

Quick Facts

► Internal Project Evaluation of “Enhancing Labour Governance, Inspection and Working Conditions in Response to COVID-19 Phase I in Iraq”

► **Date:** August 2022

► About the evaluation:

The main purpose of the mid-term evaluation was to assess project progress towards the achievement of key results and document key lessons learned and provide practical guidance and recommendations to improve programme implementation for the remainder of the implementation period and into a possible new phase. The mid-term evaluation was focused on the main period of implementation between December 2020 and May 2022, assessing all the results and key outputs that have been produced since the start of the project.

► Evaluated topic:

The project “Enhancing Labour Governance, Inspection and Working Conditions in Response to COVID-19 Phase I in Iraq” is a 2-years ILO project, funded by the European Union, with a budget of Euro 3 Million.

The purpose of the project is to strengthen the labour inspection system and improve occupational safety and health (OSH) in line with international labour standards, through policy development and capacity building. The project also works with social partners to raise their awareness on labour inspection, OSH and fundamental

principles and rights at work, so they can better engage in programmes to promote compliance with labour legislations and respond to COVID-19. Furthermore, the project includes interventions on farms will help farmers move towards compliance with labour standards, to advance employment and improve work force productivity.

Evaluation methodology:

The evaluation was primarily qualitative in nature. Key methods included:



A desk review of available documents



Key informant interviews (KIIs) with key stakeholders (21 face-to-face and online interviews)



Observation through mission to project sites



Five Focus Group Discussions (FGDs) with beneficiaries in Baghdad, Basra, Duhok, and Erbil



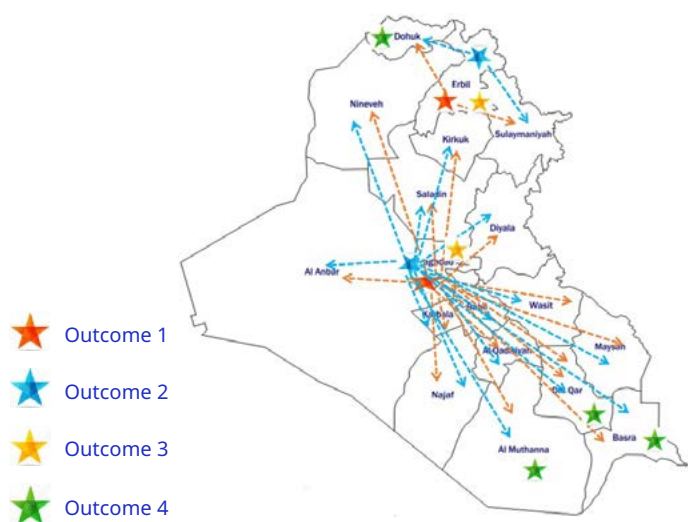
Data analysis and synthesis

KEY FINDINGS

1. The project was highly relevant for Iraq, in the context of the reform efforts of labour inspection, building of preventive OSH culture and improvement of working conditions in the agriculture sector.
2. The project is complex and ambitious for the timeframe, as this type of developmental intervention takes time to materialize. The results framework could benefit from some revision to make it more coherent and reflective of the core project interventions and the nature of the project activities.
3. The Project team established very good connections with the all-project stakeholders. All stakeholders expressed their satisfaction with the relationship and cooperation with the project team and for them the project team is “responsive and professional”.
4. The project has done extensive consultations with all the relevant actors and prepared assessment on labour inspection and OSH in Federal Iraq, including the Kurdistan Region of Iraq. The assessment served as evidence base for the development of the national labour inspection policy and national OSH Policy.
5. The project has been effective in terms of number of workplace inspections conducted as compared to the baseline year (2020), but this result should take into consideration the low number of inspection visits in 2020 due to the pandemic of COVID-19. This indicator should be tracked and compared on annual basis.
6. The Project is planned to be finished by 30 November 2022, but there is an obvious need for a no-cost extension, in order to finish the already started reform processes in labour inspectorate and on OSH. If the component 4 remains as it is, that will also require more substantial extension.
7. Development of the National Labour Inspection Policy and National OSH policy through a consultative process would ensure sustainability of the planned steps for reforming of the labour inspection and building occupational safety and health culture.
8. The project promoted gender equality through its programme of activities and monitoring of data.

KEY RECOMMENDATIONS

- Revise the log frame, especially Outcome 4 and all the indicators to better reflect the project intervention.
- Request a project extension to allow for full implementation of the revised project plan.
- If component 4 continues to be implemented as planned., consider expanding the support to other branches and cultures in the agriculture sector.
- Provide follow up opportunities to the TOT trainees.
- Labour Inspectors should have clear career path, sufficient resources and be empowered to conduct labour inspection in line with the ILS.
- More practical training should be provided to the labour inspectors, taking into consideration their needs and specifics of Iraq.



KEY LESSONS LEARNED AND GOOD PRACTICES:



Project component focusing on the agriculture that needs to be implemented in the very limited timeframe makes it hard for the project team to implement it as planned.



The project has strategically engaged all relevant actors, including the social partners and though a fully inclusive process in the development of the national labour inspection policy and national Occupational and Safety Health policy which offered opportunities to influence the future of the Labour Inspection and OSH in Iraq.



Investing more time in design of the project will pay off in smoother project implementation.



The whole process of policy development work was supported with evidence coming from the assessments of the labour inspection in Federal Iraq and KRI, as well as development of the national OSH profile. This diagnostic of the situation was essential for development of high-quality policies and plans.

QUOTES

► Trainee

"This training on GetAhead was useful as it introduced us to some very important information; such as how to create a business plan, the risks associated with setting up a business and what some of the legal requirements are in setting up a business."

► Constituent - Workers

"The information provided at this workshop to modernize the labour inspection system and improve OSH conditions was extremely valuable as it outlines strengths and weaknesses related to labour inspection and safety and health, and looks at international conventions and the reality on the ground."

► Constituent - Government

"We have gained new knowledge through this Training of Trainers for labour inspectors on ILO's "Building Modern and Effective Labour Inspection Systems" in relation to reporting, work-related injury and other skills related to inspection."