, and IEC materials. Training was also provided to media professionals on "Ethical and non-stigmatizing media reporting on human trafficking and wider migration issues" focusing on the potential norms and stigma that are drivers or consequences of trafficking, as a mechanism to raise the risk and prevent re-victimization.

The main findings and recommendations from the research included: (1) mental health problems for VoTs are misunderstood, highly stigmatized and left untreated, (2) the opportunities, risks and outcomes for migrants

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are impacted by gender norms, (3) social stigmatisation impacts the experiences of returnee migrants and their disconnect from support services, (4) the desire to improve their lives outweighs the risks of trafficking for aspiring migrants.

MSF PILLAR 4: CONTRIBUTION TO IMPROVED VICTIM SUPPORT AND RECOVERY

There is no indication that an assessment of changing attitudes from service providers and media professionals has taken place, particularly one including a viewpoint from the victims/survivors.

Yet, some policy changes have been achieved. In Indonesia, the central Government adopted the Training Manuals for Trainers in Assisting and Handling Victims and or Witnesses of Trafficking by the Government of Indonesia (GoI) and its roll-out to regional/district Anti-Trafficking Task Force (ATTF) and service providers (cofounded by the GoI). Guidelines on Gender Responsive and Non-stigmatising Approach for Shelter and Quarantine Place Officers (within the Ministry of Women Empowerment and Child Protection (MOWECP)) also have been produced and shared.

Furthermore, specific guidance has been produced for the media (a Guideline for Journalist: Promoting Victim-Based Journalistic Reporting for Trafficking in Persons Cases"), in order reduce stigmatization, increase the quality of reporting on human trafficking and include additional information on prevention and protection mechanisms. The development of this guidance involved the Alliance of Independent Journalists Indonesia.

Cross-cutting evaluation questions:

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

The emphasis in Training of Trainers and instructional videos has the potential to save costs in future dissemination efforts. However, as there will be additional costs in digitising all their training courses, the most cost-effective mechanism continues to be face-to-face engagements.

Cost savings were also achieved by guaranteeing the co-founding of training activities by national institutions in Indonesia, including covering the costs of training venues, transportation allowances for participants, and resource persons' fee, while IOM focused on providing expertise in delivering the training manual and assessing the learning process. Savings were also achieved by doing the media training virtually, which allowed IOM Indonesia to quintuple (from 20 expected trainings to 100) the number of journalists trained.

Finally, both in Indonesia and Ethiopia, IOM used a competitive cost-effective bidding process for all activities in the project.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The countries for implementation of this project were chosen by HMG (not IOM), with the project initially intended to be done in Albania and Afghanistan, where they had already undertaken formative grassroots research and had built local stakeholder buy-in as part of MSIF1. The change of focus countries created additional risks to project success and raised sustainability issues due to the short-term nature of the project. The change in locations did nonetheless ensure to cover communities where there was a need for the same type of research and were within the HMG priority list.

To ensure access to remote areas, where the need is higher and there were no known local organisations working on this issue, IOM engaged with faith-based leaders and organisations.

In terms of coordination and complementarity, as these documents are still draft, lessons from the ASPIRE project have not yet been shared across MSIF2 stakeholders, or with other countries/contexts. There is also no evidence of this research being shared with other implementing partners working in Indonesia.

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CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS.

The project adds a strong contribution to a gender-sensitive evidence base. It particularly focuses on preventing the revictimization of victims of trafficking, GBV or other human right abuses (during their trafficking expenses), by better understanding how gender norms, and social norms are a contributing factor to their stigmatization and the increase in their vulnerability within their original communities. Specifically, IOM Indonesia developed Guidelines on Gender Responsive and Non-stigmatising Approach for Shelter and Quarantine Place Officers. The Guidelines aim to support the community and district government in operating shelter or quarantine spaces for COVID-19 for returnee migrants who need to quarantine before returning to their own community. These have been already provided to the authorities West Sumba and Southwest Sumba province, alongside PPE items.

The research is also being used as a basis to develop gender-sensitive digital training courses for government officials, media and CSO service providers. The project design has ensured that both men and women (and leaders from the targeted communities) were involved in stakeholder discussions and informal consultations; and the gendered machineries in-country (such as the Ministry for Women and Child Protection in Indonesia and the Ministry of Women and Children's Affairs in Indonesia) have been included in stakeholder forums.

As a result, there are potential lessons to be learned in relation to the gendered drivers of trafficking and migration and the need to tackle stigma against returnee migrants and VoTs, which could inform other community-based integration projects. The CBR manual which was developed will be piloted in the continuation phase of ASPIRE.

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ETI: ACCESS TO REMEDY FOR MIGRANT WORKERS (MSIF)

Programme overview

The ETI project aims to co-develop, produce, and publish a tailored set of Access to Remedy Principles for vulnerable migrant workers in global supply chains; and to pilot them in Malaysia. Further, through an online app, the project aims to reduce migrant worker's vulnerability by providing them with information in their own language about their labour rights and enabling them to connect with trusted and established local worker organisations (unions or NGOs) to safely report grievances. This is expected through two outcomes:

- **Agreed Access to Remedy principles established and disseminated** with public bodies, key retailers and suppliers, industry associations, trade unions and CSOs - *MSIF Pillar 2 and 3*
- Greater understanding of rights and reporting grievances amongst vulnerable migrant workers through a new technology platform - *MSIF Pillar 3 and 4*.

Assessment of overall impact/effectiveness:

The Access to Remedy principles were finalised and the dissemination process has restarted with the confirmation of the project extension (until March 2021), which expects to achieve wider application of the app and principles across a wider set of private stakeholders. Regional and in-country consultation workshops have been completed in Bangladesh, India, and Turkey, and in Kuala Lumpur with businesses, trade unions, government stakeholders, NGOs, and recruitment agencies. Specific progress has been obtained with some Malaysian private stakeholders, as the companies gave consent to proceed with the trial of the app and the training of migrant worker representatives from each of the migrant community groups across their factories in Malaysia. As the app and principles are still in early stages of use, there are still no statistics on the number of vulnerable migrants attended and/or benefits/results.

The key supporting evidence is described below within each of the MSIF pillars:

MSF PILLAR 2: CONTRIBUTION TO MORE RESPONSIBLE BUSINESS PRACTICES AND SLAVERY-FREE SUPPLY CHAINS.

Regional and in-country consultation workshops were completed in Bangladesh, India, and Turkey, and in Kuala Lumpur with businesses, trade unions, government stakeholders, NGOs, and recruitment agencies. The project reached 227 stakeholders across a range of supply chains to discuss collective solutions and agree on a final version of the Access to Remedy Principles focusing specifically on the role of these stakeholders. The website (www.migrantworkerremedy.org) has also been launched and includes access to the principles as well as supporting resources and a space for retailers/brands/suppliers and government stakeholders to provide their written commitment.

The project's work with rubber glove manufacturers in Malaysia also became increasingly relevant due to increased demand for PPE items, as well as increasing reports of human rights abuses and hostility against migrant workers because of the economic and public health issues related with the pandemic. ETI also leveraged additional pressure on the Malaysian government to tackle modern slavery due, by highlighting the economic consequences from US bans on Malaysian imports of rubber gloves and sharing learnings with other partners working in the area (Newcastle University).

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION AND MSF PILLAR 4: CONTRIBUTION TO IMPROVED VICTIM SUPPORT AND RECOVERY.

The app (JustGoodWork Malaysia) is now finalised and launched. It provides information on legal rights, what to expect at work and also serves as a reporting mechanism available in the language of the workers, and channelling the grievances through a local NGO, who will support the worker in resolving the issue and by

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working with the employer. This intends to provide more protection and support to victims and increase their trust to allow for more effective reporting. It also aims to connect and empower victims/survivors to enable them to organise collectively to raise shared grievances with employees³³. Finally, the app also offers wider information about the pre-departure process, such as checklists of requirements, expected processes and information on rights. As a result of the initial trials, the app also integrated audio to tackle issues with low literacy levels and introduced a promotional video, which can be circulated in social media, to expand the use of the app.

In response to COVID-19 additional risks for vulnerable migrants, the project enabled the local partner to increase their support in assisting migrant workers with the resolution of labour cases. Our Journey and their CSO partners also distributed emergency food supplies to migrant workers, who lost their jobs and were ineligible for most government emergency support.

MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

Currently a researcher is doing a review/consultation with local partners, aimed at measuring the earlier results of the application of the app and principles, including how useful this has been for private partners and migrants. The evaluation is assessing several dimensions of the implementation of the MISF project, focusing on its design, execution, results, and operational effectiveness. The report will provide recommendations for programmatic considerations for the next months of implementation.

ETI also conducted formative research on Human Rights Due Diligence in Malaysia's Manufacturing Sector to understand the operating context and risks faced by migrant workers as part of their approach to due diligence. Within their risk matrix, ETI has recognised the need to build close working relationships with a wide range of stakeholders to mitigate the risks of challenging political developments or hostility.

Cross-cutting evaluation questions:

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY?)

Cost savings were done by providing online trainings (incentivized by COVID-19), using a competitive procurement process, and drawing on the previous expertise and experience of local partners (Our Journey) to diminish the need for inception research, ensuring a quicker access and insight into local stakeholders, and learning from previous experiences with similar apps. The project also draws upon the MEL system developed under its DFID-funded Responsible, Accountable and Transparency Enterprise (RATE) initiative, and used the DFID grant to support part of the staff, travel, and logistic costs.

The project is designed to be sustainable and scalable, as the app and principles can continue being available after the project end and thus the cost-efficiency increases. The biggest issue for sustainability is the fact that the platform, to continue being operated and services, will need to receive financial contribution from a third party, preferable companies/brands in the local context or destination countries. The process of identifying pilot worker groups for the project resulted in two Malaysia supplier companies (out of six targeted) becoming formally engaged in the project. Support is also being explored through ETI's existing corporate and junior local memberships³⁴, and an expansion to cover workers in the warehousing and shipping industry (in discussion with International Transport Workers Federation).

Finally, the in-app audio content mentioned before was implemented in partnership with IOM Malaysia (through an in-kind contribution). The remediation principles were shared with IOM in full, thus helping to

³³ Within the app itself where workers cannot connect/organise together, but it allows them to become aware of their rights and consolidate internal mechanisms to claim their rights.

³⁴ Including local (e.g., Our Journey, Ansell, Karex); UK (e.g., Tesco, Sainsburys/Argos/Habitat, NHS Supply Chain); and international (e.g., BWI, Elevate) organisations.

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develop specific principles based on case studies from the Malaysian manufacturing sector. The app will also be promoted to migrants who are being supported by IOM and other stakeholders that ETI and the local partner has engaged with so far, thus increasing its cost-efficiency.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The project is highly relevant as it targets the manufacturing sector of Malaysia, where foreign migrant workers make up around 25% of the workforce. Whilst the project originally focused on both Mauritius and Malaysia, the Home Office requested that Mauritius be dropped to avoid duplication with ASI's project. In addition, whilst the project was originally going to focus exclusively on providing support to Bangladeshi workers via the new app platform, this has now been expanded to support all migrant workers (e.g., from Nepal, Indonesia, Vietnam) in their local languages.

Strong coordination with other partners was observed in this project. Besides the common work already mentioned the implementer also: (i) presented the project at national workshops (participation on Delta 8.7 Malaysia and ILO Global Business Network on Forced Labour), and (ii) comparing/merging app functionalities and contents with other organisations like The Very Group³⁵, and (iii) general conversations with other organisations working on the same area (Anti-Slavery International). During the non-cost-extension the partner aims to establish a national coordination mechanism with IOM Malaysia, Responsible Business Alliance, the Roundtable on Sustainable Palm Oil (RSPO), Institute for Human Rights and Business (IHRB) and the International Labour Organisation (ILO).

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

ETI has a base code guidance on gender equality, a safeguarding policy and an internal gender strategy, but the logframe did not initially generate gender disaggregated data on beneficiaries. Currently, it is tracking the gender of those attending trainings on the App trials, as well as those downloading/using it. The project is also working towards putting mechanisms in place to protect workers against reprisals and harm; for example, by anonymizing the platform data. ETI's delivery partner (local NGO) also employs outreach workers with substantial experience of working with vulnerable populations; and ensures that migrant worker researchers are trained on research ethics and protection of vulnerable workers.

A Gender Expert Consultant also reviewed the Access to Remedy Principles to ensure that migrant specific vulnerabilities linked to gender were considered. A supplementary resource on will be added to the new website (migrantworkerremedy.org) The key recommendations, now integrated into the principles include: i) ensuring workers have access to same-sex support groups, ii) offering appropriate accommodation and transportation to work, and (iii) creating a specific resource within the website providing specific guidance on access to remedy for women migrant workers.

³⁵ The Very Group is the UK's largest integrated retail and financial services provider.

Programme overview

The development of a framework to support victims of human trafficking project aims to provide practical experience to establish a national referral mechanism pilot for the identification of victims of Trafficking in Persons and Modern Slavery and their referral between law enforcement and victim support agencies in pilot areas in China. This is expected through three outcomes:

- **A developed victim-centred referral mechanism plans** in compliance with international standards and best practices across policy makers at provincial level *MSIF Pillar 4*.
- **Better and more systematic assistance of victims through written protocols** by law and non-law enforcement agencies, including shelters and other relevant institutions- *MSIF Pillar 4*.
- Stronger practical experience of designing and operating a referral mechanism for victims of trafficking across pilot areas (and national institutions) in China - *MSIF Pillar 4*.

Assessment of overall impact/effectiveness:

The pilot project contributed to further strengthen the operational capacity and cooperation among counter-trafficking stakeholders in the identification and referral of victims of trafficking (VOTs) through the piloting of newly drafted Pilot Standard Operating Procedures for the Identification referral and support of Trafficked Persons and Vulnerable Migrants in Jiangxi Province (SOPs) which codify roles and responsibilities of different actors while harmonising local regulations with international best practices. The percentage of VOTs supported who report positively on their experience of the referral process' could not be measured because of ongoing investigations by the local authorities and due to IOM not being involved as a service provider and therefore not having direct access to the beneficiaries. Despite the UK not being in a position to fund an extension of the project this year, the Chinese MPS have already asked IOM to roll out the SOPs in Guangxi and Yunnan provinces with a view to mirroring the activities undertaken in Jiangxi.

MSF PILLAR 4: CONTRIBUTION TO IMPROVED VICTIM SUPPORT AND RECOVERY.

The project produced a pilot SOPs for the Identification, Referral and Support of Trafficked Persons and Vulnerable Migrants to be used by the Civil Affairs Bureau (CAB) and Public Security Bureau Officers (PSB) in Jiangxi Province³⁶. The SOPs were endorsed by the central and provincial authorities, and CSOs, police and shelter staff received practical and theoretical training. Pre- and post-surveys of the trainings revealed a significant increase in the level of knowledge, particularly regarding VOT identification, interviewing techniques, and needs assessment. Central authorities involved included the Ministry of Public Security Office to Combat Trafficking (MPS OCT), the Ministry of Civil Affairs and the All-China Women's Federation. During informal interviews, these authorities expressed "100% satisfaction" on the pilot referral mechanism and the possibility to use elements of the SOPs in other provinces, particularly those in the southern border.

Other activities were introduced given the lack of direct access to VOTs³⁷, including training on the Identification and Referral of Victims of Trafficking to Consular Officers from key countries³⁸, and an informative video and infographics on human trafficking. The video was published on the IOM WeChat account (subtitled in Myanmar, Laotian and Vietnamese languages), ILO, BE Beijing and UNHRC Weibo accounts, and

³⁶ Jiangxi province was selected, in coordination with the MPS OCT, as pilot site due to trafficking trends, a good level of basic services available for vulnerable groups, and interest/strong coordination of the provincial authorities.

³⁷ Partly thanks to the SoPs, local authorities reported having pre-identified 21 female victims of trafficking of Cambodian nationality, but IOM was not involved as a service provider or had direct access to the beneficiaries. Indicator eliminated.

³⁸ Included representatives from Colombia, Laos, Madagascar, Uganda, Myanmar, and Viet Nam.

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remains available. The online mechanisms (which reached 5026 people) also allowed direct interaction with the users and included short surveys to measure satisfaction and knowledge.

MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

During the research preparation for the SOPs, the project generated additional information regarding provisions where further work could be achieved within existing anti-trafficking policies, which were presented to national authorities. Despite not possible to verify direct attribution, when the Central government released the new National Action Plan on human trafficking a few months after the meeting, many points in the new policy papers responded to recommendations given. These included actions aimed at further addressing the vulnerability of victims of trafficking, increasing victim-centred protection approaches (by aiding and placement in line with victims' physical, mental, age and gender characteristics), and training service providers.

Cross-cutting evaluation questions

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY?)

The pandemic resulted in savings in some of the costs, particularly regarding training mechanisms and cheaper project venues³⁹. Funding was also saved on outcome 2 (direct support mechanisms for victims) because the Chinese government offered to provide the full support, and IOM just acted as a referral mechanism. The project also allowed the establishment of a new consistent practice of conducting joint trainings between law enforcement, government service providers and representatives from the civil society, which was not possible before 2019. This is set to become a standard IOM training practice in China, saving both costs and increasing coordination and efficiency. A sign of sustainability to review in the future will be the expansion of the SOPs to other provinces.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS, (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The project responds to a need to increase coordination between law enforcement and service providers responsible for protection and referral. It also fully aligned with objectives of China's Second National Plan of Action Against Trafficking in Persons (2013-2020)⁴⁰. Yet, there seem not to be specific interactions or coordination mechanisms with other MSF projects in the region, including those implemented by IOM. Both the British Embassy and IOM China mentioned interactions with their counterparts in Vietnam on trafficking and migration issues but not necessarily in relation to the project, as the aims were very focused on the national/provincial level. There were also initial conversations on the development of a common programme on improved cross-country coordination and disruption of trafficking routes between the two countries. In general, there is a wider scope for regional work.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

Through the project, IOM successfully advocated the inclusion of a new term of vulnerable migrant within the SOPs, which provides the space for male VOTs to receive wider support. This is important given that evidence indicates that men may also become victims of human trafficking in China, and thus presenting conditions of vulnerability requiring attention. The SOPs also allowed for a stronger recognition of the risks of an increasing number of women being trafficked for marriage migration purposes. The project also worked with the ACWF, who is responsible for the welfare of all women and children and are responsible for the reintegration process of female and child victims.

³⁹ This is explained in more detail in the project completion reports.

⁴⁰ For example: Objective 3, action 2: standardize the work procedures for the rescue, placement, rehabilitation, and recovery of trafficked victims, and establish policies and guidance for dealing with victims whose biological parents cannot be located.

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INSTITUTE FOR CRIMINAL JUSTICE REFORM (ICJR) INDONESIA⁴¹: TOWARD A DATA-DRIVEN EFFORT TO COMBAT MODERN SLAVERY IN INDONESIA AND BEYOND (MSF)

Programme Overview

The project aims to support a data-driven, evidence-based anti-trafficking movement with better information on its root causes and analysis of where limited resources should be directed to have the most impact. Given its small size, the project only included the above outcome statement and thus specifically tackles MSIF Pillar 5 (Evidence Base) but is also producing information for preventive purposes (MSIF Pillar 3).

Assessment of overall impact/effectiveness:

The program has supported better data practices for the anti-trafficking movement in Jakarta, Kupang, Makassar and Surabaya, with four Community of Practices (COP) consolidated and within these effectively supporting the creation of a of a systematized data system of modern slavery cases, for anti-trafficking networks in areas where there were none before. The *Getting to Good Human Trafficking Data: A Workbook* and *Field Guide for Indonesian Civil Society complements Getting to Good Human Trafficking Data: Everyday Guidelines for Frontline Practitioners in Southeast Asia*, are now also publicly available [online](#).

MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

In Kupang, Makassar and Surabaya were local organisations with less experience,⁴² Here, the e outcomes were achieved by creating a better understanding of what data variables needed to be collected, the type of verification needed to ensure its validity and providing trainings on the principles of good data. It also included individual visits to participating organisations' offices to get a better sense of their existing practices, customising the system, and ensuring the existence of minimum standards to allow for the information to be compatible for collective analysis.

Thanks to the above, the COP in these three cities developed policy briefs on areas such as the establishment of more shelters for victims of modern slavery, the revision of the local regulation on modern slavery to include data collection as a key priority and data gathering and investigation of potential modern slavery cases involving children. Finally, an individualised advocacy plan that makes active use of the data collected was also created and included within the organisational strategies. Never clear when they could be proactive or rely on the Embassy to make introductions. This happened specifically with IOM where the organisation had contacts but not sure they could use them. IOM was also working on data standards to avoid duplicating efforts or publicize standards that were contradictory -make sure it was complementary.

In Jakarta, where the organisations have more experience in data practices and most are already connected to international NGO networks, the focus was on establishing a national advocacy strategy to evaluate the implementation of the Indonesia Law on Elimination of Human Trafficking Crimes and its compatibility with international standards and other relevant national laws. The product was presented to the National Commission on Child Protection (KPAI).

Cross-cutting evaluation questions:

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY?)

The project was implemented within the budget approved despite some additional costs required for travel. The reports did not include any indications of how they specifically ensured VFM, but this might be the result

⁴¹ In partnership with the Centre for Human Rights and International Justice, Stanford University.

⁴² Participant organisations included: XXXX PLEASE ADD.

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of this not being a requirement within the original MSIF reports. Some savings were obtained because of cancellation of activities resulting from the pandemic.

An unexpected outcome of the research was its contribution to the setting of a Human Trafficking Data Lab which is co-funded by the U.S. Department of State's Office to Monitor and Combat Trafficking in Persons and University of Georgia's African Programming and Research Initiative to End Slavery. The Lab's current research initiatives, focusing on Brazil, includes: (i) assisting anti-trafficking task forces in evaluating the accuracy and urgency of new reports of trafficking, the team is developing a decision support tool for anti-trafficking agents, and (ii) artificial intelligence for Identification of Illegal Labour Camps, using satellite imagery and artificial intelligence tools.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES

The project seems to be highly relevant as the anti-trafficking networks in Kupang, Makassar, and Surabaya did not previously have any systematized data practice for modern slavery cases, and now they do. Some indications of use and sustainability of the data-driven efforts were provided. For example, in Kupang, the recently elected a new governor has shown stronger support to the local COPs and in general for anti-trafficking activities and programmes.

No examples of coordination or complementarity with other HMG MSIF projects were mentioned in the reports or interviews, despite other HMG MSIF projects having work in the same country and timeframe⁴³. The implementing partners mentioned that there were no specific mechanisms set in place to make possible such coordination. In fact, they hesitated in doing this through their own networks, as there was no clarity from HMG about communication and/or engagement policies and they feared that their own efforts could go against diplomatic priorities. Nonetheless, the partners also mentioned that some opportunities to avoid duplication were taken directly (by liaising with IOM Indonesia), as there were indications that similar programmes were being developed and they wanted to ensure complementarity instead of duplication of effort. Such efforts were successful.

There is thus scope for coordinated approaches in the future given Indonesia's regional leadership in tackling human trafficking⁴⁴, and other related work being implemented in Indonesia by the same partners or others⁴⁵. Further, there is potential scope to do more coordinated work if the UK joins the Bali process.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

No specific indicators of gender sensitivity were found within the project documents received.

⁴³ See the Assessing Stigma for Prevention, Improved Response and Evidence Base (ASPIRE) project report included within this review as well.

⁴⁴ Indonesia co-chairs, with Australia, the Bali process. The Bali Process is an official international forum, established in 2002, to facilitate discussion and information sharing about issues relating to people smuggling, human trafficking, and related transnational crime and appropriate responses to these issues.

⁴⁵ IOM is also working on trying to ensure better coordination between the national Ministries in Indonesia, by producing guidelines with the Anti-Trafficking Task Force. HMG representatives also mentioned other related work by other diplomatic missions including the Australian Embassy in Jakarta and the Embassy of the Kingdom of the Netherlands.

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INTERNATIONAL JUSTICE MISSION (IJM) DELHI: TRANSFORMING INDIA'S RESPONSE TO BONDED AND FORCED LABOUR IN TELANGANA AND RAJASTHAN (MSF)

Programme Overview

The project aims to build India's capacity and commitment to address Forced Labour through better implementation of laws, strengthening of Criminal Justice System, Survivor Empowerment and Business Engagement, in the states of Rajasthan and Telangana and nationally at Delhi. Given its small size, the project only included the above outcome statement and thus tackles MSIF Pillar 2 more responsible business practices and slavery-free supply chains, Pillar 3 reduced vulnerability to exploitation and Pillar 4 improved victim support/recovery, with some contribution also to evidence gathering (MSF Pillar 5).

Assessment of overall impact/effectiveness:

The project achieved results both from a bottom-up and top-down approach. At the top-down level it increased the capacity of regional policy makers, administration, business, law-enforcement, judiciary, prosecution, CSO and media stakeholders on how to prevent and tackle bonded labour in both states. It also ensured collaborations with larger business confederations which have the potential to expand the project to a national level, and the training and advocacy efforts resulted in greater acknowledgment of Bonded Labourers as a vulnerable group at the regional and national level. On the bottom-up level the project created new leaderships amongst victims/survivors, three of which are now in elected positions. This is boosting the survivor voices and increasing their own advocacy power.

MSF PILLAR 2: CONTRIBUTION TO MORE RESPONSIBLE BUSINESS PRACTICES AND SLAVERY-FREE SUPPLY CHAINS.

The project ensured collaborations with Quality Council of India (QCI), Confederation of Indian Industry (CII), and Federation of Indian Chambers of Commerce (FICCI). IJM utilised the spaces opened by these organisations to present guidelines and findings to 133 national and global delegates representing sectors of textile and apparels, labels and stickers, IT, food, service, paper, malt extracts, exports, agriculture, packaging, jewellers, instrumentation, logistics and warehouse, as well as think tanks and senior management institutions (like SEDEX, China Europe International Business School, Shakti Foundation, and Indian Institute of Corporate Affairs). Changes have been mainly anecdotal⁴⁶, but increased awareness.

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION

Policy level engagement contributed to the inclusion and acknowledgment of Bonded Labourers as a vulnerable group by India at the second Voluntary National Review (VNR) on Sustainable Development Goals (SDGs) in the UN-High- Level Political Forum in 2020. The delivery partner provided substantive inputs to guidelines on bonded labour during the COVID-19 pandemic, which were accepted and subsequently incorporated in the revised guidelines and circulated to relevant government bodies⁴⁷.

MSF PILLAR 4: CONTRIBUTION TO IMPROVED VICTIM SUPPORT AND RECOVERY

Ten survivor groups have been formed in Rajasthan and 3 in Telangana, with a total of 338 members. This groups reduce vulnerability to re-bondage, increase assimilation of victims into their communities and allow better advocacy for advocating rights. Within those groups, the project trained 105 survivor leaders on leadership/engagement with government and community. Five survivors in Telangana stood for local-body

⁴⁶ For example, regular discussions with German Partnership for Sustainable Textiles (GPST) and Tamil Nadu Multi-stakeholders Initiative (TNMSI), about Responsible Recruitment, lead IJM (project partner) to be granted membership in the GPST. IJM will now present a training to the BEWG (Brands Ethics Working Group) and opportunities for eco-system-based solutions.

⁴⁷ Ministry of Corporate Affairs, Ministry of Micro, Small and Medium Enterprises, Ministry of Heavy Industry and Public Enterprises, Union Labour Secretary and Chief Secretaries of all states and union territories.

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elections (not seen before) and three won (all women). One of them is now Deputy Sarpanch (village-level local self-governance leader). Stronger advocacy led to Bonded Labour Vigilance Committees been established in most of their districts. The survivors were also supported in accessing government benefits and entitlements like Ration Cards, Voter Identification Cards, Community Certificates, and housing records. Survivors were also helped to obtain relief government support for COVID-19 victims.

MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

The project partners assisted state governments to analyse the local triggers of bonded labour in two areas in Telagana. Jai Bhim Vikas Shikshan Sansthan collaborated with the Centre for Child Protection (CCP) affiliated to the Police University in Rajasthan to implement research on socio-economic factors contributing to forced labour, specific to the state of Rajasthan.

Cross-cutting evaluation questions:

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY)?

Some key cost-efficient gains were achieved by (i) using radio programs to increase the reach of the information to bonded labourers rehabilitated labourers, or potential bonded labourers, (ii) survivor empowerment events were held with minimum possible expenses for accommodation and logistics, by asking local leaders to provide accommodation support to those coming from afar. The events also included policy makers to reinforce advocacy purposes within the same meeting. Also, the fact that three women survivors are now local elected leaders, has the potential in the long-term to keep influencing policy on preventive and protection mechanisms (sustainability).

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The project was in line with national policy priorities, and used the opportunities presented by the National Action Plan on Business and Human Rights (NAP) and the submission of results of Sustainable Development Goals (SDGs), to raise awareness and train Indian businesses on clean supply chains and about human trafficking, as well as incentivize more collaborative efforts between CSOs and the government around forced labour/bonded labour and eventually the inclusion and acknowledgment of Bonded Labourers being a vulnerable group by the National Institution for Transforming India⁴⁸.

There was no sharing of experiences with other UK-MSF programmes. As a national initiative, there was engagement with other partners of the International Programmes Fund. This allowed engagement between PHIA and IJC, but not with the Freedom Fund which was managed from the Home Office team in the UK. IPF is also working on other UK programmes in three states (Madhya Pradesh, Gujarat, and Telangana), which covers police training on combating human trafficking, including bonded labour prevention and victim protection.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

A safeguarding letter is signed for all partners working with UK funding in India, and safeguarding revisions are part of the Due Diligence process. Gender disaggregation was not included within the original project indicators, but it included now. Since, a review of the list participants in survivor capacity building initiatives shows that a balance has been maintained.

⁴⁸ NITI Aayog is the premier policy think tank of the Government of India, providing directional and policy inputs.

MODERN SLAVERY INNOVATION FUND: PORTFOLIO REVIEW

PARTNERING HOPE INTO ACTION FOUNDATION (PHIA FOUNDATION) INDIA: STRENGTHENING IMPLEMENTATION OF GOVERNMENT POLICIES AND LEGISLATION TO COMBAT HUMAN TRAFFICKING OF TRIBAL WOMEN AND GIRLS IN JHARKHAND (MSF)

Programme Overview

The project aims to strengthen institutional partnerships with concerned Departments and members of Panchayati Raj Institutions to advocate for effective implementation of policies and schemes for trafficked women and girls in Jharkhand. This is expected through four outcomes:

- **Increasing awareness for communities in risk** (minor and adult women & men) on anti-trafficking safeguard laws & policies, MSF Pillar 3.
- Stronger capacity of local Civil Society organizations (CSOs), Community Based Organization (CBOs) and Panchayati Raj Institutions to assist victims of trafficking, MSF Pillar 4.
- Facilitate and ensure access of schemes and entitlements by most vulnerable women and girls, and distressed migrants in the target project districts adopted, MSF Pillar 4.
- Strengthening grievance redressal mechanisms to incentivize reporting - MSF Pillar 4.

Assessment of overall impact/effectiveness:

The project contributed to the change in Jharkhand government's policies to ensure protection and safe migration of tribal women and girls. This included the establishment of responsible migration centres for women and girls, and the signing of a MoU between the Department of Labour, Employment and Training, Government of Jharkhand, and the Border Roads Organisation (BRO) to ensure safe migration. At the municipal level, Gram Sabhas also initiated record keeping with respect to trafficking, and village-level child protection watch committees have been formed and provide support health and economic support to victims of trafficking. By the end of the project, 37 victims were registered and supported.

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION

More than 10,000 adolescents (boys and girls), teachers in 13 schools and Community Based Organizations (CBOs) in the project villages were sensitised on human trafficking as an issue of concern and ways of addressing it. Through the training, more than 100 CBOs and Self-Help Groups (SHGs) are now raising trafficking and unsafe migration as part of their agendas.

MSF PILLAR 4: CONTRIBUTION TO IMPROVED VICTIM SUPPORT AND RECOVERY

114 young girl victims of trafficking were rescued and reunited with their families and 90 of these victims have been linked with various state welfare schemes. Training and awareness raising on human trafficking was provided to 91 Gram Sabhas (village level local self-government body) and self-help groups. 59 Gram Sabhas also initiated record keeping with respect to trafficking in the village and 35-watch committee and 59 village child protection committees has been formed and they are regularly conducting their monthly meetings. These committees now categorised victims of trafficking as vulnerable population and are prioritising them to be the beneficiaries of social welfare schemes during the village planning process.

MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

The implementer's data on migrant workers and expertise in safe migration was used to frame policy guidelines forming the basis for the MoU between the implementer and Department of Labour, Employment and Training, Government of Jharkhand, and the BRO. Thanks to the above MoU, during the lockdown in 2020, the project also supported the consolidation of regulatory movement of migrant labourers, including tribal women

MODERN SLAVERY INNOVATION FUND: PORTFOLIO REVIEW

and girls, to facilitate informed migration - with dignity, appropriate wages and supported recruitment - to other states for livelihood opportunities.

Cross-cutting evaluation questions:

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY?)

No key cost-efficiency gains were mentioned on the report, but as in other projects, the COVID-19 pandemic results, more virtual meetings were held than physical, which lowered the costs. Unutilised funds were returned in time. The interviews mention some examples of economy through greater linkage with existing local initiatives. For example, linking the victims to existing social security schemes, and ensuring sustained livelihoods, counselling, and other such activities. This was possible as the PHIA Foundation manages the State Migrant Control Room in collaboration with the Department of Labour, Employment, Training and Skill development.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The project created a more collaborative relationship between government stakeholders that used to work in silos (e.g., Jharkhand State Legal Services Authority (JHALSA), Women's Commission, Department of Welfare and the Department of Labour Employment and Training, Government of Jharkhand, District Legal Services Authority (DLSA), District Social Welfare Officer (DSWO), District Child Protection Officer (DCPO), Labour Superintendent, Panchayat officers). Through the collaborative work a district level redressal mechanism is currently working in a coordinated manner, and includes support from the local police, anti-human trafficking units, child welfare committees and district legal service authorities.

As mentioned before, there was no sharing of experiences with other countries or innovation programmes funded by the UK MSF programme, even those based in India (Freedom Fund). Nonetheless, there was engagement with other Indian partners working with International Programmes Fund. This allowed engagement between PHIA and IJC, and sharing of some best practices, particularly regarding how to connect with local and national government initiatives.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

A safeguarding letter is signed for all partners working with UK funding in India, and safeguarding revisions are part of the Due Diligence process.

Previous project recommendations included the need to work on a more effective action plan to increase its outreach for awareness building among at-risk women & girl population of the target area.

VIETNAM: TACKLING MODERN SLAVERY FROM VIETNAM (TMSV) – AN INTERAGENCY PROGRAMME FOR BEHAVIOUR CHANGE, ACCESS TO JUSTICE AND REINTEGRATION SUPPORT (MSF)

Programme Overview

The project aims to contribute to the prevention and protection of vulnerable Vietnamese populations who are in risk of becoming victims of modern slavery and trafficking, particularly with a focus on the movements between Viet Nam and the United Kingdom. This is expected through three outcomes:

- Vulnerable individuals and communities are empowered to make informed safe migration decisions and/or secure alternative livelihood opportunities - MSF Pillar 3.
- Strengthening the judicial responses to human trafficking cases by enhancing legal framework and access to justice for VoTs/PVoTs -MSF Pillar 4.
- VoTs/PVoTs within the target states have successfully rehabilitated and reintegrated into their communities of destination within a year of return - MSF Pillar 4.

Overview of the programme

The programme is one of the larger ones in the MSF Portfolio and thus covered most of the MSF Pillars. On one side, the programme was able to deliver results in terms of access, insight, and increased capacity of key national stakeholders, and support consolidation of key policies and strategies. This included assistance to the Department of Social Vice and Prevention (DSVP) to review and revise policy governing the eligibility and provisions of victim support services in Viet Nam, increasing its coverage and provision of victim support. It helped to develop policies, guidance, training and an integrated system to help National TiP and Children Protection Hotline (111) to better collect and manage data of victim support and counselling. It also provided technical and financial backing to the Ministry of Public Security (MPS) to review the existing National Plan of Action to Combat Trafficking and develop its next five-year plan and 2030 vision. As a result, the issue of Vietnamese trafficked to Europe and the UK is now included as a priority to address within prevention and protection activities. The project also developed an anti-trafficking prevention behaviour change communication (BCC) campaign which is being integrated within key local organisations (the Women's Union (WU) and Community Advocacy Groups (CAG) and is using the increased evidence-base from other project activities to keep improving the messaging and methods of delivery through community outreach and popular social media platforms.

Assessment of overall impact/effectiveness:

MSF PILLAR 1: IMPROVED GLOBAL COORDINATION AND DISRUPTION OF TRAFFICKING ROUTES AND GROUPS

Through cooperation with ECPAT⁴⁹, the project developed strategic information about modern slavery and support services for Vietnamese migrants in the UK⁵⁰. The information was shared and disseminated with local UK authorities, charities, and law enforcement, who distributed information among their professional and social networks, including UK border force. These in turn distributed the information to frontline units in the southeast of England and near the border of France⁵¹. IOM Viet Nam and IOM UK also facilitated a series of

⁴⁹ ECPAT International is a global network of organisations aiming to end all forms of sexual abuse and exploitation of children.

⁵⁰ Strategic Information for Vietnamese people in the UK is developed in English and Vietnamese as a booklet and videos for both children and adult. Details of the strategic information provides (1) understanding of HT and exploitation; (2) signs that may indicate trafficking and exploitation; (3) the most important rights of children and adults in the UK and (4) a list of available contacts and entities providing supports

⁵¹ This strategic information primarily targeted victim support workers, frontline law enforcement and social work professionals who play critical roles in identification, referral, and assistance to potential victims of trafficking in the UK and outside the UK. Over 400 professionals from 30 agencies and organizations attend a series of online events to share and exchange strategic information about the irregular migration, exploitation, and trafficking of Vietnamese along the route from Viet Nam and in the

webinars with the IOM country offices along the route to discuss the challenges, gaps, and potential of linking up interventions in a coordinated way that could better assist Vietnamese migrants and victims of trafficking in countries along the route. Within those webinars, the TMSV project's behaviour change communication campaign was expanded, country-specific victim support information was translated to Vietnamese to support victims along the route, and materials were distributed among Government and NGO networks working with Vietnamese migrants and diaspora. Virtual counselling sessions by the IOM Vietnam team were also included, providing information about direct assistance and reintegration options in Viet Nam through the TMSV project and others.

MSF PILLAR 2: MORE RESPONSIBLE BUSINESS PRACTICES AND SLAVERY-FREE SUPPLY CHAINS

The project provided training to Vietnamese private recruitment agencies, employers and labour officials on modern slavery terminology, international and domestic legislation, ethical recruitment practices and practical guidance to ensure their labour supply chains are free of all forms of exploitation, including modern slavery. The trainings included staff from the Provincial Departments of Labour Invalids, Social Affairs (DOLISA). DOLISA has since approached IOM for further training and support to monitor recruitment and labour management practices.

MSF PILLAR 3: REDUCED VULNERABILITY TO EXPLOITATION

The project consolidated an outreach campaign concentrating on the message "Think before you Go", that reached a total of 695,479 people. The campaign efforts were concentrated on counteracting 'mis' information peddled by smugglers and traffickers about their services by utilizing social media and amplified key messages and engaged vulnerable migrants online in addition to the community outreach events. The campaign Facebook page also conducted 'live' events to launch media products and encourage 'online' interaction on the content and messages. The page regularly receives questions and requests for advice on safe and regular migration demonstrating the target audience is actively engaged with content and is taking steps to find out more about safe and regular migration. The project is in the process of establishing formal collaboration with the Ministry of Labour Invalids, Social Affairs (MOLISA) to expand the Facebook campaign page content on labour exchange programs. Case studies are also being produced by local partners to document success and learnings.

MSF PILLAR 4: RESULTED IN IMPROVED VICTIM SUPPORT AND RECOVERY

Besides the contributions already mentioned at policy and institutional level, the project provided direct assistance and reintegration to over 263 (123 men, 114 women, 14 boys and 12 girls) victims of trafficking, including potential victims in the target communities. Assistance included access to social security programs such as poverty reduction, vocational education, career opportunities, social vices prevention, gender equality and child protection. The policy level contributions mentioned before helped to widen the reach and scope of existing victim services, and the target of victims being assisted has remained the same despite institutional challenges and Covid related issues⁵². Training on entrepreneurship skills, agricultural techniques and small business operations have been added in the last year, with the aim to create a practical element in prevention and protection activities. Some good stories of change have already been received.

MSF 5: IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE

From 2017 to 2019, IOM Viet Nam collaborated with IOM UK and University of Bedfordshire on a study on vulnerability to human trafficking. This research project impacted on recognition that there is a need to

UK, in particular best practice in referral and assistance to Vietnamese who may be potential victims of trafficking or modern slavery.

⁵² Due to COVID related travel restrictions and limited flights, flights for returning victims were stopped/decreased.

improve the evidence-base from each country and provided a strong foundation for the interventions of the project. Following the study, a Vulnerability Report produced under the TMSV project provided a significant understanding of the vulnerabilities faced by Vietnamese migrants before, during and after their return from the UK that informed further development of a Behaviour Change Communication Strategy. A Knowledge, Attitude and Practice (KAP) assessment also supported initial learning and informed the behaviour-change strategy, campaigns and messaging.

Cross-cutting evaluation questions:

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY?)

Some examples of VFM that might be useful to replicate or are common with other projects included: (i) establishing national benchmarks (with other international organisations) for per diem, transportation, and consultancy costs, (ii) use partnerships with local government authorities to reduce travel (by advocating for direct implementation through provincial organisations), venues (by using existing venues). and screening costs (by screening BCC campaigns for free in national television), (iii) use of social media to expand the reach of BCC and awareness raising campaigns, which also allows for direct feedback from the user and allows expansion of the message by local organisations and users themselves.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

As mentioned in MSF Pillar 3, IOM Vietnam worked closely with other IOM Missions to consolidate a common prevention and protection strategy for Vietnamese VoTs along the known routes of smuggling and trafficking. Within Viet Nam, IOM is the chair of the Counter-Trafficking Network, and coordinates project activities with other UN and Civil Society Partners, making a conscious effort to complement and not duplicate efforts related to prevention and protection. IOM uses the network to coordinate direct assistance and reintegration to ensure that all potential and identified victims receive adequate support in line with national and international standards and norms.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS (E.G., ON THE DRIVERS AND CONSEQUENCES OF TRAFFICKING).

The project consolidated a project specific Child and Vulnerable Adult Safeguarding Policy Guide, which was revised and discussed with the Home Office's Safeguarding Champion. The guide includes safeguarding policy principles, operational guidance on various areas including project implementation and relation with local partners, as well as the specific processes to respond to violations of this policy. The three consortia members also have a series of internal guidance documents on matters that relate to safeguarding, such as: Policy and Procedures for Preventing and Responding to Sexual Exploitation and Abuse, Standards of Conduct/Code of Conduct, and specific whistleblowing policies.

Research documents shared provided disaggregated gender information, which was included in some of the reports, and gender disaggregation was added to the indicators during its revision. In terms of gender-bias, for activities organised under the partnership with the Women's Union whose members are predominantly women, partnership documents included the request to ensure that a closest-to-equal number of men should be included in all activities including surveys, trainings and other awareness raising activities. On the other hand, in trainings conducted for justice actors, where a majority are male, priority for female participants was stressed.

Programme Overview

The project aims to strengthen prevention and response mechanisms towards Child Sexual Abuse and Exploitation (CSAE) in the cities of Caloocan, Malabon and Navotas (CAMANA), which are part of the Metropolitan Area of Manila. Given its small size, the project only included the above outcome statement and thus tackles MSIF 3 reduced vulnerabilities to exploitation.

Assessment of overall impact/effectiveness:

The project contributed to strengthening the prevention and response mechanisms of the City Councils for the Protection of Children, the local child protection structures, and service providers at the local level by creating stronger capacity of the Local Council for the Protection of Children (LCPC) plans and advocacy to increase their budgets and reach. This was implemented through baseline and research, capacity-building interventions with CSO and local government units (LGU), the development of online advocacy materials, and increasing networking between local organisations and advocacy and local government officials. The end of project reports mentioned that the three cities involved now have institutionalized Local Child Protection Plans and plans to maintain the trainings. Complete attribution cannot be taken in none of the three cases, but for the Navotas City LGU, Stairway was instrumental in the institutionalisation of the Break The Silence campaign within the City's Local Child Protection Plan.

MSF PILLAR 3: CONTRIBUTION TO REDUCED VULNERABILITY TO EXPLOITATION

The project's focus was on increasing the LGUs' capacity on Child Sexual Abuse Prevention (CSAP) and CyberSafety. Trainings included more than 33 representatives from local government units and local community partners, 154 barangay representatives (particularly members of the Barangay Council for the Protection of Children), heads of four partner schools, 20 members of Local Council for the Protection of Children and local leaders. The training was also given directly to children and youth, and incentivizing youth leaders to conduct training and awareness activities.

The project is also part of a wider advocacy campaign, called #BreakTheSilence, which besides providing advocacy and awareness raising, aims to ensure a multi-stakeholder, multidisciplinary approach in handling CSAE cases by creating networks within LGUs and CSOs.

The project also started lobbying for the creation of a local and national protocol on OSAEC, which were yet to be crafted at both levels.

MSF PILLAR 5: CONTRIBUTION TO IMPROVED EVIDENCE-BASE ON WHAT WORKS BEST, HOW, AND WHERE.

The project developed a Baseline Study on the Landscape of Child Sexual Abuse and Exploitation in the three municipalities. This research provided information on (1) CSAE level of awareness of community adults, children, and service providers; (2) prevalence of online and offline CSAE including reporting of cases; (3) approaches in handling CSAE cases including current services available and (4) recommendations to address online and offline CSAE. The protocols and guidelines used when conducting study were passed to LGU officials and local partners for future use. The information was also expected to be used for the development of a Local Plan of Action to End Violence Against Children (LPAEVAC).

Cross-cutting evaluation questions:

⁵³ The local partner was SM ZOTO, is a federation of urban poor community groups based in relocation sites and areas for demolition in the Philippines.

EFFICIENCY: WAS PROJECT DELIVERY ACHIEVED IN A VFM MANNER (INCLUDING COST EFFICIENCY AND SUSTAINABILITY?)

No key cost-efficiency gains were mentioned in the report, but the project officer in charge mentioned that funds were used efficiently and in time, despite the challenges created by the pandemic. Stairway Foundation expects that the project influences change in other councils/districts, but specific results on this area are not yet available.

RELEVANCE/COHERENCE: WAS THE PROGRAMME RELEVANT AND COHERENT? - DESCRIBE THE EXTENT TO WHICH PROJECTS WERE (A) RELEVANT TO SPECIFIC CONTEXTS; (B) COMPLEMENTARY AND STRATEGIC BETWEEN THEMSELVES.

The project was relevant within the specific context but disconnected from other projects in the region. The HMG project teams also mentioned that despite having other Modern Slavery projects within the Embassy (funded by the International Programme Fund), these projects seem to be separated. Prior to the pandemic, nonetheless, there were the intentions to make a conference in the UK, which were cancelled. Nonetheless the Embassy guaranteed that no duplication existed by avoiding funding in the same geographical areas.

Other National Crime Agency (NCA) projects are also being implemented in the country, working on the areas of antitrafficking and modern slavery. The project is working directly with Philippines National Police and National Bureau of Investigation. Information about this project (reports, activity plans) was passed to the NCA to avoid duplications and obtain feedback. The advocacy and awareness raising campaign component of the project complemented the NCA's projects that are focussed on law enforcement and prosecution. Yet, there was no sharing of experiences with other country or innovation programmes funded by the UK MSF programme.

CONFLICT AND GENDER SENSITIVITY: DESCRIBE THE EXTENT TO WHICH THE PROGRAMME REFLECTED CONFLICT AND GENDER SENSITIVITY AND GENDER/CONFLICT SENSITIVE ANALYSIS

A safeguarding letter is signed for all partners working with UK funding and safeguarding revisions are part of the Due Diligence process. Given the aim of the project the trainings and activities were based on a human rights-based approach, with topics included Basic Gender Orientation, overview of Philippine Laws on Child Protection, preventive strategies on Child Sexual Abuse and handling disclosures and reporting of child sexual abuse. No gender disaggregated data is provided in the reports.