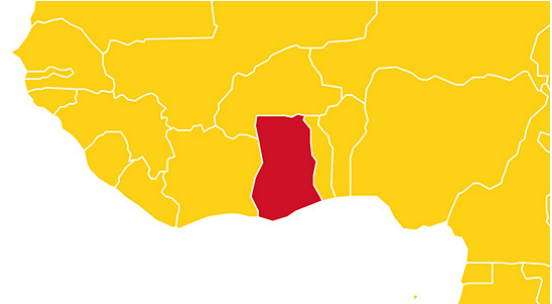


# Midterm Evaluation of the Ghana Forced Labor Indicators Project (FLIP)

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## Project Objective

Companies, employers, governments, civil society, and workers have improved capacity to use ILO indicators of forced labor (FL) to understand and address forced labor and labor trafficking in Ghana.



## Outcome 1

Diverse stakeholders relevant to trafficking, forced labor, and target supply chains have improved understanding of forced labor indicators.



## Outcome 2

Improved monitoring of working conditions by labor stakeholders to identify indicators and address incidents of forced labor and labor trafficking.



## Outcome 3

Labor inspectorate staff have strengthened capacity to address forced labor and labor trafficking.

## Midterm Evaluation (MTE) Purpose

Examine the relevance and effectiveness of the project strategy. Assess progress toward targets, challenges and opportunities, and the sustainability plan.

**Methodology** Qualitative: document review and in-depth stakeholder interviews.

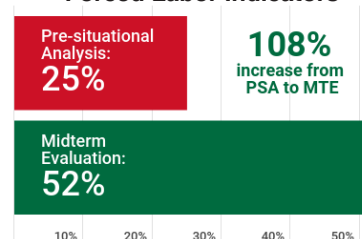
**31 individuals engaged from 21 organizations with a 91 percent response rate.**



## Evaluation Findings

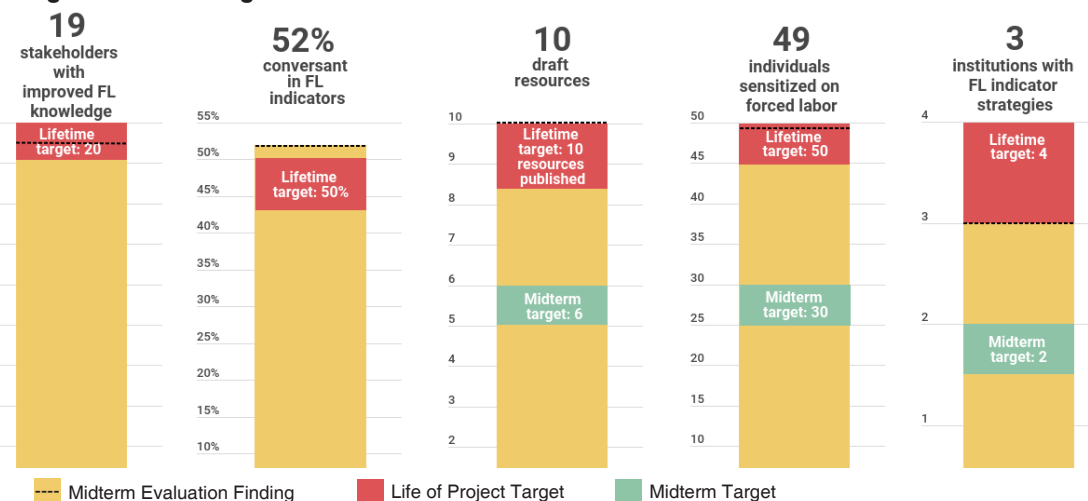
- The MTE concluded that the project design is highly relevant and confirmed the theory of change to be valid and accurate.
- The MTE reported confidence among all stakeholders that project outcomes could be sustained and owned.
- Over 70 percent of respondents could identify at least one key component of forced labor.
- The evaluation reported improvement in stakeholder understanding of forced labor indicators.

## Percent of Stakeholders with High Familiarity of Forced Labor Indicators



Respondents assessed as having "high familiarity" were able to name three or more ILO indicators of forced labor.

## Progress toward Targets



"I think I took the concept for granted. What I mean is, I thought I knew what forced labor was. But my participation in the training taught me something different that deepened my knowledge. The project has really helped me as I have now become familiar with the indicators, which can help my work."

—Stakeholder, Accra



## Good Practices

- Incorporating Ghanaian issues and cases into training activities to improve understanding
- Engaging a wide range of stakeholders to generate dialogue on forced labor indicators
- Aligning project activities with stakeholder protocols, tasks, and activities to improve acceptance
- Formation of a Technical Working Group (TWG)
- Circulation of a newsletter and project updates



## Key Recommendations

- Improve communication about the project among stakeholders.
- Enhance engagement with Technical Working Group members between meetings.
- Increase engagement with political actors.
- Formalize a post-training follow-up strategy for supporting training participants.
- Improve capacity building activities for private sector actors.
- Continue to emphasize capacity building as the core objective of the project.



## Challenges

- Stakeholder familiarity with the project: The MTE reported that a quarter of stakeholders interviewed expressed limited knowledge about the project's purpose and progress.
- Limited resources: The evaluation found that 22 percent of interview respondents noted the need for resources for forced labor monitoring and prevention.

The full midterm evaluation report and additional resources are available on the FLIP webpage>

