



# FINAL EVALUATION

**Philippines**

Thematic window  
Youth, Employment and Migration

**Programme Title:**

Alternatives to migration: decent jobs for  
Filipino youth

# Prologue

This final evaluation report has been coordinated by the MDG Achievement Fund joint programme in an effort to assess results at the completion point of the programme. As stipulated in the monitoring and evaluation strategy of the Fund, all 130 programmes, in 8 thematic windows, are required to commission and finance an independent final evaluation, in addition to the programme's mid-term evaluation.

Each final evaluation has been commissioned by the UN Resident Coordinator's Office (RCO) in the respective programme country. The MDG-F Secretariat has provided guidance and quality assurance to the country team in the evaluation process, including through the review of the TORs and the evaluation reports. All final evaluations are expected to be conducted in line with the OECD Development Assistant Committee (DAC) Evaluation Network "Quality Standards for Development Evaluation", and the United Nations Evaluation Group (UNEG) "Standards for Evaluation in the UN System".

Final evaluations are summative in nature and seek to measure to what extent the joint programme has fully implemented its activities, delivered outputs and attained outcomes. They also generate substantive evidence-based knowledge on each of the MDG-F thematic windows by identifying best practices and lessons learned to be carried forward to other development interventions and policy-making at local, national, and global levels.

We thank the UN Resident Coordinator and their respective coordination office, as well as the joint programme team for their efforts in undertaking this final evaluation.

MDG-F Secretariat

*The analysis and recommendations of this evaluation are those of the evaluator and do not necessarily reflect the views of the Joint Programme or MDG-F Secretariat.*

**Final evaluation of the Joint Programme:  
Alternatives to migration: decent jobs for Filipino  
youth (MDG-F 1942)**

**FINAL REPORT**

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AA	Administrative Agent
ADB	Asia Development Bank
ARMM	Autonomous Region in Muslim Mindanao
BCA	Basic Cooperation Agreement
CEDAW	Convention for the Elimination of Discrimination Against Women
CFSS	Child Friendly School System
CHED	Commission on Higher Education
CIDA	Canadian International Development Assistance
CTEC	Community Training and Employment Coordinator
DepEd	Department of Education
DILG	Department of Interior and Local Government
DOH	Department of Health
DOLE	Department of Labour & Employment
DSWD	Department of Social Welfare and Development
DTI	Department of Trade and Industry
EASE	Effective and Affordable Secondary Education
HQ	Headquarters
IFC	International Finance Corporation
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	International Organization for Migration
JPMC	Joint Programme Management Committee
JPSC	Joint Programme Steering Committee
JPTWG	Joint Programme Technical Working Group
JPCU	Joint Programme Coordination Unit
LCE	Local Chief Executive
LED	Local Economic Development
LFPR	Labour Force Participation Rate
LGPMS	Local Government Performance Measurement System
LGU	Local Government Unit
MDG	Millennium Development Goals
MDG-F	MDG Achievement Fund
MTPDP	Medium Term Philippine Development Plan
MTPYDP	Medium Term Philippine Youth Development Plan
NCRFW	National Commission on the Role of Filipino Women
NEDA	National Economic and Development Authority
NRCO	National Reintegration Center for Overseas Filipino Workers
NSC	National Steering Committee
NYC	National Youth Commission
OHSS	Open High School System
OFW	Overseas Filipino Worker
OWWA	Overseas Workers Welfare Administration
PESO	Public Employment Service Office
PLGU	Provincial Local Government Unit
POEA	Philippine Overseas Employment Administration
PTFE	Presidential Task Force on Education
SMS	Short Message Service
TESDA	Technical Education and Skills Development Authority
TLE	Technology and Livelihood Education
TVET	Technical and Vocational Education and Training
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP RR	United Nations Development Programme Resident Representative
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
WB	World Bank
WFP	World Food Programme
WHO	World Health Organization
YEM	Youth, Employment and Migration

## EXECUTIVE SUMMARY

1. This is an individual and final evaluation of the joint programme (JP) entitled “Alternatives to migration: decent jobs for Filipino youth” (MDG-F 1942), which has two expected outcomes: **(1)** to improve policy coherence and implementation on youth, employment and migration (YEM) through full stakeholder participation; and **(2)** to increase access to decent work for poor young women and men through public-private partnerships, vocational training, and entrepreneurship, employment facilitation and safe migration, more inclusive basic education and life skills.

2. The evaluation was carried out following a qualitative design. The fieldwork in the Philippines was conducted between 21 October 2012 and 9 November 2012 including visits to Antique, Maguindanao and Masbate. The evaluator has promoted a learning process essentially participatory and inclusive, giving voice to different population groups and institutions involved in the programme through the application of the common data and information collection tools in qualitative research<sup>1</sup> (desk review, one-on-one interviews, Focus Group Discussions and workshops with the Programme Management Committee on preliminary findings and preliminary conclusions and recommendations); additionally, quantitative data were also analyzed to assess progress to planned targets.

3. Youth, Employment and Migration (YEM) is a multifaceted issue that would require multi-sectoral interventions. A joint programme, thus, seems to be a wise option where agencies contribute its own expertise and mandate. While the logic of joint programming stands, there appear some complexities of such initiative. Chiefly, working in a joint manner requires high transaction costs for the partners in terms of the efforts that have to be invested in coordinating with other partners, especially when the number of agencies and/or national partners is high as in the case of the JP under study.

4. The design of the joint programme was conducted in a joint manner by the UNCT agencies; however, a full joint design should have involved national and provincial agencies not only in consultations to validate the proposal prepared by the UNCT agencies but since the elaboration of the concept note. In addition, the design lacked a gender needs assessment in order to get the most accurate picture of gender based inequities and gaps relating to the work areas. It's highly recommended to design and implement future interventions in the Philippines making use of the Gender Mainstreaming Resource Kit (GMRK)

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<sup>1</sup> See Annex 7.

developed by the Philippine Commission on Women (PCW) and the National Economic and Development Authority (NEDA).

5. The JP YEM is relevant to national priorities and to the United Nations Development Assistance Framework (UNDAF) 2005-2009 (extended until 2011); contributes to MDGs 1: target 1 B and 3 and also to the first, second, third and fifth outcomes of the YEM Thematic Window. The simultaneous consideration of several development problems (poverty, youth unemployment, migration, school drop-out) led to some inconsistencies in the selection of the provinces included in the programme.

6. The overall implementation strategy (especially the strategy to influence policy coherence, which is very well suited to national processes) seems to be well conceived and internally coherent. The programme has succeeded in mainstreaming gender sensitivity in many outputs, components and activities but it would have been more strategic to have overarching plan, which would have required the already mentioned gender needs assessment during the design phase.

7. The management structure of the programme has been extremely effective and very efficient. Different levels have been taking comprehensive care of different aspects of implementation from operational details to strategic issues. Decision-making processes and information flows have been timely and accurate.

8. DOLE is clearly leading the programme and appropriation of the programme by provincial agencies can be assessed as outstanding. Both situations have had a positive influence on the effectiveness of the program since it is being implemented primarily through national and provincial structures.

9. NSC and PMC have been concerned about financial progress during all the implementation phase, and some decisions were made to address the slow start of the programme, like implementing a catch-up plan to counterbalance the delays. According to the financial progress report as of September 2012 it can be stated that the measures taken have been completely effective and apparently every UN agency will spend its budget by the end of the programme.

10. Partners are working in very good coordination and UNCT agencies have been able to deliver a number of activities jointly in collaboration with their corresponding national partners. Provincial agencies are also demonstrating a successful joint implementation.

11. UNFPA and UNICEF are using the **(1)** funds downloading (direct cash transfer) financial management modality following the **(2)** Harmonized Approach to Cash Transfers (HACT) recommendations, and delivering their components making **(3)** extensive use of organic structures of the implementing partners, three elements that can be assessed as important contributions to Harmonization, Alignment and Mutual Accountability (Paris Declaration) and to the One Set of Management Practices principle (Delivering as One).

12. 81% of the planned Objectively Verifiable Indicators (OVI) in the Results Framework were totally achieved or measured (some of them don't have specific targets to be met at the end of the programme) and 21 % have been partially met (four out of twenty-one). Complete fulfilment of two indicators partially achieved is out of reach of the programme since it depends on political will<sup>2</sup>. So it can be stated that the programme has operated with good effectiveness, which would have been higher if **(1)** the design of the OVI would have been more realistic and **(2)** the programme design would have included a comprehensive analysis of risks and assumptions and alternative strategies.

13. Key elements for sustainability: **(1)** the implementation of the National Action Plan on Youth, Employment and Migration (NAP YEM) requires a financial plan agreed by the Interagency Coordinating Structure (ICS), which is formed by the seven agencies responsible for implementing the seven strategies of the plan. It would be advisable to support this process to the extent possible. Additionally, the members in the Interagency Coordinating Structure need the continuous commitment in terms of staff and top management support during the process. **(2)** Local governance is essential for the sustainability of the main result delivered at provincial level through the institutionalization of the One-Stop-Resource-Centers (OSRC) and the Provincial Public Employment Services Offices (PESO). Any further support from the programme to advocate for the institutionalization of the PESO-OSRC in Masbate would be advisable. Additionally, it would be interesting to monitor the inclusion of the PESO-OSRC in the Provincial Development Plans of Antique and Maguindanao.

14. MDG-F joint programmes have served as a model for some other initiatives in the Philippines: **(1)** the new UNDAF (2012-2018) includes a programme management structure based on NSC and PMC; **(2)** the Agencia Española de Cooperación Internacional para el Desarrollo (AECID) is funding an emergency joint initiative in Mindanao led by the Office for the Coordination of Humanitarian Affairs (OCHA) with participation of the United Nations High Commissioner for Refugees (UNHCR), the World Food

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<sup>2</sup> OVI 1 and 18 in Annex 3.

Programme (WFP) and UNICEF; (3) the Australian Agency for International Development is funding a joint initiative on Maternal Health involving UNFPA and UNICEF.

## 1. INTRODUCTION

### 1.1. Background

15. The Millennium Development Goals Achievement Fund (MDG-F) is an international cooperation mechanism whose aim is to accelerate progress on the Millennium Development Goals (MDGs) worldwide. Established in December 2006 with a contribution of €528 million from the Spanish Government to the United Nations system, the MDG-F supports national governments, local authorities and citizen organizations in their efforts to tackle poverty and inequality. In September 2008 at the UN High Level Event on MDGs, Spain committed an additional €90 million to the MDG-F.

16. The MDG-F operates through the UN teams in each country, promoting increased coherence and effectiveness in development interventions in line with the Paris Declaration and the Accra Agenda for Action through collaboration among UN agencies. The Fund uses a joint programme mode of intervention and has currently approved 130 joint Programmes in 50 countries. These reflect eight thematic windows that contribute in various ways towards progress on the MDGs.

17. This evaluation is part of a monitoring and evaluation strategy based on results designed by MDG-F Secretariat. The strategy is based on the principles of the Evaluation Group of the United Nations (UNEG) and the Organisation for Economic Co-operation and Development (OECD) on the quality and independence of the evaluations. Additionally, this evaluation will seek to continue the mid-term evaluation process and its recommendations.

18. The unit of analysis or object of study for this evaluation is the joint programme *Alternatives to migration: decent jobs for Filipino youth*, understood to be the set of components, outcomes, outputs, activities and inputs that were detailed in the joint programme document and in associated modifications made during implementation.

## 1.2. Goals and methodology of evaluation

19. **1.2.1. Specific objectives of the evaluation:** (1) to measure to what extent the JP has contributed to solve the needs and problems identified in the design phase as well as the problems of the most marginalized groups in the targeted population. (2) To measure the programme's degree of implementation, efficiency and quality delivered on outputs and outcomes, against what was originally planned or subsequently officially revised. (3) To measure to what extent the JP has attained development results to the targeted population, beneficiaries, participants and the most marginalized whether individuals, communities, institutions, etc. (4) To measure the programme's contribution to the objectives set in its respective specific thematic windows as well as the overall MDG-F objectives at local and national level. (5) To identify and document substantive lessons learned and good practices.

### 1.2.2. Methodology and approach

20. This is an individual and final evaluation carried out following basically a qualitative design. Quantitative data were also analyzed to assess the level of achievement of some planned targets. It has promoted a learning process essentially participatory and inclusive, giving voice to different population groups and institutions involved in the programme. The evaluation process included visits to Masbate, Antique and Maguindanao<sup>3</sup>, where FGDs and one-on-one interviews were conducted. Main characteristics of the evaluation approach: (1) the evaluation was conducted under a gender perspective facilitated by including specific information requirements in each evaluation criteria<sup>4</sup>. (2) Participation was promoted primarily through holding two workshops with the PMC: (i) Preliminary findings workshop held in Manila on 5 November 2012; and (ii) preliminary recommendations workshop held in Manila on 9 November 2012. These workshops were open conversations among all partners on the progress of the evaluation based on draft documents prepared by the evaluator; and served for the preparation of the final conclusions and recommendations.

### 1.2.3. Information collection tools

21. The main information collection tools were the individual interview and Focus Group Discussions

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<sup>3</sup> Annex 7. Focus Groups Discussions and evaluation workshops attendants and interviewees.

<sup>4</sup> This was done through the application of the Harvard Analytical Framework. It has three main components: An activity profile, an access and control profile, and an analysis of influencing factors. This framework will be applied indirectly, through the inclusion of its components in the various evaluation questions, focus groups sessions, etc.

(FGD)<sup>5</sup>. Individual interviews were defined following the ToR to include all the evaluation questions proposed. The types of interviews applied depending on the situation and the interviewee, were: **(1)** Casual conversation, **(2)** guided interview and **(3)** standardized open-ended interview. Other information collection tools used were desk review and direct observation.

22. **1.2.4. Evaluation users:** Department of Labour and Employment (DOLE), Department of Education (DepEd), Department of Trade and Industry (DTI), Philippine Commission on Women (PCW), National Youth Commission (NYC), National Economic and Development Authority (NEDA), Technical Education and Skills Development Authority (TESDA), Autonomous Region in Muslim Mindanao (ARMM), Provincial Governments of Agusan del Sur, Antique, Masbate and Maguindanao, Spanish Agency for Development Cooperation (AECID), United Nations Population Fund (UNFPA), United Nations Children’s Fund (UNICEF), International Labour Organization (ILO), International Organization for Migration (IOM), Secretariat of the Millennium Development Goals Fund (MDG-F), and the persons who participated in the various activities promoted by the programme.

23. **1.2.5. Evaluation consultant:** The evaluation was conducted by Carlos Carravilla, founding member and member of the board of the *Col·lectiu d'Estudis sobre Cooperació i Desenvolupament (El Col·lectiu)*<sup>6</sup>, external consultant specializing in tools and methodologies of international cooperation.

24. **1.2.6. Constrains and limitations to the evaluation study:** the only limitation was the inability to visit Agusan del Sur because of time constraints. Nevertheless, the evaluator had the opportunity to meet the Agusan del Sur Field Coordinator during the visit to Maguindanao, and to interview by conference call the PESO Manager in this province.

25. **1.2.7. Quality assurance mechanisms:** the main findings and preliminary recommendations of the evaluation process were reviewed with the PMC through the aforementioned workshops. Additionally, the draft documents used in these workshops were previously discussed with the Joint Programme Coordinator. Both processes were used to detect errors, information gaps and contextualize findings and recommendations.

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<sup>5</sup> Annex 7.

<sup>6</sup> <http://www.portal-dbts.org/>

### 1.3. Description of the work context and the joint programme

#### 1.3.1. Context

26. Official poverty statistics in 2006 reveal that 27.8 million Filipinos, 32.9% of the population, are poor and cannot provide for minimum basic requirements such as food, health, education, housing and other social amenities<sup>7</sup>. In 2010, the national unemployment rate in the country was recorded at 7.4 percent; youth unemployment rate was twice as much at 17.6 percent. Of the estimated 3 million unemployed in the country, 50 percent are youth. Among those who are employed, 33.3 percent are in vulnerable forms of employment characterized by inadequate income, low productivity, and difficult conditions. Thus, poor families often expect family members to enter the labour force even during their adolescent years, even at the cost of dropping out of school. The dropout rate among boys is found to be higher than girls at all levels, because they are often expected to work to augment the family income and in the process lose interest in their schooling.

27. Meanwhile, with the globalization of markets and labour, young people have also been going out of the country in search of better work and income opportunities. It is estimated that the youth account for 10.7 percent (ages 15-24) of the total Filipino labour migrant population.

28. Once in the labor force, young women tend to face higher chances of unemployment. In January 2008, the unemployment rate among young females in the labour force is slightly higher at 17.5 percent compared to 16.6 percent among young males. Again, family responsibilities play a key role.

29. Youth unemployment induces migration, local and overseas. In 2007, youth migrants aged 15-29 years comprised 34.5 percent of the estimated 1.7 million overseas Filipino workers. During the same year, young females constituted 62 percent of total migrant youth aged 15-24 years<sup>8</sup>.

30. There are gender patterns of migration. It has been common practice for young women to migrate from rural to urban areas to work as caregivers or domestic helpers. Recently, Filipino women accounted for more than 70 percent of total annual deployment for work overseas, with first-time deployments approximately at 70-74 percent women, usually working in household service, factory work, nursing and

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<sup>7</sup> <http://www.nscb.gov.ph/stats/statwatch.asp>

<sup>8</sup> NSO, 2007 Survey on Overseas Filipinos

entertainment sectors, trades which prefer employment of young women in their early 20s. Men dominate the construction and seafaring professions.

31. Overseas work is overlaid with a number of gender specific risks and vulnerabilities. At each point of the migration process, there are gender based impacts such as: women's vulnerability to trafficking due to lack of information and knowledge of their rights, disproportionate labour market discrimination as manifested in unjust and exploitative terms and conditions of work like those of domestic workers and other poor women migrant workers' lack of social protection, compulsory testing of women for contagious diseases, lack of access to health care, and physical, psychological and sexual violence.

### 1.3.2. The joint programme (JP)

32. The programme "Alternatives to migration: decent jobs for Filipino youth" seeks to contribute to the reduction of poverty by facilitating access to sustainable jobs and livelihood opportunities for the youth. It has eight expected specific outputs, namely: **(1)** A National Action Agenda formulated and used to inform national and local planning processes; **(2)** localized YEM policies and programs through one stop resource and support centers; **(3)** a model mechanism to channel remittances for developing youth employment alternatives; **(4)** public- private partnerships to develop alternative employment and services for the youth; **(5)** YEM enhanced entrepreneurship and technical vocational skills training; **(6)** gender-sensitive and YEM enhanced curriculum for public secondary education; **(7)** YEM enhanced employment services; and **(8)** more inclusive and flexible secondary education for disadvantaged youth.

33. The design of the programme took place between the last quarter of 2007 and the end of 2008. The JP YEM document was approved by the MDG Steering Committee in January 2009, with a total funding of US\$ 6 million, and was signed at the end of June of 2009 by the Government of the Philippines, the United Nations Resident Coordinator (UNRC), the UN Participating Organizations and the Government of Spain represented by the Spanish Agency for International Development Cooperation (AECID).

34. The programme started officially on 28 July 2009, and, after endorsement by the MDG-F Secretariat of a no-cost extension on 7 June 2012, the end date was extended to 27 January 2013.

35. **Areas of intervention:** The programme focuses on four provinces with high incidences of out-of-school and poor youth, low enrolment rates, and where the MDGs, particularly MDG1 are least likely to be achieved: Masbate in Bicol (Region 5), Antique in Western Visayas (Region 6), Maguindanao in the

Autonomous Region of Muslim Mindanao (ARMM), and Agusan del Sur in CARAGA (Region 13).

36. **UN agencies involved in the JP:** the JP involves four different organizations of the United Nations Country Team with a total approved budget of 6,000,000.00 USD distributed as follows: UNFPA US\$ 324,606; UNICEF US\$ 1,585,337; ILO US\$ 2,267,618; and IOM US\$ 1,822,439 UN.

Figure 1. Location of the programme



Source: <http://www.mapsofworld.com/indexmaps/philippines.jpg>

37. **National and local partners:** Department of Labour and Employment (DOLE) as lead implementing partner, Department of Education (DepED), Department of Trade and Industry (DTI), Philippine

Commission on Women (PCW), National Youth Commission (NYC), National Economic and Development Authority (NEDA), Technical Education and Skills Development Authority (TESDA), Autonomous Region in Muslim Mindanao (ARMM), and the Provincial Governments of Agusan del Sur, Antique, Masbate and Maguindanao.

## 2. FINDINGS BY LEVEL OF ANALYSIS AND INFORMATION NEEDS

### 2.1. DESIGN LEVEL

**2.1.1. Relevance.** Extent to which the results of the programme are consistent with the needs and interest of the people, the needs of the country and the Millennium Development Goals.

#### Design process

38. The first programme proposal submitted to the Secretariat of the MDG-F was prepared by the four UNCT agencies based on needs previously identified by the national and provincial governmental partners and some consultations with main national partners. This first version was partially approved by the Secretariat, which required **(1)** a reduction of the budget and **(2)** increased internal coherence. A second proposal improved through some more consultations with national partners, was submitted and approved by the Secretariat. It seems that the Department of Labour and Employment (DOLE) played an important role during consultations.

39. Participation of the youth in the design was indirect. It took place during the consultation workshops conducted by the National Youth Commission (NYC) for the Philippine Youth Development Plan and by DOLE for the Common Framework on Youth Employment and Development.

40. Once the programme started several inception workshops conducted both at the national (January 2010) and provincial (2<sup>nd</sup> half 2009) levels with the main implementing agencies were held to specify activities and look for complementarities. Between July and September 2010 the programme sponsored national and provincial inception and planning workshops in the four pilot provinces (Antique, Masbate, Agusan del Sur and Maguindanao). This was attended by the implementing partners from national and local government line agencies, the private sector, newly elected and appointed provincial government officials and youth groups. The aim was to orient the national and provincial local government units (PLGUs), level off expectations, agree on the output, activities, targets, timelines, and develop the

Memorandum of Understanding to establish a Provincial Programme Coordinating Body (PPCB), the local level coordinating structure.

41. **Gender sensitivity of the design:** although the different partners have clearly made efforts to deliver a gender sensitive intervention, and the Joint Programme Monitoring Framework on Youth Employment and Migration can be assessed as reasonably gender sensitive, the conduction of a gender needs assessment would have allowed a design based on solid evidence on gender based inequities and gaps.

## Relevance of the programme

### National priorities

42. It's worth mentioning that the good knowledge of some of the UNCT agencies involved in the programme on governmental priorities and procedures and the considerable experience of some of the participating national agencies in working with ILO, IOM, UNFPA and UNICEF, made possible a design that can be assessed as highly relevant to national priorities and aware of the dynamics of some critical institutions to the implementation of the planned activities.

43. The national government, through the Medium Term Philippine Development Plan (MTPDP) and the Medium Term Youth Development Plan (MTYDP), both for 2004-2010, give high priority to youth unemployment: chapters 9 (Labour), 12 (Responding to Basic Needs of the Poor), and 18 (Education). The MTPDP also highlights development opportunities and concerns about international migration. The JP is also relevant to other key legislative frameworks, namely: **(1)** Youth in Nation-Building Act (RA 8044); **(2)** Social Reform and Poverty Alleviation Act (RA 8425); **(3)** Public Employment Service Office (PESO) Act (RA 8759); **(4)** Child Protection Act (RA 7610); **(5)** Child Labour Law (RA 9231); and **(6)** Migrant Workers and Overseas Filipinos Act (RA 8042).

44. **UNDAF:** the programme is relevant to the first and second strategic priorities set by the United Nations Development Action Framework (UNDAF) 2005-2009 (extended until 2011). The programme is also relevant to the strategies for implementation of the UNDAF, including the focus on MDGs and gender equity, and the priority of targeting poor regions and specific disadvantaged groups.

45. **MDGs:** the programme contributes to the attainment by the Government of the Philippines of MDG 1: Eradicate extreme poverty and hunger: Target 1 – B Achieve full and productive employment and decent

work for all, including women and young people; and MDG 3: Promote gender equality and empower women.

46. **Relevance to the needs of the population in the implementation sites:** the assessment has to be broken down due to the simultaneous consideration of several criteria (poverty, youth unemployment, migration, schools drop-out) in the selection of the implementation sites: **(1)** poverty has higher incidence in the four provinces than in the Philippines as a whole; **(2)** secondary school dropout rates are lower in all four provinces than in the Philippines; **(3)** according to the OWWA, the incidence of overseas migration is higher in other provinces than the selected ones, where internal migration is probably a bigger problem with the exception of Maguindanao, where illegal migration and human trafficking are major problems understudied. **(4)** It's not possible to accurately assess relevance to youth employment needs at the local level due to the lack of data at provincial level, although unemployment, underemployment and vulnerable employment affect seriously the whole country<sup>9</sup>.

### Strategy of intervention

47. The strategy is based on **(1)** enhancing the capacities of relevant duty bearers in delivering services to promote YEM; **(2)** developing the capacities of the claim holders to gain better access to jobs and labour market information; as well as **(3)** developing migration and development perspectives through advocacy, education, information dissemination and services.

48. The JP YEM seeks influencing policy coherence and implementation on youth, employment and migration (YEM) through its first outcome, and the Results Framework includes a quite ambitious indicator in this regard: Adoption of a national policy on youth, employment and migration and translated to a national action agenda. It's important for joint programmes to have these type of strategic targets for two reasons: **(1)** joint programmes, by involving multiple agencies and institutions, can have a transformative capacity beyond the scope of conventional interventions, and this capacity has to be harnessed; **(2)** the efforts invested in coordinating partners and transaction costs associated to joint programming are justified only when targets demand multidimensional approaches and interagency synergies.

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<sup>9</sup> Official youth employment data are available only at the national and regional level. The programme sponsored some activities to improve data collection on the selected provinces during implementation: **(1)** the baseline assessment could have been an interesting contribution, but it did not produce reliable data because it used secondary data which was also limited and to conduct primary data gathering would require much funding and time; **(2)** two Provincial Labour Force Surveys were funded by ILO in Antique and Agusan del Sur.

49. The Results Framework includes a description of Risks and Assumptions but the programme document does not include an analysis of implementation options to respond in case of negative influence of identified risks. In addition, the programme document lacks an analysis of implementation alternatives.

50. **Gender sensitivity of the Strategy of Intervention:** the programme has supported numerous activities to enhance gender sensitivity among the implementing partners and to promote gender equity among beneficiaries; however, this has not been done following a specific strategy but through separated activities, many of them sponsored by UNFPA, such as<sup>10</sup>: **(1)** the preparation of the gender sensitive Technical Vocational Education and Training (TVET) curriculum developed by TESDA for training of trainers and the inclusion of the Gender Sensitivity Training (GST) among the youth techvoc beneficiaries in the YEM sites; **(2)** the new Career Pathways –Technology and Livelihood Education (CPTLE) curriculum developed by the Department of Education was pilot tested initially in twelve then increased to 15 pilot YEM schools across the four provinces to promote entrepreneurship education enhanced with gender, life skills and safe migration education in Public Secondary Education; **(3)** the creation of Local Youth Development Councils by the National Youth Commission (NYC); **(4)** TESDA provincial trainers were trained in gender sensitivity by UNFPA; **(5)** the National Youth Commission also updated the Local Youth Action Plan in Antique to include gender issues with the support of UNFPA; and **(7)** Peer Counselling activities funded by UNICEF in Antique.

### **Contribution to solve the needs and problems identified in the design phase**

51. The programme clearly addresses problems of some of the more disadvantaged youth population sectors in the Philippines identified in the design by **(1)** influencing policy making and policy coherence, **(2)** contributing to develop the capacities of national and provincial agencies and schools and also **(3)** through the implementation of direct services that benefit sectors of the youth population with severe difficulties to access education and decent employment.

52. **Direct support to the more disadvantaged:** **(1)** the Education Subsidy benefits young men and women living in remote areas and at risk of dropping out; **(2)** Technical Vocational Laboratory improvement and in-school income generating projects; **(3)** Labour market responsive technical vocational skills training scholarships provided by TESDA for out- of-school youth; **(3)** Entrepreneurship training and provision of

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<sup>10</sup> This list is not intended to be exhaustive.

Starter Kits for out of school youth; and **(4)** the Channelling Remittances for Economic Development (CRED) initiative.

53. Although not identified in the design phase, it seems that the influence of teenage pregnancy has some impact on the school-drop-out rates among young women. Although the programme has sponsored some activities addressing Education on Sexual and Reproductive Health such as the Life skills trainings, the importance of the issue in a quite conservative society little open to discuss these issues justifies increased activity of a programme dedicated to youth.

## **Depth and breadth of the joint work**

### **Joint implementation**

54. The outcomes in the Results Framework were deliberately formulated to require combined contributions of the different agencies. Though most outputs in the Results Framework engage just one UN agency, the strong linkage among different components has demanded joint work to adapt to reality, as illustrated by outputs 1.2. One Stop Resources Centers (IOM) and 2.4. Provincial Employment Services Offices (ILO).

55. The joint programme heads and technical focal points of the UNCT agencies and governmental agencies have a very positive attitude to solve problems and coordinate programme activities. This helped avoid and/or solve problems that are common in joint programmess in which UNCT agencies apply different procedures and frequently have their own views, making it difficult to coordinate.

56. Regarding the Field Coordinators, since they are hired by IOM, their main responsibility is to manage IOM components on the field, and although IOM offered UNICEF, ILO and UNFPA the possibility of supporting the rest of components, this was not fully maximized due to the over-lapping schedules and huge workload related to the catch-up plan.

57. **Some joint work examples among partners (UNCT agencies and implementing partners)<sup>11</sup>: (1)** activities related to the development of PESO (ILO)-OSRC (IOM), which is one of the most visible and popular output of the programme; **(2)** ILO, IOM, UNICEF and UNFPA have contributed together to the

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<sup>11</sup> This list is not intended to be exhaustive.

mainstreaming of migration, life skills and gender into the Career Pathways in Technology and Livelihood Education (CP-TLE) curriculum; (3) activities in the fifteen YEM schools involved IOM (Education Subsidy), UNICEF (equipment and income generating projects, and Guidance and Counselling Training for School Counsellors); (4) although policy assessments were conducted independently by the UNCT agencies, advocacy activities were implemented jointly, especially to influence the definition of the Philippine Development Plan (PDP) 2011-2016; (5) Educational Subsidy beneficiaries (IOM) who graduated from high school also received Technical and Vocational Skills Training at TESDA (ILO); (6) the Provincial Social Welfare Office (UNICEF) profiled and selected the beneficiaries to enrol the Technical and Vocational Trainings designed for out-of-school youth; (7) activities sponsored in the fifteen YEM schools have benefitted from the Child Friendly Schools programme sponsored by UNICEF.

58. **Contribution of the Resident Coordinator Office (RCO) to joint implementation:** (1) the RCO proposed monthly PMC meetings during the last year of implementation, which has proved to be an important measure to react quickly and in good coordination to address implementation challenges; (2) the RCO facilitated annual planning workshops with the Joint Programme Coordinators of the four JP in the Philippines to share experiences<sup>12</sup> and lessons learned across joint programmes; (3) finally, the RCO provides support to partners with regards to decision making and has served as a link to the MDG-F Secretariat.

59. **Gender mainstreaming during implementation:** the Philippine Commission on Women (PCW) focused on supporting TESDA to mainstream gender into the Technical and Vocational Training Modules; and the main partner of UNFPA<sup>13</sup>, the National Youth Commission, which was able to mainstream gender in its specific output, has presence at the national and regional levels, but not at the provincial level.

### **Monitoring and Evaluation Strategy**

60. **M&E means:** the Joint Programme M&E Framework is the basis for the application of three tools to monitor financial progress and progress towards planned targets: (1) the Bi-annual Reports (results); (2) the Quarterly Colour-coded reports (delivery rates and quick look at the progress); and (3) the PMC meetings, which (i) promote mutual accountability and transparency; and (ii) allow partners to react immediately to any challenge.

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<sup>12</sup> The JP YEM Exit and Sustainability Strategy (ESSP) was inspired by the E&S Strategy of the JP on Climate Change.

<sup>13</sup> UNFPA is the Head of the Gender Mainstreaming Committee of the UNCT.

### Quality of the monitoring framework

61. Some indicators (Annex 3, OVI: 1, 2, 3, 4, 6, 7, 11, 12, 13, 14, 15, 17, 19, 25) refer to deliverables such as products, activities, or number of persons involved in activities as opposed to changes in the living conditions of the persons involved in the programme. This has to be assessed as a technical imperfection but it's obligatory mentioning that the time span of the programme makes it really complicated to measure every level of achievement of planned targets through monitoring changes in living conditions.

62. Some indicators do not include a specific target to be reached during implementation (Annex 3, OVI: 5, 8, 9, 10, 11, 12, 13, 14, 20, 21, 22, 23, 24 and 25) and some indicators have not been measured (Annex 3, OVI: 9, 10, 19 and 20). It has to be mentioned that OVI 9 and 10 refer to unemployment and underemployment rates among the youth, which shouldn't be an indicator of success because even if they were decreased there is no direct attribution to the programme alone.

63. The monitoring framework incorporates some indicators that can be assessed as gender sensitive (Annex 3, OVI: 5, 8, 13, 14, 15, 16, 21, 22, 23 and 24). The proportion of gender sensitive indicators is ten out of twenty-one (considering that four OVI will not be measured), meaning that the monitoring system has a reasonable ability to measure how men and women differentially benefit from the intervention; however, some indicators related to the enhancement of public policies through the development of a National Action Agenda could have been formulated with a gender approach: OVI 1, 2 and 3 in Annex 3.

### Participation of beneficiaries and local partners in M&E

64. Implementing partners and UNCT agencies submit M&E information to the Joint Programme Coordinator (JPC), who consolidates the information and delivers joint reports (Bi-annual and Quarterly Colour-coded) to be reviewed by all the partners before this is endorsed to the PMC. Finally, the JPC includes comments and sends the final reports to the PMC for approval.

65. Data collection at provincial level is performed via two mechanisms: **(1)** the Provincial Planning and Coordinating Bodies (PPCBs) consolidate monitoring data to be submitted to the PMC. **(2)** Implementing partners coordinate with respective UNCT agencies and validate information before this is submitted to the JPC. For instance, the principals of the 15 YEM schools are responsible for the preparation of reports on young men and young women involved in activities promoted in their schools and submitted to UNICEF.

66. **Quality assurance mechanisms** to guarantee the quality of products and activities applied are those of the implementing partners.

### **Communication and Advocacy Strategy**

67. The Communication and Advocacy (C&A) Plan is a good tool for fostering sustainability of the results and seems to be well designed and specific enough to be useful; however this plan cannot be considered a full strategy since it does not specify unified messages to address different population targets such as the youth, Civil Society and decision-makers.

68. The Objectively Verifiable Indicators (OVI) of the C&A Plan reveal a clear intention **(1)** to position the National Action agenda as a priority at both the national and provincial levels; **(2)** to sensitize Civil Society on YEM issues through mass media; and to **(3)** keep partners updated on the programme's activities and accomplishments.

69. The following critical activities were conducted: **(1)** seven workshop consultations to advocate for the adoption of the National Action Agenda and the development of a National Action Plan; **(2)** Youth Employment Forum held on 29 March 2012, which served as an opportunity to present the output of the workshops to youth representatives from the JP YEM provinces as well as youth leaders and partners of the National Youth Commission; and the **(3)** JP YEM Results Conference: an end-of-programme activity that aims to **(i)** present the achievements of the joint programme, **(ii)** share lessons learned; **(iii)** ensure a sustainability and smooth transition of the programme. To a large extent it is also an advocacy activity that draws support from the different Implementing Partners to support the sustainability of the programme and continue commitment to the National Action Plan on YEM.

70. The programme has been able to meet to some level of degree each of the four C&A OVI:

71. **C&A OVI 1: DOLE adopts 70% of common recommendations of the Philippine Labour and Employment Agenda and the YEM National Action Agenda by July 2012:** comprehensive orientation and discussion of the NAA YEM was done after the DOLE has adopted the seven strategies under the National Action Agenda and presented to President Benigno Aquino III during International Youth Day in August 2011. The seven strategies were adopted by both DOLE and NYC as part of the key strategic priorities to address youth employment challenges. From February to March 2012, the DOLE led a series of seven

workshops that aimed to discuss and further elaborate each strategy, identify specific programs and projects that stakeholders can commit in support of YEM, and put together an action plan that would include resources and offices responsible to achieve specific outcomes.

72. C&A OVI 2: National Youth Commission adopts critical YEM National Action Agenda Items in the Youth Development Plans for 2011 to 2016: NYC adopted the National Action Agenda and Action Plan for Youth Employment and Migration as an annex to the Philippine Youth Development Plan (PYDP 2012 – 2016). The NAP YEM falls within the Outcome 2 of the PYDP.

73. C&A OVI 3: Policy statements by the President and Secretaries of relevant departments supporting the YEM National Action Plan; and C&A OVI 4: The Department of Education and TESDA adopts recommendations of the Philippine Labour Employment Plan on Enhancing Human Capital: the Strategy Paper titled “Alternative Pathways: Toward Charting an Actionable Framework for Youth Employment and Migration” was presented to President Benigno Aquino III. In the Results Conference, the President of the Philippines in a message delivered by DOLE Secretary Rosalinda Dimapilis-Baldoz, reiterated the commitment to adopting the National Action Agenda and outlined the key priorities that the current administration has been supporting and will be supporting.

74. The press reviews, which have been systematically recorded by the programme, have to be valued as a significant contribution to raising awareness of Civil Society on YEM issues<sup>14</sup>. Most of these reviews describe the contents of the programme briefly and highlight the efforts made to meet MDGs, and some are dedicated to report on the situation of the youth in regards to employment opportunities and youth unemployment. No disaggregated by sex or age data were found during the revision of press reviews by the evaluator.

75. The Fact Sheet on Youth Employment in the Philippines cannot be considered as gender sensitive since it considers the youth or young people as a whole.

76. Visibility of the programme and the MDG-F seems to be very good in Masbate and Antique, while it could be better in Maguindanao. Although an in-depth assessment of the true impact of the many visibility actions undertaken (especially press reviews) at the national level is beyond the reach of the final

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<sup>14</sup> Manila Bulletin (Readership 1,5220,200), Malaya (Readership 300,000), Philippine Daily Inquirer (Readership 2,455,200), Business Mirror (Readership 150,000), Manila Times (374,892), The Daily Tribune (Readership 26,000), Business World (Readership 130,000), People's Journal (938,928).

evaluation, it's worth mentioning that some interviewees highlighted that the programme has been the first intervention in the country able to make visible YEM issues at a large scale.

## 2.2. PROCESS LEVEL

### 2.2.1. Efficiency. Extent to which resources/inputs (funds, time, human resources, etc.) have been turned into results.

#### Financial progress of the JP

77. Financial progress reported until 31 December 2010 was quite low the in cases of IOM and UNFPA: seventeen months after the programme started they had spent 35% and 38% of the transferred funds respectively. The slow start was due to two reasons: **(1)** the national and local elections required advocacy activities to get new Government appointees buy-in; and **(2)** it took longer than expected to hire some programme staff (the Joint Programme Coordinator was hired in March 2010).

78. Financial progress reported until 31 December 2011 (29 months of implementation or 69% of the total duration of the programme) seems to be satisfactory and so seems financial progress as of September 2012 (38 months of implementation or 90% of the total duration of the programme).

Table 1. Financial status as of September 2012

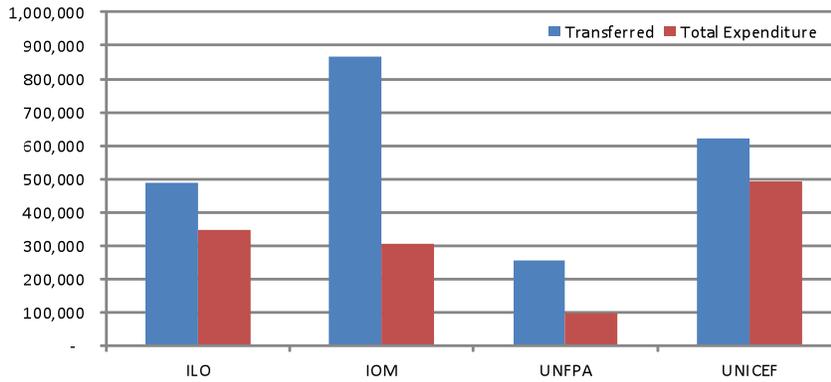
UN AGENCY	BUDGET	TOTAL AMOUNT COMMITTED (USD)	TOTAL AMOUNT DISBURSED (USD)	DELIVERY RATE (% OF BUDGET VIS COMMITTED)	DELIVERY RATE (% OF BUDGET VIS DISBURSED)
ILO	2,267,618	2,150,906	1,842,322	95%	81%
IOM	1,822,439	1,821,128	1,475,611	100%	80%
UNICEF	1,585,337	1,460,974	1,391,974	92%	80%
UNFPA	324,606	289,924	284,103	89%	88%
<b>TOTAL</b>	<b>6,000,000</b>	<b>5,722,932</b>	<b>4,976,010</b>	<b>95%</b>	<b>83%</b>

Figure 2

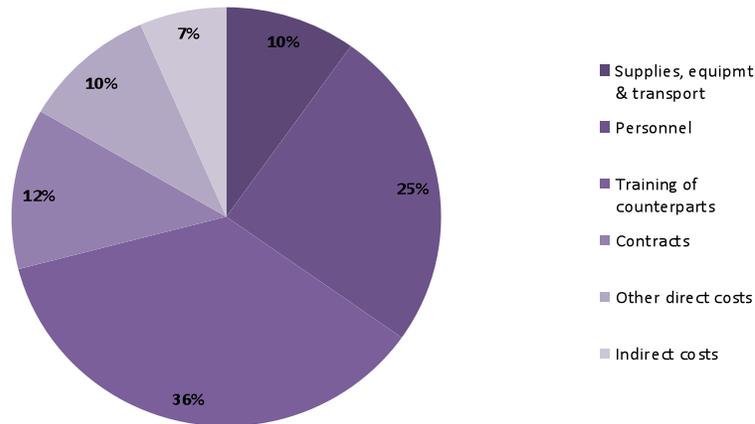
Charts & Figures as of 31 December 2010

Organization	Approved Budget	Transferred	Exp rate	Total Expenditure	Supplies, equipmt & transport	Personnel	Training of counterparts	Contracts	Other direct costs	Indirect costs
ILO	2,257,518	487,142	71%	347,302	31,730	100,250	66,095	76,725	49,780	22,721
IOM	1,822,439	867,460	35%	306,834	15,128	104,525	68,942	64,282	32,884	20,073
UNFPA	324,606	254,788	38%	96,845	488	57,685	24,338		7,999	6,336
UNICEF	1,585,337	621,543	79%	493,387	74,314	47,732	290,984	13,391	34,688	32,278
<b>Grand Total</b>	<b>6,000,000</b>	<b>2,231,033</b>	<b>56%</b>	<b>1,244,368</b>	<b>122,660</b>	<b>310,193</b>	<b>450,358</b>	<b>154,399</b>	<b>125,351</b>	<b>81,407</b>

Transfers & expenditures



Expenditure by category



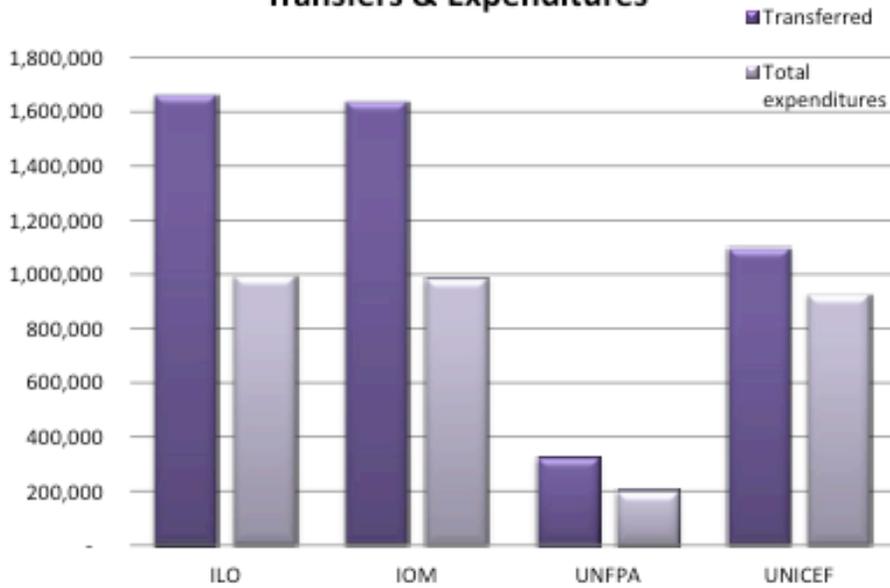
Source: MDTF Gateway

Figure 3

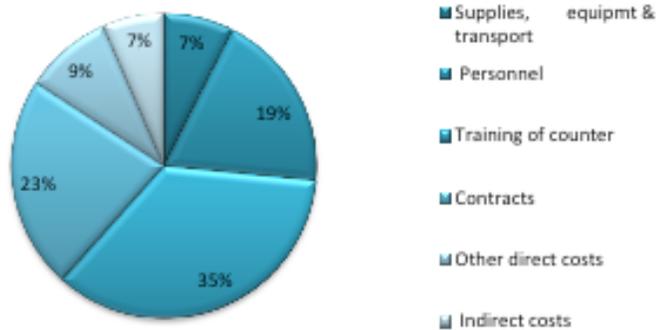
CHARTS & FIGURES  
As of 31 December 2011

Organization	Approved Budget	Transferred	Exp rate	Total Expenditure	Supplies, equipmt & transport	Personnel	Training of counter	Contracts	Other direct costs	Indirect costs
ILO	2,267,618	1,663,245	60%	995,486	61,143	204,612	362,439	180,270	121,896	65,126
IOM	1,822,439	1,640,641	60%	985,715	32,599	240,335	133,006	411,963	103,326	64,486
UNFPA	324,606	324,606	62%	202,213	2,304	81,557	86,946		18,176	13,230
UNICEF	1,585,337	1,098,379	84%	926,863	135,086	67,406	509,131	109,594	49,011	60,636
<b>Grand total</b>	<b>6,000,000</b>	<b>4,726,871</b>	<b>66%</b>	<b>3,110,277</b>	<b>231,132</b>	<b>593,910</b>	<b>1,091,522</b>	<b>701,827</b>	<b>288,409</b>	<b>203,478</b>

Transfers & Expenditures



Expenditure by category



Source: MDTF Gateway

## Management model

### Management structure

79. The NSC provides the overall policy direction for the JP and is composed of the UN Resident Coordinator in the Philippines, the Ambassador of Spain to the Philippines or his representative, and the Director General of the National Economic and Development Authority (NEDA) or his representative.

80. The Programme Management Committee (PMC) provides technical and operational support to the JP YEM and comprises a total of twenty members, including the Undersecretary of DOLE (Co-Chair), DOLE's Assistant Secretary (Vice-Chair), the ILO Country Director (Co-Chair), and representatives of the Spanish Agency for International Cooperation and Development (AECID), NEDA, DepEd, DTI, the Philippine Commission on Women (PCW), the National Youth Commission (NYC), the ARMM Government, the Governors of Agusan del Sur, Antique, Masbate, and Maguindanao, UNICEF, UNFPA, IOM, the Trade Union Congress of the Philippines (TUCP), the Federation of Free Workers (FFW), and the Employers' Confederation of the Philippines (ECOP). The inclusion of trade unions and employers groups is part of ILO's mandate to promote tripartism.

81. The JP YEM has a Programme Coordination Office (JPCO) comprised of a Joint Programme Coordinator (JPC) and one Financial Assistant, both hired by ILO.

82. The Technical Working Group (TWG) at the national level has the role of managing implementation on behalf of the implementing partners. The TWG includes the JP Coordinator (Co-Chair), one representative from DOLE (Co-Chair) as lead implementing agency, and one focal person for each of the participating agencies (ILO, IOM, UNICEF, and UNFPA). Some specific tasks of the TWG: management of planning and coordination; reporting; supporting the operational teams of the agencies and implementing partners in the development of the Work Plans and the Annual Budgets; helping establish working level coordination mechanisms among technical focal points partners, and supporting implementation of activities through technical operational advice. The DOLE also established an internal Technical Working Group representing the different bureaus, administrations and offices who were directly involved in the JP YEM implementation.

### Efficiency of the management structure: decision-making

83. The definition of the Terms of Reference (ToR) of the NSC, PMC and TWG was carefully revised by the PMC and the results have been excellent: these three bodies are working in good coordination and taking care of every single detail of the implementation. In the opinion of virtually everyone interviewed during the evaluation, decision-making has been timely and accurate.

84. The NSC has played an important role in providing strategic guidance, especially encouraging partners to coordinate and deliver on commitments.

85. The PMC has been meeting monthly during the last year of implementation to react promptly before any difficulty. It's been permanently monitoring bottlenecks and challenges, looking for solutions and making decisions with the support of the TWG, which meets one week before the PMC to discuss and agree on solutions to problems arising, to propose solutions to be raised to the PMC when required and to consolidate reporting information.

86. PMC meetings follow structured, exhaustive and systematic agendas. Every PMC meeting finishes with the identification of Business Arising and Actions Taken, which are followed up during subsequent encounters of the PMC, which is contributing to efficiency in problem solving by facilitating continuity in the processes.

87. ILO and DOLE clearly lead the PMC and solidly supports the Joint Programme Coordinator, which is paramount to enhance coordination among partners. The strong support provided by DOLE to the JPC by providing fast and collaborative responses whenever the JPC requests support is remarkable.

88. Difficulties regarding the management and implementation structure: **(1)** the evaluation identified some overloads in certain elements of the management and implementation system, especially since the start of the catch up plan, namely: the Coordination Unit, some of the Provincial Planning and Coordination Offices (although they received administrative support), some of the field coordinators and school principals and some UNCT agencies programme staff; **(2)** sometimes LGUs and UNCT agencies rotate their representatives in the TWG.

### Efficiency of the management structure: information flows

89. There is a Provincial Planning and Coordinating Body (PPCB) in each province composed of the Government agencies involved in the JP YEM in the province. Agencies meet to share general information, to coordinate activities and to recommend actions to deal with bottlenecks and resolve difficulties. According to most opinions, it seems that these bodies successfully facilitate communication and information sharing among implementing agencies in the provinces. PPCBs are connected to the national level of the programme through the Joint Programme Coordinator, who facilitates information exchange with effectiveness.

90. Information sharing between different levels (national, regional and provincial) within the implementing partners seems to be smooth in general terms. The evaluation detected just one case of miscommunication between TESDA ARMM and PLGU Officers in Buluan: there were some mismatches between training priorities identified by the youth in Maguindanao province during the survey facilitated by ILO and the trainings finally delivered by TESDA ARMM.

91. Coordination among programme sites has been a concern during implementation as illustrated by the minutes of the fourth meeting held by the PMC (6 December 2010). The need to have focal persons at the different levels with clear responsibilities to ensure accountability and provide quality feedback was also discussed during this meeting. The evaluation has found that communication among different implementation programme sites could have been better: more information sharing on budget allocation at the provincial level to make possible a better understanding of processes in other provinces was mentioned by some provincial implementing partners. This situation is particularly pronounced in Maguindanao, where the active agencies, basically TESDA and the Provincial Planning and Development Office, have a very limited knowledge of the programme.

### **Added value of the different partners and efficiency of joint programming vs. single agency implementation**

92. Since joint programming involves multiple financial management procedures and approaches, which can be sometimes confusing for national and local partners; and demands a great investment in communication and coordination, single agency implementation is, in general terms, more efficient. In the case of the JP YEM transaction costs are high, but given the multidimensional nature of the intervention (education, youth, gender, migration and employment), joint programming has very probably been the best

option, especially because all the partners have been able to bring differentiated expertises to the programme in good coordination.

93. The evaluation only detected a few overlap situations among UNCT agencies: ILO and IOM have sponsored (1) Entrepreneurship Training, (2) Local Economic Development (LED) and (3) Value Chain Analysis (CRED) activities using different methodologies and tools. Furthermore, (4) ILO and IOM have both an advocacy plan for the institutionalization of OSRC while the Bureau of Local Employment (BLE) also has a permanent advocacy programme to promote the institutionalization of PESO-OSRC due to the fact that only 124 PESO-OSRC out of 1,125 nationwide are institutionalized.

### **Delivering as One**

94. **Contribution of the NSC and the PMC:** as already mentioned, the need to improve coordination and work processes to ensure speedy implementation was treated by the NSC, and partners were encouraged by the NSC to act accordingly. The PMC has been an excellent platform for joint implementation and coordination among all partners; the minutes of meetings (MoMs) of the PMC show how every important issue was discussed by the partners and solutions were agreed by consensus.

95. **Work methodologies, financial instruments, and business practices:** the programme has operated through three implementation models: (1) ILO has applied a combination of “direct payment” modality and “funds downloading (direct cash transfer)” modality; IOM has applied the “direct payment” modality; and (2) UNICEF and UNFPA have applied the “funds downloading” modality. While direct payment seems to have been more efficient allowing faster implementation than downloading (although both modalities have caused delays), the latter is more relevant to the principles of the Paris Declaration, especially to the Alignment and Mutual Accountability principles.

96. **One Plan:** the UNDAF is a contribution to this principle; nonetheless, since each agency has its own Country Programme and interventions are usually designed according to funding opportunities (MDG-F YEM Thematic Window in this case), the real scenario is more complex. The chances that the UNCT will identify opportunities to capitalise on the comparative advantage of each agency are therefore reduced.

97. **One Management:** UNCT agencies have successfully coordinated the assignment of tasks thanks to the positive and constructive attitude of the UNRC and the heads of the agencies, so it can be said that the JP YEM has contributed to some extent to the One Management principle in the country.

98. **One Budget:** the absence of a consolidated budget linked to the UNDAF can probably make it difficult to get an overview of the financial inputs and outputs of all of the agencies taken together. The role played by the MDTF providing consolidated financial information on joint programmes contributes to this principle.

99. **One Set of Management Practices:** UNFPA and UNICEF extensively follow the Harmonized Approach to Cash Transfers (HACT) while ILO (rates and forms) and IOM (rates) have used HACT in very specific cases. The absence of harmonisation of management practices can increase transaction costs for Government and other partners and impede coordination between the agencies. Several national and provincial partners mentioned that the unification of financial management procedures would be very advisable to improve efficiency.

#### **Obstacles faced by the joint programme**

100. **Administrative difficulties:** (1) the different implementation models and administrative procedures of UNCT agencies sometimes caused confusion among Government partners. (2) Lengthy procurement procedures (UNCT agencies and Government procedures) have significantly delayed implementation. (3) The procedures applied by the Commission and Audit Agency (COA) whenever funds are downloaded to governmental agencies have also caused delays. (4) TESDA reports delays in signing the Service Contract with ILO. (5) In Maguindanao: release of funds for the On-the-Job (OJT) allowances for Technical and Vocational Training Graduates from UNICEF are very delayed because the province did not submit the correct requirements, such as bank certification, to UNICEF, so UNICEF could not release the funds.

101. **Implementation difficulties:** the slow start that was counterbalanced through the implementation of a catch-up plan that (1) sometimes caused work overloads; and also (2) affected to some extent the quality of a few particular activities: (i) CRED would have required a slower pace. (ii) TESDA in Antique mentioned that the required speed did not allow a comprehensive selection of beneficiaries of their component, so despite they managed to train the expected number of young men and women (500) the certification rate was 60% while their usual certification rate is around 80%.

#### **Gender issues faced by the JP during implementation and actions taken to address them**

102. UNFPA advocated for delivering a training on gender sensitivity to fifteen TESDA trainers in

Masbate (and finally TESDA conducted the gender sensitivity training for TVET trainers in all the four provinces) to enable them mainstreaming gender in some of their activities and it seems that the initiative faced resistance in one of the YEM schools because some topics, especially those related to Reproductive Health, may be sensitive in the Philippines. National TESDA has decided to conduct sensitization sessions with school principals and administrators to prevent such situations.

103. The evaluation did not detect any other significant gender issues faced during implementation and this is probably because of the nature of the problems addressed by the programme and the activities sponsored. Probably, if the programme had placed more emphasis on Education on Sexual and Reproductive Health, some more difficulties would have appeared.

#### Implementation difficulties in Maguindanao

104. The assessment of the implementation in Mindanao requires special attention because of some particularities: the number of provincial agencies actively involved in the programme in Maguindanao is lower than in the other three provinces and they seem to operate with limited internal resources and geographic restrictions: the evaluation only detected real involvement of the Provincial Planning and Development Office (PPDO), the Local Government Unit (LGU), TESDA and the Department of Trade and Industry (DTI). The long distance from Manila, the recent conflict in Maguindanao, the complex relationship between the Government of the Philippines and the Autonomous Region of Muslim Mindanao (ARMM) and changes in ARMM heads make Maguindanao a difficult place to work for provincial agencies and especially for the UNCT agencies due to security constraints. As a consequence, the coordination between some UNCT agencies and the Provincial Planning and Development Office could have been better.

105. The PESO-OSRC in Maguindanao needs some additional equipment and skills to improve services delivery, namely: **(1)** installation of the PHIL-JobNet System Kiosk and **(2)** delivery of the training on the Skills Registry System (SRS). Although none of these needs are commitments of the programme, it seems that DOLE will try to meet them.

106. **NOTE:** members of the Esperanza Overseas Filipino Workers Association-Baleno Chapter in Masbate who were trained by the programme (furniture, egg production, goat raising, etc.) and that submitted their projects to the Overseas Workers Welfare Administration (OWWA) have not yet received the funds because the Land Bank of the Philippines, institution that manages the Overseas Filipino Workers

Reintegration Fund, has apparently a long waiting list. Some additional support from the programme could be advisable although access to funds is not a commitment of the programme: **(1)** review of possible deficiencies in the legal status of such association; **(2)** additional information in case the members have unrealistic expectations about funding opportunities or increased expectations among programme recipients that are beyond the JP YEM programme deliverables; **(3)** some exchanges of experiences between different OFW associations and cooperatives of the four MAMA provinces on ways of financing projects could be beneficial.

#### **Impact of the mid-term evaluation: the Improvement Plan (Annex 4)**

107. The JP YEM has followed every mid-term evaluation recommendation through a detailed planning of key actions with the exception of Evaluation Recommendation No. 5<sup>15</sup>, and Evaluation Recommendation No. 7<sup>16</sup>.

108. The response from the Joint Programme Management to the fifth recommendation of the mid-term evaluation and the key actions designed to address to the extent possible the suggestions included in recommendation number five seem to be quite reasonable and practical.

109. In regards to the response from the Joint Programme Management to the seventh recommendation of the mid-term evaluation it has to be said that two of the measures proposed by the recommendation number 7 in the Improvement Plan could have improved M&E: **(ii)** to create mechanisms to monitor the quality of activities; and **(v)** to include Government counterpart contributions in the financial reporting information.

110. Mechanisms to improve M&E however have been included by the JPC through a M&E Guidance Note released to PPCBS and Field Coordinators. These will help in improving the final report to include a more accurate beneficiary count and complementary funding.

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<sup>15</sup> Mid-term evaluation recommendation 7: Incorporate very specific activities to address the issue of internal migration focus on raising the issue and promoting discussion at the policy level. A possibility might be to finance a study on internal migration and the youth and organize a roundtable with analysts, policy makers at national and local level, and youth organizations in order to promote awareness and identify policy recommendations.

<sup>16</sup> Mid-term evaluation recommendation 7: Strengthen the M&E functions by: (i) introducing indicators of results and reflecting both physical and financial accomplishments; (ii) creating mechanisms to monitor the quality of activities; (iii) increasing the participation of beneficiaries and local partners in M&E; (iv) identifying and analyzing best practices; and (v) including government counterpart contributions in the financial reporting information. It is also recommended that the programme evaluate seriously the possibility of incorporating a full-time professional for the JP Coordination Office to work on M&E).

**2.2.2. Ownership in the process.** Effective exercise of leadership by the country's partners in development interventions.

**National and provincial ownership**

111. Ownership of implementing partners can be considered excellent, with an active involvement of the Government agencies (especially DOLE). This positive attitude is very probably due to the fact that, programme activities are coherent with their priorities. The LGUs in the four provinces are also participating actively in the PMC and play an important coordination role at the provincial level through the Provincial Planning and Development Offices (PPDOs).

112. **Modes of participation during implementation:** there are some examples that illustrate some involvement of national and provincial partners and beneficiaries in the design or adaptation of activities: **(1)** during the 5<sup>th</sup> PMC meeting it was suggested to consult school superintendents to know which of the projects they would like to be implemented in their schools; also, it was proposed to parents in the development and implementation of the programme to encourage other school principals of neighboring municipalities to adopt the programme. **(2)** Three youth island-wide consultations and the sectoral consultation conducted by the DOLE Institute for Labour Studies (ILS) and the National Youth Commission. **(3)** The revision of the second year budget and Annual Work Plan to reflect local implementation plans resulting from the Provincial Planning Workshops held in September 2010. **(4)** The inclusion of a Tracking System for graduates supported by TESDA through the Scholarship component, adaptation suggested by provincial partners.

**2.3. RESULTS LEVEL**

**2.3.1. Effectiveness.** Extent to which the objectives of the development intervention have been achieved.

**Contribution of the NSC and the PMC to the attainment of expected results**

113. It seems that the NSC has played a chief role in the implementation of the programme making decisions related to critical situations faced by the JP YEM that were raised by the PMC: **(1)** the low delivery rate at the beginning and the need to formulate an implement a catch-up plan; **(2)** the need to improve on work processes to ensure speedy implementation; **(3)** the need to intensify advocacy efforts with the Masbate Governor in order to gain the LGU's support for JP YEM; **(4)** proposing alignment

measures through the optimization of existing networks and resources; (5) approval of the no-cost extension on 7 March 2012.

114. The reading of the minutes of the meetings (MoMs) of the PMC reveals that the PMC has been virtually reviewing all facets of the implementation of the programme, from operative and administrative aspects to substantial discussions on significant issues. For instance, during the PMC held on the 2<sup>nd</sup> April 2010 attendants discussed subjects like the need to conduct a revision of the organizational structure to define the best combination of ToRs for the NSC-PMC-TWG, or the necessity to ensure policy coherence and harmonization.

#### **Level of achievement of expected results** (Annex 3)

115. Bearing in mind that there are four OVI in the Results Framework that the programme cannot really update, the number of indicators that the evaluation considers is twenty-one. Seventeen out of twenty-one OVI have been achieved or measured (81%), and four have been partially achieved (19%).

Indicators partially achieved:

116. **Outcome 1.** Improved policy coherence and implementation on youth, employment and migration (YEM). **OVI:** Adoption of a national policy on youth, employment and migration and translated to a national action agenda. **Comment:** the full adoption implies the existence of a budget for the development of NAP YEM, decision beyond the reach of the programme. The Results Framework includes as one of the assumptions related to Outcome 1: Strong political commitment to effecting planning/programming changes even after national elections in 2010.

117. **Output 1.1.** National Action Agenda formulated, to inform local and national development processes. **OVI:** NAA used by local governments in four project sites and by pertinent national agencies.

118. **Output 2.4.** Employment services enhanced: gender-sensitive career guidance, referral and tracking services offered on youth employment. **OVI:** Type of services rendered: access to information on markets, credit, technology, and other employment-related information, etc. **Comment:** the institutionalization of PESO-OSRC is beyond the reach of the programme.

119. **Output 2.5.** Inclusive approaches to basic education promoted to reach disadvantaged youth and improve school participation and retention rates. **OVI:** Number of students enrolled in Open High School Curriculum and other alternative delivery modes like the EASE program in the 12 selected schools, disaggregated by sex.

### **Major accomplishments** by outcome as of October 2012

#### 120. Outcome 1

- National Action Agenda “Alternative Pathways: Toward Charting an Actionable Framework for Youth Employment and Migration on Youth Employment and Migration” was adopted while the National Action Plan for Youth Employment and Migration is undergoing finalization.
- Study on the Filipino youth and the employment-migration nexus was prepared by the Scalabrini Migration Center; and study on Brain Drain & Waste (Scalabrini Migration Center, 2012).
- A policy research consortium focused on youth issues established in partnership with the Asian Institute of Management and ten universities that will serve as a platform to disseminate knowledge materials on youth, employment and migration aside from tracking the opinions of the youth in social and economic policy issues.
- Value chain analysis on tourism sector done in Antique.
- Pilot Provincial Labour Force Survey in Antique and Agusan del Sur completed.
- Four One-Stop Shop Resource Centers (OSRC), known locally as Youth and Migrant Centers, established.
- Campaign Against Illegal Recruitment, Trafficking and Irregular Migration (CAIRTIM) was launched in the four target sites.
- A study on entrepreneurship under a value chain framework was completed in partnership with Small Enterprises Research and Development Foundation (SERDEF).

#### 121. Outcome 2

- Ninety-three partnerships established to provide On-the-Job Training, post training services and employment opportunities to disadvantaged youth.
- Estimated 13,000 high school students in 15 pilot schools benefiting from improved CP-TLE laboratories, enhanced guidance services and Drop-out Reduction Program, and TLE teachers with specialized training in technical-vocational skills.

- Total of 748 education subsidy slots were provided for SY 2010-2011 and SY 2011-2012 to 2<sup>nd</sup> year to 4<sup>th</sup> year high school students of which 641 are students at risk of dropping out, 74 are children of OFWs, and 33 are former out-of-school youth. 70 of the scholars were among the top 10 students in their class while 10 education subsidy scholars also availed of entrepreneurship training.
- 1,449 youth (out of targeted 2,000), completed technical vocational skills training including on-the job training and gender-sensitivity training.
- 397 training graduates out of targeted 1,100 are employed.
- Eighty-eight representatives (39 female, 49 male) of local government units of four pilot provinces and national government agencies trained on local economic development (LED).
- 48 female, 40 male local partners trained on Start and Improve Your Own Business (SIYB),
- 278 male and 197 female out of the 400 target disadvantaged youth trained on entrepreneurship using Start and Improve Your Business (SIYB); 254 (153 male, 101 female) out of 240 target disadvantaged youth prepared feasible business plans and qualified to receive starter kits; 91 male and 60 female out of 96 targeted disadvantaged youth established microenterprises.
- Out of 2,000 target disadvantaged youth, 1,620 completed Technical Vocational Skills training including On-the Job Training and gender-sensitivity training; and 916 graduates out of targeted 1,100, are employed.
- Ninety five public secondary school teachers and supervisors from 15 pilot schools trained on Entrepreneurship and the enhanced curriculum to include gender, Life skills and safe migration under the Career Pathways-Technology Livelihood Education (CP-TLE) program, benefiting 2,716 first year high school students from 4 pilot provinces.

## Analysis of activities by output<sup>17</sup>

### 122. Summary

- 18 activities out of 35 (51,5%) were completed as initially worded (14), or reshaped to introduce some improvements (2) or changed form one UNCT agency to another (2).
- 13 activities (37%) were rescheduled in Q2 2012 for succeeding quarters.
- 3 activities (8,6%) were stopped or delayed and not rescheduled.
- The delay in the implementation of activities 1.1.3.1 and 1.1.3.2 could have influenced the achievement of Outcome 1 Objectively Verifiable Indicators that have been partially achieved, although this has not been totally verified by the evaluation due to the complexity of the processes involved: **(1)** adoption of

<sup>17</sup> According to the Quarterly Colour-coded Annual work plan and Budget as of June 2012.

a national policy on youth, employment and migration and translated to a national action agenda; (2) NAA used by local governments in four project sites and by pertinent national agencies.

Outcome 1. Improved policy coherence and implementation on youth, employment and migration (YEM).

Output 1.1. National Action Agenda formulated, to inform local and national development processes.

123. Activity 1.1.1.1 Undertake policy reviews, situational analysis, stakeholder mapping and related studies (collaborative initiatives among implementing UNCT members, with respective lead agencies). Completed in Q3 2011.

124. Activity 1.1.2.1 Conduct 1 national policy and programme consultation and 4 local policy and programme consultations with youth, and at least 6 workshops and learning activities in each of the 4 target provinces to establish *Sangguniang Kabataan* (Village Youth Councils) as the institutional mechanism for youth participation. Completed in Q4 2011.

125. Activity 1.1.2.2 Conduct local consultations in the target areas and consolidate policy recommendations. Completed in Q3 2011.

126. Activity 1.1.2.3 Conduct inclusive stakeholder consultations among national government and non-government actors (youth, workers, employers, migrant organizations, and other stakeholders). Completed in Q3 2011.

127. Activity 1.1.2.4 Consolidate policy recommendations and draft a strategy paper on Youth Employment & Migration, consensus building and adoption of a National Action Agenda based on the strategy paper. Completed in Q3 2011.

128. Activity 1.1.3.1 Advocate and influence partners to use the National Action Agenda in the next round of national and local development plans. Rescheduled in Q2 2012 for succeeding quarters.

129. Activity 1.1.3.2 Conduct awareness raising campaigns and advocacy on gender responsive rights based life skills policies and programmes to inform local youth development plans. This activity was replaced by: Promoting the creation of Local Youth Development Councils (LYDCs) and building

capacities of youth on advocacy for gender and life skills mainstreaming. Rescheduled in Q2 2012 for succeeding quarters.

**130. Additional information on activities 1.1.3.1 and 1.1.3.2. (1)** The support provided to the National Youth Commission (NYC) aimed to strengthen its institutional capacity to advocate for national policies that affect the welfare of the Filipino youth. This enabled the conduct of a national campaign for the passage of House Bill (HB) 591 on November 2011. The bill contains provisions to further strengthen youth development programs at the local level through the creation of the Local Youth Development Councils in every municipality, city and province to include the appropriation of funds. This has gained support from the chairperson of the Youth and Sports Development Committee in the House of Representatives. This also strengthened the capacity of youth organizations through participation in policy consultations and dialogue that will advocate for the passage of the bill. **(2)** The JP YEM supported the National Youth Commissions capacity and advocacy initiatives, which contributed in raising awareness among youth and advocate for the mainstreaming of life skills policies and programs. **(3)** Critical components included: **(i)** orientation and consultation meeting of the Provincial Planning Development Office, Provincial DOLE as well as youth representatives in the four JP YEM provinces for establishing the Local Youth Development Council; **(ii)** assist the four provinces in the preparation of youth development plans to also incorporate gender and life skills. This became apparent given the high dropout rates among young males and females who engage in farming and/or household work, low information on Adolescent Reproductive Health and reported cases of teenage pregnancies and early marriages; **(iii)** multi-stakeholders consultations for drafting of training manual for local youth advocates on Developing responsive and life skills based Youth Employment and Migration policies at the local level; **(iv)** a gender responsive Provincial Action Plan workshop was conducted to assist participants in integrating the plan in the provincial Local Investment Plan through the Local Youth Development Council.

**131. Activity 1.1.3.3. Conduct capacity building for LGUS in designing programme and projects on youth employment in rural areas of high migration pressure and in mainstreaming this in local economic development (LED) strategies.** Rescheduled in Q2 2012 for succeeding quarters.

**132. Additional information on critical components included: (1)** Enhanced knowledge, skills and attitude on LED including enterprise development. JP YEM has provided capacity building activities on the following topics: (i) Empowering Leaders of LED; (ii) Policy Development and Analysis; (iii) Public Financial Management and Resource Mobilisation; and, (iv) Entrepreneurship Development for the Youth. The modules were customized to the needs and capacities of the LGU officials in LED. Participants included local chief executives, heads of local planning, treasury, social development, health and investment agencies, the private sector, NGOs, national government agencies and youth organizations. **(2)** Initial steps towards organization of LED teams as champions. As part of the LED training, LED teams have been created. The PLGUs are working on the institutionalization of LED teams. These LED teams council are envisioned to move forward YEM concerns and integrate and adopt these into the local development plans that are in line with national plans. **(3)** Partnerships established among government, non-government and private sector. Partnerships have been forged in the course of implementation. To promote LED, partnerships were also established, like the implementation of the eco-tourism project in Antique. This project has facilitated youth employment to its tourism office as tour guides, among others.

133. Activity 1.1.4.1. Conduct capacity building of planners and statistical offices on development of indicators, analysis and management of labour market information on youth employment and outgoing and returning migrant youth. Delayed in Q3 2011 and rescheduled in Q2 2012 for succeeding quarters.

Output 1.2. Localized polices and programmes on YEM through the setting-up of “one-stop-shop” service and resource centers.

134. Activity 1.2.1.1. Conduct stakeholder consultations towards the design and development of one-stop service and resource centers for youth employment and migration. Set-up a common resource collection of youth employment and migration-specific training tools. Completed in Q3 2011.

135. **Additional information on he OSRCs.** The Joint Programme established OSRCs, or One-Stop Youth and Migrant Resource Centers to provide avenues for organized responses to migration and youth employment challenges in local communities. It features: multi-stakeholder engagement and collaborative partnerships to identify and address the concerns or youth and migrant families; a space, time and resource sharing facility among implementing agencies; centre-based operations with community and school-based programme implementation; strategies to address the social, economic and psycho-social needs of clients. By virtue of Memorandum of Understanding (MoU), each OSRC in the MAMA provinces became the base of convergence and partnership of stakeholders like the PLGU, DOLE and the Philippine Overseas Employment Administration (POEA), OWWA, Commission on Filipinos Overseas (CFO) to curb trafficking in persons and illegal recruitment including improved YEM advocacy hub.

136. Activity 1.2.1.2. Support the implementation of YEM programmes and projects by the DOLE National Reintegration Center for OFWs (NRCO). Completed in Q4 2011.

137. Activity 1.2.1.3. Provide training and technical support to national and local stakeholders to deliver services and support to retuning youth migrants, youth members of families left behind by overseas Filipino workers. Rescheduled in Q2 2012 for succeeding quarters.

138. Activity 1.2.2.1. Set up the information management system at the National Reintegration Center of DOLE and enhance capacity of NRCO to manage the information system through systems improvement and staff training. Subject to practical feasibility, this may be replicated in different regional offices of the DOLE. Rescheduled in Q2 2012 for succeeding quarters.

139. Activity 1.2.3.1. Mapping, consultation, scanning of the environment on IR, Trafficking and IM vulnerabilities of the youth; Development of youth-oriented module for the information campaign; Production and dissemination of information materials; and Conduct of trainers training for PEOS, AIR

and Anti-trafficking information programmes. Specific target 1.2.3 was changed from Output 2.2.1.2.b Module on safe migration. Activity 1.2.3.1 was rescheduled in Q2 2012 for succeeding quarters.

**140. Additional information on capacity building delivered to PESO/OSRC agents. (1)** Capacity building for PESO/OSRC stakeholders: as front liners in YEM promotion, PESO officers have been provided with capacity building activities to ensure that they are provided with the appropriate skills in running PESOs, providing skills trainings, conducting PEOS as well as handling cases of illegal recruitments and trafficking in persons. **(2)** To ensure updated knowledge, capacity building actions for enforcers, prosecutors and national agencies were conducted, which include Pre-Employment Orientation Training of Trainers (PEOTT) and Campaign against Illegal Recruitment, Trafficking and Irregular Migration (CAIRTIM) modules, among others. **(3)** Assisting victims of trafficking in persons: as OWWA and POEA extension offices in the provinces, PESO/OSRCs extended assistance to the victims of trafficking in persons. Through multi-stakeholder confluence, these cases were handled accordingly and ensured with appropriate assistance.

Output 1.3. Model mechanism established to channel remittances for the development of YEM initiatives.

141. Activity 1.3.1.1. Conduct study on possible mechanisms to channel remittances of overseas Filipino workers to local youth development. Completed in Q3 2011.

142. Activity 1.3.1.2. Conduct consultations and workshops with GOs, NGOs, towards evolving a model for productive use of remittances for youth employment. Completed in Q4 2011.

143. Activity 1.3.1.3. Implement the model mechanism and test its efficacy in harnessing remittances for youth employment promotion. Rescheduled in Q2 2012 for succeeding quarters.

**144. Additional information on CRED.** Conducted a study on the mechanism to establish CRED through the use of value chain analysis (VCA) based on the growth sectors of the MAMA provinces. The use of provided research-based potential business entry points that can create youth employment.

Outcome 2. Increased access to decent work for poor young women and men through public-private partnerships: more inclusive basic education, life skills, career guidance, including on safe migration, vocational training, and entrepreneurship.

Output 2.1. Partnerships with the private sector, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas.

145. Activity 2.1.1.1. Explore prospective public-private partnerships to assist local government in identifying local economic development potentials, especially in sunrise sectors. Rescheduled in Q2 2012 for succeeding quarters.

146. Activity 2.1.1.2. Provide assistance to youth undergoing on-the-job training in the private sector. The activity that was stopped and delayed during Q2 2012.

Output 2.2. Labour market-responsive vocational and entrepreneurship skills training, with safe migration and life skills components, provided for poor out of school youth.

147. Activity 2.2.1.1. Assess entrepreneurship potentials and conduct of skills survey among poor youth in the target areas.

Comments: completed in Q3 2011.

148. Activity 2.2.1.2. Design safe migration module for entrepreneurship training programmes. The activity was moved to output 1.2.

149. Activity 2.2.1.3. Design gender mainstreaming and life skills module for entrepreneurship training programmes. The activity was revised to integrate gender sensitivity and life skills into technical vocational and youth entrepreneurship training programs and completed in Q3 2011.

150. Activity 2.2.2.1. Review instructional materials and enhance it with entrepreneurship, gender sensitivity, life skills & safe migration. The activity was changed from UNICEF to UNFPA partnership with Great Women Project with CIDA/TESDA and completed in Q3 2011.

151. Activity 2.2.3.1. Support the conduct of training for service providers in the delivery of the enhanced tech voc programme and use of the instructional materials in training out of school youth. The activity was changed from UNICEF to UNFPA partnership with Great Women Project with CIDA/TESDA and completed in Q3 2011.

152. Activity 2.2.4.1. Train out of school youth in the four selected areas using YEM enhanced TVET and entrepreneurship training programme & instructional materials. Rescheduled in Q2 2012 for succeeding quarters.

153. **Additional information on the conduct of Technical Vocational Skills Training Programmes.** Provision of skills training followed a stringent process to ensure that JP YEM recipients are provided with focused interventions and improve employment rates. Training courses offered through the Joint Programme were based on local growth sectors, employment opportunities, skills needs and potentials of the youth that were identified through JP YEM assessments conducted. This is to ensure that skills to be developed are labour market-responsive. Improvements in the process have been adopted: **(1)** TESDA integrated a three-day gender sensitivity training for all the course offerings funded by JP YEM. This top-up training is aimed at empowering young men, especially women, and provide them with more avenues to become productive as well as making available variety of courses that they can enrol in, including those previously thought to be only for men. Trainers were also trained on this new enhancement. And to mainstream gender and development concerns to TESDA modules, this enhancement has been formalized and will be integrated into all Techvoc modules for roll-out across the country. **(2)** All TESDA course offerings have compulsory on-the-job training (OJT), with OJT allowance. This enhancement is hoped to enrich the in-centre learning of the trainees in an actual work environment and improve their chances of getting employed. OJT allowances were provided to ensure that these trainees complete all the requirements of their courses. OJTs have been implemented through public-private partnerships (PPPs). **(3)** Post-training assistance was provided to help graduates jumpstart their careers. This included conduct of job bridging activities or job fairs. These were on top of the services provided through the Public Employment Office (PESO) at the One-Stop Youth and Migrant Resource Centres (OSRC). It also included improvement in the system of tracking graduates. Recognizing the need and importance of knowing the employment profiles of their graduates, TESDA has improved and integrated into their agency a pro-active tracking mechanism, that is, partnering with the technical vocational institutions (TVIs) to monitor graduates in addition to the on-line tracking system.

154. **Additional information on Entrepreneurship Skills.** There is a wide promotion of venturing into entrepreneurial activities in the country. This is regarded as a viable option to address unemployment due to job and skills mismatch. It has a multiplier effect (job creation) that can keep the economy going. The Joint Programme has implemented entrepreneurship skills training using the Start and Improve Your Business (SIYB) modules of ILO. DOLE did not have entrepreneurship modules, only livelihood modules. As part of the institutional capacity building component of JP YEM, a Training of Trainers (ToT) on SIYB was conducted. Two were trained to become Master Trainers (MTs). Only Master Trainers can conduct TOTs. As part of their commitment, SIYB trainers conducted the entrepreneurship trainings for OSYs and also provided post-training assistance, like monitoring, mentoring and coaching.

155. Activity 2.2.5.1. Establish tracking system for training graduates. Monitor the results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum. Rescheduled in Q2 2012 for succeeding quarters.

Output 2.3. Gender sensitive entrepreneurship education mainstreamed in public secondary education.
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156. Activity 2.3.1.1. Enhance existing entrepreneurship module in the Career Pathways program. Completed in Q3 2011.

157. Activity 2.3.1.2 Identify appropriate entry points to integrate life skills into secondary school curriculum and design module. Revised phrasing to: Integrating gender- sensitivity and life skills into the entrepreneurship curriculum of public secondary level education. The activity was completed in Q3 2011.

158. Activity 2.3.1.3 Identify appropriate entry points to integrate safe migration into secondary school curriculum and design module. Completed in Q3 2011.

159. Activity 2.3.2.1. Implement the enhanced secondary school curriculum and monitor the results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum. The activity that was stopped and delayed during Q1 2012.

Output 2.4. Employment services, including career guidance, referral and tracking services offered to promote youth employment.

160. Activity 2.4.1.1 Assess existing local employment services in the four LGU project areas in terms of gender sensitivity; labour market (local & overseas) responsiveness, and the like and identify gaps relative to enhancing youth employability and identify industry sectors where youth employment could be promoted. Completed in Q3 2011.

161. Activity 2.4.2.1. Set up a mechanism for coordinating and networking among employment service officers, employers and private sectors of the poor youth to aid in identifying and tracking job opportunities in the labour market. Ensure interconnectivity among the PESOS in target areas and surrounding growth areas. Incorporate labour market information in the career guidance materials and manuals.

162. Activity 2.4.3.1. Establish the SMS based information dissemination campaign. Based on TWG and PMC meetings, IOM reported that this would no longer be pursued. Instead funds will be utilized for Output 1.2 under OSRC.

Output 2.5. Inclusive approaches to basic education (secondary level) promoted to reach disadvantaged youth and improve school participation and retention rates.

163. Activity 2.5.1.1. Support access of disadvantaged and vulnerable youth to alternative delivery modes to secondary education such as Open High School and Effective and Affordable Secondary Education (EASE) modules. Rescheduled in Q2 2012 for succeeding quarters.

**164. Additional information on the Open High School Program (OHSP) institutionalization. (1)** At the national level, the JP YEM supported the formulation of the OHSP Program Manual and the OHSP Student Handbook in 2009. These two documents are keys to the institutionalization of the OHSP as an Alternative Delivery Mode (ADM) of the Department of Education. The OHSP (and Drop-out Reduction Program) has received institutional budgets of PhP 50 million in the past 2 years from the General Appropriations Act. **(2)** The JP YEM also supported the revision and alignment of the Distance Learning Modules (DLMs) for Filipino and English for first and second year levels to the Secondary Education Curriculum of 2010 and, subsequently, to the Kto12 curriculum. **(3)** OHSP was established in 2 YEM Pilot schools. The JP YEM facilitated the establishment of the OHSP in Gen. Fullon National High School (NHS) and Maguindanao NHS. Enrolment and graduation, however, have not been consistent. Lack of public awareness and support from local communities has been seen as major hindrance for improving enrolment. **(4)** OHSP has expanded coverage from some 600 high schools before 2009 to over a thousand high schools.

**165. Additional information on drop-out reduction.** The incidence of drop-outs has decreased in seven of the 12 original pilot schools (where updated data are available) since SY 2009-2010. In the other schools, dropout rates have fluctuated over the past three school years. The reduction has been attributed to several factors, including the Education Subsidy, greater responsiveness of the schools to students-at-risk of dropping out (SARDOs), and the income-earning activities of students in their TLE subjects. One particular school in Antique has effectively enabled students to earn from their entrepreneurial activities and save money for their studies through a savings scheme with the teacher's cooperative. Another school in Antique has replicated the same earning-and-saving-while-learning program.

166. Activity 2.5.2.1. Conduct training of teachers, guidance counsellors and parent teachers-community associations, counselling, and support systems. Rescheduled in Q2 2012 for succeeding quarters.

**167. Additional information on the improved support system for Students At Risk of Dropping Out (SARDOs).** The schools have improved their support systems for SARDOs, with teachers, school administrators and Parent-Teachers Associations more sensitive and understanding (rather than punitive) of the struggles and shortcomings of SARDOs. After training and action-planning on the DepEd's Drop-Out Reduction Program (DORP) and Child-Friendly School System, covering 185 teachers, guidance counsellors, administrators and PTA officers, the schools have set-up SARDO Watch Lists to identify and track SARDOs and implemented various interventions to reach-out to SARDOs and their families. These interventions include, among others, home visitations, counselling, and the IGPs.

**168. Additional information on the revitalized guidance and counselling service.** The JP YEM support to DepEd's DORP promoted the importance of guidance and counselling service in the schools, through several trainings and action planning for guidance counsellors, in effect revitalizing the guidance and counselling service in the schools. The guidance counsellors have led in promoting child-friendly culture among teachers and administrators, identifying and tracking SARDOs, and facilitating home visitations.

169. Activity 2.5.3.1. Establish a supplemental education subsidy fund in local pilot areas to cater to disadvantaged youth, with special focus on children of migrant workers who do not qualify for existing OFW education support programmes. **Completed in Q1 2012.**

170. **Beneficiaries count:** as of October 2012 the number of Claimholders and Duty Bearers reached is 18,000, much higher than the planned target<sup>18</sup>, although not always 50% of persons benefited by each activity were women.

171. **Contribution to the Youth, Employment and Migration thematic window:** the programme directly contributes to the first, second, third and fifth outcomes<sup>19</sup> of the YEM thematic window.

### **Contributions to the Paris Declaration**

172. **Harmonization:** (1) UNFPA and UNICEF make extensive use of the Harmonized Approach to Cash Transfers (HACT). (2) Partners have been conducting joint missions and shared analysis has been a common practice. (3) The role played by DOLE providing specific guidance to coordinate actions and efforts, especially with ongoing governmental initiatives at both national and local levels, has been paramount for harmonization.

173. **Alignment:** (1) UNFPA and UNICEF are making extensive utilization of national and provincial structures, financial management systems and procedures. (2) ILO and IOM are delivering their components using both national and provincial existing organic structures and financial management structures and their own financial management systems and personnel specifically hired for the JP YEM.

174. **Mutual accountability:** (1) National agencies have systematically involved a broad range of development partners both at the national and provincial level and have also promoted accountability. (2)

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<sup>18</sup> Planned target: 10,000 poor and vulnerable young women and men between 15 and 24 years old, including at least 2,800 out of school youth, in-school youth who have a high probability of dropping out, high school graduates without technical and/or vocational skills, returned or returning youth Overseas Filipino Workers (OFWs), and youth left behind by OFWs. At least 50% of beneficiaries would be women.

<sup>19</sup> (i) Make youth employment a national priority and mainstream employment and decent work, especially for young people, into national development plans and frameworks. (ii) Identify, develop and implement measures to help young people access and remain in the labour market, with an emphasis on disadvantaged and vulnerable youth. Targeted interventions for youth employment in critical situations – such as post-conflict situations and situation with high levels of armed violence (e.g. gang violence) - will also be considered; (iii) Strengthen and/or develop and implement, in the contexts of countries of origin, innovative interventions to maximise the positive impact and minimize the negative impact of migration, particularly on youth. (V) Strengthen institutional capacity to effectively deliver employment, youth and migration interventions, including through improved coordination and policy coherence in these programme areas.

Several implementing partners highlighted the importance of the funds downloading applied by UNICEF in the promotion of transparency in financial management.

175. **Managing for Results:** the management of the programme is totally results oriented and solid evidence and data are used to improve decision-making.

### **Behavioural change with respect to employment opportunities**

176. Some activities involving the youth, such as the Entrepreneurship Training, Life skills Training, Technical and Vocational Training or the Education Subsidy have definitely had a positive effect on the trainees: most young men and women who participated in evaluation Focus Groups Discussions (FGDs) in Antique, Maguindanao and Masbate reported a significant improvement of their self esteem and confidence. Also, the majority of the recipients of Starter Kits (in-kind support to start their own businesses awarded after the approval of a feasible business plan after completion of the Entrepreneurship Training) mentioned their will to continue studying after being out of school or having dropped school.

177. The evaluation identified some situations that illustrate a paradigm shift among some national and provincial agencies<sup>20</sup>, which begin to consider the youth as essential part of the solution of its own problems: **(1)** the Provincial Planning and Development Office of Antique organized two Provincial Youth Congresses (2010 and 2011) with the support of UNICEF and representation of all youth sectors (entrepreneurs, out of school, Overseas Filipino Workers children, young political leaders and school dropouts) to identify problems affecting the youth and also solutions. It's worth mentioning that teenage pregnancy was one of the concerns highlighted in these events. **(2)** The POEA, during the Pre-employment Seminars, stresses that overseas migration should be last option and not the first.

### **Influence on public policy making, legal frameworks, norms, standards and regulations**

178. **Influence on public policy making at the national level**

- The programme has been able to influence the Philippine Development Plan (PDP) 2011-2016, which contains sixty lines dedicated to migration development and considers bringing back to the country overseas workers as a priority.

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<sup>20</sup> The JP YEM has undoubtedly contributed to some extent to this paradigm shift, which is which is part of a new governmental approach to the problem of overseas migration.

- The National Youth Commission (NYC), with the support of the programme (UNFPA), prepared the Philippine Youth Development Plan 2012-2016, which is included in the PDP 2011-2016 and for the first time, includes a results and indicators matrix. This results matrix, however, considers the youth as a whole (key result areas, objectives and indicators), so it cannot be assessed as gender sensitive.
- The National Action Plan for Youth Employment and Migration (NAP YEM), which was drafted and presented to the National Youth Forum, is the action plan for the PYDP of the NYC and DOLE as it is included in the National Labour and Employment Plan 2012-2016.

#### 179. Influence on public policy making at the provincial level

- Completed Provincial Youth Development Plans for two provinces, Antique and Agusan Del Sur.
- Provincial ordinances for the institutionalization of PESO-OSRC<sup>21</sup> have been issued in Agusan del Sur, Antique and Maguindanao.

180. **Contribution to increase stakeholder/citizen dialogue:** (1) the Antique Youth and Migrant Coordinating Council (AYMCC) created in Antique is an interesting contribution to increase dialogue between the youth and duty bearers and between both and the private sector. (2) In Agusan del Sur, the People's Power Volunteers for Reform (PPVR) – CARAGA was selected to undertake the project with the goal of improving quality of service delivery and governance at local level, focusing on youth and employment issues by strengthening citizens and civil society capacity to provide feedback on services through use of ICT tools and knowledge.

#### **2.3.2. Sustainability.** Probability of the benefits of the intervention continuing in the long term

#### **Sustainability of results related to public policies at the national level: implementation of the National Action Plan on Youth, Employment and Migration (NAP YEM)**

**Outcome 1.** Improved policy coherence and implementation on youth, employment and migration (YEM).

**Output 1.1.** National Action Agenda formulated, to inform local and national development processes.

181. The complete adoption of a national policy on YEM requires a financial plan agreed by the Interagency Coordinating Structure (ICS), which comprises the seven national agencies leading the seven

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<sup>21</sup> Although the PPDO in Masbate has tried as hard as possible to advocate for the institutionalization of PESO-OSRC (provincial agencies signed and presented in a public event a Memorandum of Understanding to share their support to PESO-OSRC), agencies in the province think that this will not be achieved before the programme end.

strategies of the NAP YEM. According to the National Youth Commission, the ICS will probably convene to decide different funding contributions during the first half of 2013. The preparation of a NAP YEM Communication Plan by the NYC to achieve ICS buy-in seems essential.

### **Sustainability of results related to public policies at the provincial level: institutionalization of PESO-OSRC**

**Outcome 1.** Improved policy coherence and implementation on youth, employment and migration (YEM).

**Output 1.2.** One Stop Resource Centers (OSCR) established for YEM information, capacity-building and training support.

**Outcome 2.** Increased access to decent work for poor young women and men through public-private partnerships, inclusive basic education, life skills, career guidance including on safe migration, vocational training, and entrepreneurship.

**Output 2.4.** Employment services enhanced: gender-sensitive career guidance, referral and tracking services offered on youth employment.

182. The most important element of sustainability at the provincial level is the OSRC, which is directly linked to PESO. The provincial agencies involved in the programme will offer their employment, training and migration services to the youth from the OSRC in the four provinces.

183. The institutionalization of PESO and OSRC through local ordinances is the way to guarantee their sustainability. The Sangguniang Panlalawigan (SP), which is the legislative body at the provincial level and is headed by the provincial Vice Governors, is the body responsible for the approval of local ordinances. Since these ordinances are provincial laws, budget allocation is assured, although some more steps are required before the funds are available: usually, the PESO-OSRC need to submit a sustainability plan to the provincial Government before being included in the Provincial Development Plans, and thus get funds. The PESO-OSRC has already been included in the Provincial Development Plan in Agusan del Sur. In Maguindanao, agencies are preparing the sustainability plan, and in Antique there's already a sustainability plan.

184. In the Province of Antique, additional ordinances have been issued for the creation or institutionalization of: **(1)** Antique Youth and Migrant Center (Provincial Ordinance No. 2012-075, approved last March 30), 2012); **(2)** the Antique Youth and Migration Coordinating Council (Provincial Ordinance No. 2012-077, approved on May 18, 2012); **(3)** the Overseas Filipino Worker Office; **(4)** the Youth Development Council; and **(5)** the Comprehensive Scholarship Programme.

**Table 2. Sustainability assessment by output**

JP Outcomes and Outputs	Potential for sustainability
<b>Outcome 1: Improved policy coherence and implementation on youth, employment and migration (YEM).</b>	
Output 1.1 National Action Agenda formulated, to inform local and national development processes.	MEDIUM
Output 1.2. OSRC established for YEM information, capacity-building and training support.	MEDIUM in Maguindanao
	LOW in Masbate
	HIGH in Agusan del Sur and Antique
Output 1.3. Relevant services and support Mechanism Model established to facilitate remittance use to develop alternatives for youth employment.	MEDIUM
<b>Outcome 2. Increased access to decent work for poor young women and men through public-private partnerships, inclusive basic education, life skills, career guidance, including on safe migration, vocational training, and entrepreneurship.</b>	
Output 2.1. Partnerships with private sector, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas.	MEDIUM: agreements have been signed but follow up activities would be required.
Output 2.2. Labour market responsive vocational and entrepreneurship skills training with safe migration and life skills components, provided for poor out of school youth	HIGH: DOLE has institutionalized Entrepreneurship trainings.
Output 2.3. Gender sensitive education mainstreamed in public secondary education	LOW: the Department of Education modified the curriculum in 2011 so the revision done by the programme cannot be applied in public schools.
Output 2.4. Employment services enhanced: gender-sensitive career guidance, referral and tracking services offered on youth employment.	MEDIUM in Maguindanao
	LOW in Masbate
	HIGH in Agusan del Sur and Antique
Output 2.5 Inclusive approaches to basic education promoted to reach disadvantaged youth and improve school participation and retention rates.	LOW: (1) Education Subsidy has not been institutionalized. (2) CP-TLE does not match the last curriculum revision (K to 12).
	HIGH: OHSP and DORP are institutionalized programmes of the DepED.

### Exit Strategy and Sustainability Plan

185. The programme has an **Exit Strategy** approved by the PMC that comprises two components (M&E and Advocacy) and six objectives. The sixth objective (Sharing the lessons learned and good practices and advocating for the replication and/or up scaling of the joint programme) is devoted to enhance sustainability. The Exit Strategy Matrix (Annex 6) includes detailed tasks for both operational and financial/administrative closure.

186. There's also a **Sustainability Plan** (Annex 6) that contains concrete sustainability measures to be taken by output with timelines and that also specifies partners responsible for the implementation of the mentioned sustainability measures. This plan can be assessed as well designed and comprehensive approach to augment the possibilities of sustainability of the benefits delivered by the programme.

187. **Participation in the preparation of the Exit Strategy and the Sustainability Plan:** the Exit Strategy and the Sustainability Plan (ESSP) were prepared by the implementing partners and the UNCT agencies through an iterative process based on workshops by output, which results were consolidated by the JPC and returned to the partners for comments. The ESSP was presented in the 2nd year assessment and 3rd year planning workshop where all the PPDOs of the MAMA provinces attended. They were further consulted and validated to assure that the entries were clear and agreed upon. This was further shared to the PMC where the MAMA provinces are all represented so all of them received a copy of the final document.

### **Sustainability materials**

188. The programme has made a great effort to systematize experiences and produce materials that are an important contribution not only for the sustainability of the results achieved but for the development of the capacities of national and provincial partners: **(1)** PESO Starter Kit: Guide to understanding the Public Employment Service Office, and PESO Institutionalization Kit. **(2)** Education Subsidy Guide: helping achieve MDG Goal on Universal Primary Education. **(3)** Youth Planning Tool to help local youth leaders and local government officials advocate for the integration and budget allocation of youth economic development programmes through the Local Youth Development Plans. **(4)** The JP YEM sponsored the development of TESDA Trainers Manual mainstreaming Gender, Life skills and Reproductive Rights. **(5)** The programme sponsored the revision of materials for the POEA Campaign Against Illegal Recruitment, Trafficking in Persons and Illegal Migration (CAIRTIM). **(6)** Trainers Guides and Workbooks on Generate Your Business (GYB) and Start Your Business (SYB) adapted for disadvantaged youth translated into local dialects. **(7)** In partnership with TESDA, the Philippine Commission on Women (PCW) and Great Women Project of the Canadian International Development Authority (CIDA), the gender sensitive technical vocational curriculum and training materials (including the STI/ HIV and AIDS interactive toolkit) were finalized. **(8)** Memorandum of Agreement signed by ILO-International Training Center and Department of Education to use Know About Business (KAB) modules as instructional materials on entrepreneurship under the CP-TLE program by public high schools in the country.

### **National/local resources mobilization to ensure sustainability**

189. The PPDO of Antique is carrying out a systematic effort to find funds from different sources to maintain the results delivered by the programme and it seems that the possibilities of achieving this are high: **(1)** a Provincial Youth Intervention Agenda was included in the Annual Investment Programme of the Province. **(2)** Support from the Programme PAG/ASA (Hope for the Youth) has already been accomplished. **(3)** Complementarities with the Special Programme on Employment for Students (SPES)

have already been established. (4) Funds for providing legal assessment to young women victims of gender violence are guaranteed and channelled through a local Non Governmental organization. (5) Funds are guaranteed to celebrate yearly the Provincial Youth Congress.

190. TESDA contributed with personnel, transportation and communications to the development of its activities.

191. In Agusan del Sur the Governor decided to support the PESO-OSRC with a 1,000,000 PHP and has already committed an additional two e million to fund youth employment and migration programmes for the youth. The Provincial Governor of Maguindanao publicly announced the allocation of funds for the OSRC from 2013.

192. In Maguindanao, the Provincial Government donated the land were the Lumpingam Maguindanao Youth and Migrant Center was constructed and also contributed with some construction materials.

#### **Support of national and provincial institutions to the programme and capacity to keep working with the programme or to scale it up**

193. Because the programme is implemented through existing structures with high ownership and has emphasized the development of individual capacities, the main obstacles to maintain the benefits of the programme or to expand them with similar quality levels are (1) financial or (2) derived from staff turnover. In the case of Masbate, (3) the already mentioned local governance issues are affecting the institutionalization of the PESO-OSRC.

194. Some activities sponsored by the programme that will not continue without external support: (1) every YEM school involved in the Education Subsidy component is willing to continue the activity because it addresses the more disadvantaged youth, especially young men and women living in remote areas who otherwise would be out of school, but they have no funds to sustain it beyond the programme lifespan and the provincial governments do not fund scholarships for high school students but only college ones. (2) The Pre-employment Seminars delivered by the POEA will not continue after the programme although they are part of the POEA mandate and because of the lack of funds. (3) The POEA has not funds to continue the CAIRTIM.

195. There is also a very specific situation concerning the application of the modified CPTL-E curriculum. The high school teachers trained have the will and capacities to continue mainstreaming gender, migration entrepreneurship and Life skills in their work, but since the Department of Education introduced a modification in the national curriculum concerning Kindergarten to Twelve Grade (K to 12) in 2011, they will not be able to do it within the official framework. This only applies to National Schools (Department of Education), while Technical Schools (TESDA) can continue applying the CP-TLE curriculum.

196. DOLE will continue most of the initiatives sponsored by the programme since they were part of its strategy before the programme, such as the Entrepreneurship and Technical and Vocational training for disadvantaged youth and the use of manuals and tools for PESO and OSRC.

197. There are some examples of initiatives funded by the programme that will be replicated and/or scaled up: **(1)** One recommendation in the last NSC meeting was to involve the Department of Interior and Local Government so the tools developed by the programme can be rolled out in other provinces and replication will be mainstreamed in the LGUs. **(2)** The use of the Start and Improve Your Own Business (SIYB) modules in the entire DOLE. **(3)** NYC is developing a planning tool kit for youth development (UNFPA). **(4)** The PESO Starter Kit already adopted by DOLE will now be used nationwide. **(5)** TESDA issued TESDA circular Circular No. 26 S. mandating the all TESDA training institutes to roll out the Gender Sensitivity Training Curriculum and materials nationwide.

### **Capacity development**

198. The programme includes a large number of trainings for individual capacity development of management and technical staff management of the national and provincial partners<sup>22</sup>: **(1)** Capacity Development activities delivered to the technical staff of the Provincial Planning and Development Office of Antique: Financial Literacy Training, Pre-employment Processes Training, Illegal Recruitment and Safe Migration Training, Local Economic Development, Policy Development, Project Development and Management and Youth Entrepreneurship Development Training. **(2)** The Vice Governor of Antique was trained in Policy Development and Local Economic Development. **(3)** Capacity Development activities delivered to the technical staff of the Provincial Planning and Development Office of Masbate: Local Economic Development, Policy Development, Public Finance, and Youth Entrepreneurship. **(4)** Capacity Development activities delivered to the Provincial Social Welfare Office in Masbate: Traffic and Illegal

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<sup>22</sup> This list is not intended to be exhaustive.

Recruitment, Pre-employment Orientation Seminar. (5) Capacity Development activities delivered to the technical staff of DOLE in Masbate: DOLE trainers were trained in Financial Literacy and Start and Improve Your Business. (6) TESDA staff in Masbate was trained in Gender Sensitivity and the institution also acknowledged the improvement in its capacity to manage the Scholarship Programme they've traditionally had thanks to the support provided by the programme. (7) The Vice Governor of Masbate attended trainings on Policy Development and Local Economic Development. (8) Capacity Development activities delivered to the technical staff of provincial agencies in Maguindanao: Financial Literacy, Migration and Development, ToT on Trafficking Management. (9) UNICEF sponsored trainings to promote Child Friendly Schools among teachers, families of the students, school principals and administrators. Also UNICEF funded the Students At Risk of Dropping Out school (SARDO) trainings. (10) Local Social Welfare officers were trained in Life skills to help them dealing with school dropouts.

### 3. CONCLUSIONS

#### 3.1. CONCLUSIONS ON THE DESIGN LEVEL

199. **Conclusion 1.** The design was conducted in a joint manner by the UNCT agencies; however, a full joint design should have involved national and provincial agencies not only in consultations to validate the proposal prepared by the UNCT agencies but since the elaboration of the concept note.

200. **Additional information:** full participation of Local Government Units during the design would have probably enhanced provincial buy-in, thus allowing a faster start in the provinces. Nonetheless, increased ownership during the design cannot always guarantee governmental buy-in since the start of the implementation phase due to technical staff turn over and changes in appointees after elections. Obviously, full participation of national and local agencies would probably require a longer design phase.

201. **C2.** The programme is highly relevant to national priorities and to UNDAF 2005-2009 (extended until 2011); and contributes to MDG 1 and 3. As already noted by the mid-term evaluation, the simultaneous consideration of several development problems led to some inconsistencies in the selection of the provinces included in the programme. Poverty incidence is significantly higher in the four provinces than in the Philippines as a whole, which probably makes the programme relevant to the needs of the population in general terms.

202. **C3.** The overall implementation strategy, and especially the strategy to influence policy coherence, which is very well suited to national processes<sup>23</sup>, seems to be well conceived and internally coherent, although a better in-depth assessment of its consistency requires a thorough assessment of the means through which the analysis of alternatives was performed. Unfortunately, the available information was not enough to conduct such an assessment. Finally, the programme has succeeded in mainstreaming gender sensitivity in many outputs, components and activities but not following an overarching strategy, which would have required an initial gender needs assessment.

203. **C4. Joint implementation.** Partners are working in very good coordination, and UNCT agencies have been able to deliver a number of activities jointly in collaboration with their corresponding national partners. Provincial agencies are conducting a successful joint implementation since **(1)** they have been able to identify links among different components that were not detected during the design; **(2)** and their proposals to adapt activities accordingly were rapidly approved by decision-making bodies.

204. The NSC, the UNRCO and, very especially, the PMC, the Provincial Planning and Coordinating Bodies and the Joint Programme Coordinator, who has been able to keeping timely and accurate information flows among partners, have played a key role in the promotion and facilitation of coordination and joint implementation.

205. Finally, the IOM Field Coordinators could have contributed to improve joint implementation if their involvement in all the programme components would have been wider, cutting across the different outputs.

206. **C5.** The limited technical quality of some Objectively Verifiable Indicators (OVI) is an important limitation on the ability Joint Programme M&E Framework to carry out adequate monitoring of progress towards planned results. This situation, together with data gathering difficulties, is probably requiring too much time and resources to strengthen results-based monitoring, thus hindering efficiency to some extent. Implementing partners have been fully involved in M&E activities from the national level to the provincial, where the role of the Provincial Planning and Coordinating Bodies is remarkable.

207. **C6.** Although the Joint Programme Monitoring Framework on Youth Employment and Migration can be assessed as reasonably gender sensitive, indicators referring to the enhancement of public policies

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<sup>23</sup> The programme identified during the design that influencing policy coherence required several levels of advocacy corresponding to different steps: (1) the preparation of the Philippines National Development Plan 2011-2016; (2) the elaboration of the National Action Agenda on Youth and Employment; (3) the preparation of the National Youth Development Plan.

through the development of a National Action Agenda could have been formulated with a gender approach (OVI 1, 2 and 3 in Annex 3).

208. **C7.** Bi-annual reports together with the Annual Colour-coded Work Plans and Budgets and information available at the Multi Donor Trust Fund (MDTF) Gateway seem sufficient to ensure an open flow of information to the donor and others.

### 3.2. CONCLUSIONS ON THE PROCESS LEVEL

209. **C8.** Both NSC and PMC have been concerned about financial progress during the first half of the programme and different decisions were made, like implementing a catch-up plan to counterbalance the slow start, or monitoring monthly delivery rates. According to the financial progress report as of September 2012 it can be stated that the measures taken have been completely effective and apparently every UN agency will spend its budget before the end of the programme.

210. **C9.** The management structure of the programme (NSC, PMC, UNCT agencies programme staff, Coordination Unit, TWG and Field Coordinators) has been extremely effective and very efficient. Different levels have been taking comprehensive care of different aspects of implementation from operational details to strategic issues. Decision-making processes have been timely and accurate. Nevertheless, the evaluation identified overloads in certain elements of the management and implementation system, especially since the start of the catch-up plan. Although not formally part of the management structure of the programme, the Provincial Planning and Coordination Officers have played a crucial role in the promotion of joint implementation at the provincial level.

211. **C10.** Field Coordinators hired by IOM have played an important role facilitating implementation at the provincial level, especially during the catch-up plan, coordinating LGUs and contributing to prevent excessive workloads in the Provincial Planning and Development Offices, but they cannot be considered part of the organic structures of the provincial partners. Probably, during the design stage some measures, particularly related to implementation timeframes, could have been considered to completely implement activities using only existing governmental structures to enhance ownership and sustainability.

212. **C11.** The Provincial Planning and Coordination Bodies have fostered excellent communication among provincial agencies in the four programme sites. Good communication between PPCBs and the Programme Coordinator has successfully facilitated the management of the programme at the national level.

Information flows between different levels of the implementing partners (national, regional and provincial) seems to have been also quite good since only one particular situation of miscommunication was reported. Finally, more information sharing (especially regarding lessons learned, success stories and budget allocation at the provincial level) among the four implementation sites could have benefited efficiency and transparency and promoted a better understanding of the JP YEM as a whole among provincial implementing partners.

213. **Additional information:** information sharing on budget allocation at provincial level could be easily achieved if all funds were downloaded to the national agencies but complicated when direct payment modalities are applied.

## **C12. Delivering as One**

214. **One Plan:** the UNDAF is a contribution to this principle; nonetheless, since each agency has its own Country Programme and each intervention is usually designed according to specific funding opportunities, the real scenario is much more complex. As a result, Government counterparts, the Resident Coordinator and each agency's management cannot probably easily see the complementarities among the efforts of different agencies. The absence of a single detailed plan increases the risk of poor coordination, duplication and inefficiency.

215. **One Management:** UN agencies have successfully coordinated the assignment of tasks thanks to the positive and constructive attitude of the UNRC and the heads of the agencies, so it can be said that the JP YEM has contributed to some extent to the One Management principle in the country.

168. **One Budget:** the role played by the MDTF by providing consolidated financial information on joint programmes is an interesting contribution to this principle; however, the absence of a consolidated UNCT budget can probably make it difficult to get an overview of the financial inputs and outputs of all of the agencies taken together.

216. **One Set of Management Practices:** the extensive application of the Harmonized Approach to Cash Transfers (HACT) by UNICEF and UNFPA can be considered as a contribution to this principle.

217. **C13.** Given the difficult work conditions in Maguindanao province, the decision to include it as one of the programme sites has to be assessed as highly valuable. There are some logical consequences arising

from the high complexity of this location: the implementation has been weak and fragmented compared to the three other provinces so far.

218. **C14.** DOLE is clearly leading the programme, promoting at the same time participation of the remaining partners. Appropriation of the programme by provincial agencies can be assessed as outstanding. Both situations have a positive influence on the effectiveness of the program, since it is implemented primarily through national and provincial structures. Additionally, it seems that the two financial management modalities applied (direct payment and funds downloading) have achieved similar levels of ownership in the process, probably because of the good alignment of the programme to national priorities and the pre-existing relationship between the involved Government agencies and UNCT agencies.

### 3.3. CONCLUSIONS ON THE RESULTS LEVEL

219. **C16.** The PMC has been able to focus both in solving operative challenges and in maintaining substantive discussions on relevant issues. It has apparently made good decisions by consensus and through studying different proposals and scenarios when necessary. In brief, it seems that the PMC has successfully managed to make the programme move forward in good coordination.

220. **C17.** 81% of the planned OVI have been achieved or measured (some of them did not have specific targets to be met at the end of the programme) and 21 % have been partially met (4 out of 21). Complete fulfilment of two of the four indicators partially achieved is out of reach of the programme, since it depends on political will. So it can be stated that the programme has operated with good effectiveness and that effectiveness would have been high or very high if **(1)** the design of the OVI would have been more realistic and **(2)** the programme design (Results Framework and Programme Document) would have included a comprehensive analysis of risks and assumptions and alternative strategies.

221. **Additional information:** as of October 2012 the number of Claimholders and Duty Bearers reached is 18,000, much higher than the planned target (10,000), although not always 50% of persons benefited by each activity were women

222. **C18.** The scope and positive effects of the activities implemented are, in general terms, beyond the achievement of the targets planned because of their adaptation to national and regional processes and priorities and the permanent search for quality, complementarities and sustainability. Activities modifications seem to be reasonable and results oriented.

## C19. Contributions to the principles of the Paris Declaration

223. **Harmonization:** the extensive application of the Harmonized Approach to Cash Transfers (HACT) by UNFPA and UNICEF is an interesting contribution to this principle. The programme has almost avoided overlaps since only a few exceptions between ILO and IOM were detected by the final evaluation. **Alignment:** UNFPA and UNICEF are using the funds downloading financial management modality. **Mutual Accountability:** the downloading of funds (direct cash transfer) modality (always applied by UNFPA and UNICEF and sometimes used by ILO and IOM) is an important contribution to enhanced accountability and transparency.

224. **Additional information:** Mutual Accountability: the funds downloading modality is recommended for enhanced accountability and transparency; but since it can cause delays due to lengthy national procedures, its application has to be taken into account during the design phase (1) by adapting the lifespan of the programmes to the timing requirements of national systems, or (2) by establishing more realistic targets.

225. **C20. Behavioural change among the youth:** young men and women who participated in Focus Groups Discussions (FGDs) conducted during the evaluation reported: (1) significant improvement of self-esteem and confidence; and (2) the will to continue studying after being out of school or having dropped school as opposed to start working early or migrating.

226. **C21.** The Exit Strategy can be assessed as specific and comprehensive, detailing tasks, methodology, responsible person/agency of each task and timeframe. The Sustainability Plan is also specific and comprehensive. Both were designed with the participation of national and provincial partners.

## C22. Key elements for sustainability

227. The implementation of the National Action Plan on Youth, Employment and Migration (NAP YEM) requires a financial plan agreed by the Interagency Coordinating Structure (ICS), which is formed by the seven agencies responsible for implementing the seven strategies of the plan.

228. Local governance is essential to guarantee sustainability of the main result delivered by the programme at provincial level through institutionalization of the One-Stop-Resource-Centers (OSRC) and the Provincial Employment Services Offices (PESO).

229. Agusan del Sur, Antique and Maguindanao have already ordinances institutionalizing their PESO-OSRC, while it seems unlikely that the SP institutionalize the OSCRC before the end of the programme due to political constraints and despite the efforts made in this regard by the provincial agencies, which signed a Memorandum of Understanding to formalize their commitment to deliver services at the PESO-OSRC.

230. Sustainability of the benefits delivered to the most disadvantaged youth is variable: **(1)** the Education Subsidy for youth at risk of dropping out school are not sustainable as there are not public funds systematically allocated to support this initiative<sup>24</sup>; while **(2)** the Entrepreneurship Training has been institutionalized by DOLE; and **(3)** the Starter Kit to Start Your Own Business so has been.

231. **Additional information:** the programme could have considered the possibility of including in the Communication and Advocacy Plan some activities to advocate for the institutionalization of the Education Subsidy through their insertion in the Pantawid Pamilyang Pilipino Program, which currently does not include support for high school students.

232. **Additional information:** the Provincial Planning and Development Coordinator of Antique recommends monitoring the results achieved with the support of the programme beyond its lifespan at the provincial and municipal level through the involvement of the PESO managers since a comprehensive monitoring of the trainees is beyond the possibilities of the Provincial Planning and Development Office. A measure of this kind would also help to downstream the benefits of the programme to the municipal level.

233. **C23.** The effort made by the programme to develop individual capacities of management and technical staff of the national and provincial partners is remarkable; nonetheless, the programme could have sponsored more activities devoted to organizational Capacity Development, which is more sustainable than the individual one due to staff and appointees turnover in the national and provincial agencies.

#### 4. GOOD PRACTICES, SUCCESS STORIES AND LESSONS LEARNED

234. **Good practice (national level/management structure):** the efforts made in the revision of the ToR of the NSC-PMC-TWG to avoid duplications and promote complementarities have really been successful in generating a highly effective and very efficient management structure.

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<sup>24</sup> TESDA has existing scholarship and financial assistance programs, namely The Private Education Student Financial Assistance (PESFA) and the Training for Work Scholarship Program (TWSP) that provide subsidy to students taking TVET programs. We have an annual allocation of 200 million under PESFA and P700 million under TWSP. This is contained in the General Appropriations Act passed by Congress every year. DepEd also has a share of PESFA funds and they are implementing the Education Voucher System (EVS) to provide subsidy to poor but deserving students.

235. **Good practice (national level/joint implementation):** the JP YEM is an example of how a proactive joint programme coordinator solidly backed by the leading agencies can contribute to the enhancement of joint implementation<sup>25</sup>.

236. **Good practice (provincial level/joint implementation):** the creation and excellent performance of the Provincial Planning and Coordinating Bodies (PPCBs), which have very successfully fostered joint implementation at the local level.

237. **Success story (national level/joint programming):** MDG-F joint programmes have served as a model for some other initiatives in the Philippines: **(1)** the new UNDAF (2012-2018) includes a programme management structure based on NSC and PMC; **(2)** AECID is funding an emergency joint initiative in Mindanao led by OCHA with participation of the UNHCR, WFP and UNICEF; **(3)** the Australian Agency for International Development is funding a joint initiative on Maternal Health involving UNFPA and UNICEF.

238. **Success story (provincial level/influence on provincial priorities):** the Provincial Planning and Development Office in Masbate decided to include a component devoted to YEM in the next Provincial Development Plan, which is an innovation in the province.

239. **Success story (provincial level/coordination):** provincial agencies in Masbate have decided to keep the Provincial Planning and Coordinating Body active beyond the programme to enhance convergence and coordination.

240. **Success story (national and provincial level/presence in the field):** some national agencies, like the Philippine Overseas Employment Administration (POEA), with a limited presence in the provinces, especially in Maguindanao, highly appreciate the opportunity that OSRC offers to connect them to the youth in remote areas despite the lack of presence.

241. **Lesson learned (national level/joint programming):** joint programmes require long start-up timeframes.

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<sup>25</sup> Although this situation cannot be considered as innovative, which is usually one of the characteristics in the formal definition of a good practice, the evaluator considered interesting to increase its visibility, as it is considered that its replication in future joint programs could be beneficial.

## 5. RECOMMENDATIONS<sup>26</sup>

### 5.1. RECOMMENDATIONS ON THE DESIGN LEVEL

**242. Recommendation 1. Future programmes, UNCT agencies and implementing partners (P1).**

Complete involvement of all the stakeholders (including national, regional, provincial and municipal levels if necessary and depending on the scope of the programme) in the design from its start is highly advisable to promote ownership in the design, which is often key to achieve ownership during implementation, and real joint programming.

**243. R2. Future programmes, UNCT agencies and implementing partners (P1).** It's recommended to include in the design phase a gender needs assessment in order to get the most accurate picture of gender based inequities and gaps relating to the work areas of the intervention. Ideally, every development intervention in the Philippines should make extensive use of the Gender Mainstreaming Resource Kit (GMRK) developed by the Philippine Commission on Women (PCW) and the National Economic and Development Authority (NEDA).

**244. Additional information:** the UN Development Operations Coordination Office (DOCO) can provide guidance regarding the design of programmes.

**245. R3. MDG-F Secretariat.** Probably, more resources and time between the approval of concept notes and submission of draft proposals would allow the conduction of more participative design phases and also the realization of some basic studies such as baselines, Capacity Development Needs Assessments and Gender Needs Assessments that would improve the quality of the design.

**246. Additional information:** MDG-F joint programmes had ten weeks and US\$20,000 from the approval of the concept notes to prepare and submit draft proposals.

**247. R4. Future programmes, UNCT agencies and implementing partners (P2).** It would be advisable to include in the design phase an analysis of implementation alternatives to promote a reflection among partners on the different solutions to the identified problems and priorities.

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<sup>26</sup> **NOTE:** P1: highest priority; P2: regular priority; P3: lowest priority

248. **R5. Future programmes, UNCT agencies and implementing partners (P2).** A complete intervention strategy should include the study of alternative implementation options to react in case of negative influence of identified risks.

249. **Additional information:** the study of alternative implementation options would have been really relevant in the case of the JP YEM considering that at the time of design (1) there was an ongoing conflict in one of the selected programme sites (Maguindanao) and that (2) a good number of processes to be promoted by the programme and planned targets are strongly linked to national and provincial political dynamics and attitudes towards youth and employment.

250. **R6. Future programmes, UNCT agencies and implementing partners (P2).** Practical tips for designing OVI: (1) Indicators related to changes in living conditions are more interesting and technically adequate than indicators that are actually products, activities or number of people involved in activities<sup>27</sup>. (2) Indicators should be sensitive to gender relations (disaggregated by sex, gender gap measurement, measurement of differentiated quality of participation, measurement of empowerment measurement of traditionally excluded groups). (3) Indicators should be easily updated and verification sources easy to collect. (4) The formulation of indicators needs to be as specific as possible, detailing to which population and locations they apply when relevant. (5) Every OVI should have a target.

251. **R7. Future programmes, UNCT agencies and implementing partners (P3).** The design of a complete C&A strategy specifying unified gender sensitive messages to address different population targets (the youth, Civil society and decision makers) is advisable at the design stage to transmit a compact vision of the programme's targets and to increase the impact of the communication activities.

## 5.2. RECOMMENDATIONS ON THE PROCESS LEVEL

252. **R8. MDG-F Secretariat (P1).** Implementation timeframes should consider complex and lengthy start-up activities such as inception workshops, hiring programme staff or advocating to get national and/or local buy-in in those cases in which elections are held between the design and the implementation phase.

253. **R9. Future programmes, UNCT agencies (P3).** Specific measures to prevent work overloads during design and implementation are recommended.

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<sup>27</sup> The implementation of a number of trainings involving certain number of persons does not provide information on the improvement of the living conditions of the trainees, since factors such as the quality of the trainings and the selection of the beneficiaries can have an important influence in the results of the activity.

254. **R10. Future programmes, UNCT agencies (P1).** The funds downloading (direct cash transfer) modality and the harmonization of financial management procedures using tools such as the Harmonized Approach to Cash Transfers (HACT) are highly recommended in future interventions to enhance the contribution to the Reform of the United Nations and to the principles of the Paris Declaration. The design has to consider relevant implementation timeframes to national procedures.

255. **Additional information:** according to the experience of UNFPA and UNICEF during the implementation of the JP YEM, it seems that the direct cash transfer modality can perfectly be used in the Philippines; however, macro and micro assessments of the Public Financial Management System should probably be required before applying the HACT extensively, especially because some national partners reported limited financial management capacity and preferred sometimes direct payments.

### 5.3. RECOMMENDATIONS ON THE RESULTS LEVEL

256. **R11. JP YEM partners (P1).** It is recommended to accelerate activities related to the achievement of the Outcome 1 OVI: **(1)** adoption of a national policy on youth, employment and migration and translated to a national action agenda; **(2)** NAA used by local governments in four project sites and by pertinent national agencies.

257. **Additional information 1:** the complete adoption of a national policy on YEM requires a financial plan agreed by the Interagency Coordinating Structure (ICS), which comprises the seven national agencies leading the seven strategies of the NAP YEM. According to the National Youth Council, the ICS will probably convene to decide different funding contributions during the first half of 2013. The preparation of a NAP YEM Communication Plan by the NYC to achieve ICS buy-in seems essential.

258. **Additional information 2:** there are two activities that could influence the achievement of the mentioned OVI that, according to the Colour-coded Report as of June 2012, were rescheduled in Q2 2012 for succeeding quarters: Activity 1.1.3.1. Advocate and influence partners to use the National Action Agenda in the next round of national and local development plans; and activity 1.1.3.2 Conduct awareness raising campaigns and advocacy on gender responsive rights based life skills policies and programmes to inform local youth development plans.

259. **R12. JP YEM partners (P1).** It's recommended to intensify efforts to collect data corresponding to some Outcome 2 OVI: **(1)** secondary education participatory rates by gender; **(2)** guidance materials & tools address young women and men's needs; **(3)** number of young women and men able to access employment information and other services; **(4)** drop-out rates per year level in the secondary schools disaggregated by sex; **(5)** retention rates per year level in the secondary schools disaggregated by sex.

260. **Additional information:** it is the institutions responsible for the collection of the mentioned data that should make the decisions to complete their commitments: some additional personnel should be enough.

261. **R13. Future joint programmes, UNCT agencies (P2).** (1) Partners could have taken better advantage of their complementarities: the role of UNFPA and the Philippine Commission on Women (CPW) in gender mainstreaming could have been more strategic if they had a higher budget. (2) It's important to avoid overlaps in future designs, since they may hinder efficiency and because the application of different methodologies and tools to deliver similar activities can hamper harmonization.

262. **R14. JP YEM partners (P1).** The programme has produced, and continues producing, extensive documentation on the activities and processes supported as well as sustainability and capacity development material of excellent quality that will be really useful for the national and provincial partners and for future YEM initiatives. It's highly advisable to maximize the benefits of these efforts through wide dissemination of documentation.

263. **Additional information:** the national partners benefitted by the new materials should ideally carry out the dissemination, but this could be discussed among the JP YEM partners in order to find out the best option in each case

264. **R15. JP YEM partners (P1).** Any further support from the programme to advocate for the institutionalization of the PESO-OSRC in Masbate would be advisable. Additionally, it would be interesting to monitor, and support if necessary, the inclusion of the PESO-OSRC in the Provincial Development Plans of Antique and Maguindanao.

265. **Additional information:** (1) since the Bureau of Local Employment (BLE) has a permanent advocacy programme to promote the institutionalization of PESO-OSRC, it would be probably advisable that this institution led this process. (2) Monitoring of the inclusion of the PESO-OSRC in the Provincial Development Plans should probably be done by the corresponding Provincial Planning and Development Offices.

266. **R16. Future programmes, UNCT agencies (P2).** The inclusion of activities addressing organizational Capacity Development of the implementing partners is advisable.

267. **Additional information:** the design of organizational Capacity Development activities usually requires a Capacity Development Needs Assessment, which can be time consuming and needs a budget, elements to take into account during the design phase. The Learning Network on Capacity Development offers free learning packages on Capacity Development: <http://www.lencd.org>

**MDGF YEM PHILIPPINES. PREPARED BY CARLOS CARRAVILLA.**

CRITERIA	KEY EVALUATION QUESTIONS	SPECIFIC EVALUATION QUESTIONS	INFORMATION SOURCES AND TOOLS	CODE
<b>DESIGN LEVEL</b>				
<b>RELEVANCE</b>	R1. To what extent was the design and strategy of the development intervention relevant (assess including link to MDGs, UNDAF and national priorities, stakeholder participation, national ownership of design process and participation of beneficiaries in the design in order to enhance relevance to their needs)?	What workshops were conducted in order to design the JP and who participated in them? Any specific workshops with only women?	Programme documentation Interview participants/Focus groups with special attention to groups women, young participants and minorities. Interview UN agencies	<b>R11</b>
		What gender sensitive analysis tools were applied during the design of the JP?	Programme documentation Interview UN agencies	<b>R12</b>
		Relevance to MDGs, UNDAF and national priorities.	Programme documentation	<b>R13</b>
	R2. How much and in what ways did the joint programme contribute to solve the (socio-economic) needs and problems identified in the design phase?	How much and in what ways did the joint programme contribute to solve the (socio-economic) needs and problems identified in the design phase?	Programme documentation Direct observation and/or analysis of data gathered during the whole evaluation process.	<b>R2</b>
	R3. To what extent was this programme designed, implemented, monitored and evaluated jointly as reflected in the MDG-F joint programme guidelines?	To what extent was this programme designed, implemented, monitored and evaluated jointly as reflected in the MDG-F joint programme guidelines?	Programme documentation Direct observation and/or analysis of data gathered during the whole evaluation process.	<b>R31</b>
		Could you mention any concrete situations of joint design, implementation, monitoring	Interview UN agencies Interview JP team	<b>R32</b>
	R4. To what extent was joint programming the best option to respond to development challenges stated in the programme document and the recommendations of the Mid-Term Evaluation?	To what extent was joint programming the best option to respond to development challenges stated in the programme document and the recommendations of the Mid-Term Evaluation?	Programme documentation	<b>R4</b>
	R5. To what extent did the implementing partners participating in the joint programme	To what extent did the implementing partners participating in the joint	Programme documentation	<b>R5</b>
			Interview UN agencies	

	R6. To what extent did the joint programme design and implement the M&E strategy that contributed to measure development results?	To what extent did the joint programme design and implement the M&E strategy that contributed to measure development results?	Programme documentation	<b>R6</b>
	R7. To what extent did the joint programme design and implement C&A strategy?	To what extent did the joint programme design and implement C&A strategy?	Programme documentation	<b>R71</b>
		Was the C&A strategy gender sensitive?	Programme documentation	<b>R72</b>
	R8. If the programme was revised, did it reflect the changes that were needed? Did the JP follow the mid-term evaluation recommendations on the programme design?	If the programme was revised, did it reflect the changes that were needed?	Programme documentation	<b>R81</b>
Did the JP follow the mid-term evaluation recommendations on the programme design?		Programme documentation	<b>R82</b>	
PROCESS LEVEL				
	EFFI1. What was the progress of the JP in financial terms, indicating amounts committed and disbursed (total amounts & as percentage of total) by agency? Where there are large discrepancies between agencies, these should be analyzed.	What was the progress of the JP in financial terms, indicating amounts committed and disbursed (total amounts & as percentage of total) by agency?	Programme documentation	<b>EFFI1</b>
	EFFI2. To what extent did the joint programme's management model (i.e. Joint Programme Implementation Structure at the national and local level, Organizational Structure - Technical Working Group, Programme Management Committee, National Steering Committee, information flows among and between them; decision-making in management) was efficient in comparison to the development results attained?	Which aspects of the TWG have been efficient and which could be improved in	Interview UN agencies	<b>EFFI21</b>
			Interview JP team	
		Which aspects of the NSC have been efficient and which could be improved in	Interview UN agencies	<b>EFFI22</b>
			Interview JP team	
		Which aspects of the PMC have been efficient and which could be improved in terms of efficiency?	Interview JP team	<b>EFFI23</b>
			Interview UN agencies	
		What specific measures has the NSC promoted to Deliver as One?	Programme documentation	<b>EFFI24</b>
			Interview UN agencies	
	What specific measures has the PMC promoted to Deliver as One?	Programme documentation	<b>EFFI25</b>	
		Interview UN agencies		
	How has the NSC promoted ownership of the process?	Interview national and local partners	<b>EFFI26</b>	
Interview UN agencies				
Programme documentation				
How has the PMC promoted ownership of the process?	Interview national and local partners	<b>EFFI27</b>		

EFFICIENCY		Interview UN agencies	
		Programme documentation	
	Could you mention a clear example of how the NSC has had a direct contribution to the attainment of expected results?	Interview UN agencies	<b>EFFI28</b>
		Interview JP team	
	Could you mention a clear example of how the PMC has had a direct contribution to the attainment of expected results?	Interview UN agencies	<b>EFFI29</b>
		Interview JP team	
	Do you think that the information flows have been satisfactory or you think they could have been better? How would you have improved them?	Interview UN agencies	<b>EFFI291</b>
		Interview national and local partners	
		Interview JP team	
	Have decision-making processes been efficient? If not, how they could have been better?	Interview JP team	<b>EFFI292</b>
	Interview national and local partners		
	Interview UN agencies		
EFFI3. How much of the implementation of the component interventions (as planned and defined in the project document or officially adjusted) been undertaken jointly in thematic as well as operative sense? How much has been done as parallel or sequential related activities?	How much of the implementation of the component interventions (as planned and defined in the project document or officially adjusted) been undertaken jointly in thematic as well as operative sense? How much has been done as parallel or sequential related activities?	Direct observation and/or analysis of data gathered during the whole evaluation process.	<b>EFFI3</b>
EFFI4. To what extent and in what ways did the joint programme increase or reduce efficiency in delivering outputs and attaining outcomes?	How would you assess efficiency of implementing in a joint manner compared to single agency implementation?	Interview JP team	<b>EFFI4</b>
		Interview UN agencies	
	Has there been adequate opportunities for all target sites to interact with each other, share good practices and challenges, build networks and cross-fertilize development ideas geared for the youth?	Interview UN agencies	<b>EFFI5</b>
EFFI6. What type of work methodologies,	Could you mention specific work	Interview UN agencies	<b>EFFI6</b>

	financial instruments, and business practices have the implementing partners used to increase efficiency in delivering as one?	methodologies, financial instruments, and business practices have the implementing partners used to increase efficiency in delivering as one?	Programme documentation	
	EFFI7. What type of (administrative, financial and managerial) obstacles did the joint programme face and to what extent have this affected its efficiency?	What type of (administrative, financial and managerial) obstacles did the joint programme face and to what extent have this affected its efficiency?	Interview JP team	<b>EFFI7</b>
			Interview UN agencies	
			Interview national and local partners Programme documentation	
EFFI8. To what extent and in what ways did the mid-term evaluation have an impact on the joint programme? Was it useful? Did the joint programme implement the improvement plan?	To what extent and in what ways did the mid-term evaluation have an impact on the joint programme? Was it useful?	Interview JP team	<b>EFFI81</b>	
		Interview UN agencies		
	Did the joint programme implement the improvement plan?	Programme documentation	<b>EFFI82</b>	
<b>OWNERSHIP IN THE PROCESS</b>	OP1. To what extent did the targeted population, citizens, participants, local and national authorities made the programme their own, taking an active role in it? Did they clearly see their stakes in the Joint Programme objectives? Did they take advantage to seize the opportunities to optimize their benefits? Did they sacrifice, invest time, and attention and share some equity of resources?	To what extent did the targeted population, citizens, participants, local and national authorities make the programme their own, taking an active role in it? Did they clearly see their stakes in the Joint Programme objectives? Did they take advantage to seize the opportunities to optimize their benefits? Did they sacrifice, invest time, and attention and share some equity of resources?	Interview JP team	<b>OP1</b>
			Interview participants/Focus groups with special attention to groups women, young participants and minorities.	
			How would you assess the level of participation of both beneficiaries and national and local partners in the JP: Information, consultation, deciding together, acting together or supporting?	Interview participants/Focus groups with special attention to groups women, young participants and minorities. Interview national and local partners
	Could you mention any specific participatory tools dedicated to decision making applied during the JP (such as internal progress evaluations), workshops with participants, local authorities and local partners, with special attention to collectives of women involved in the JP?		Interview JP team Interview participants/Focus groups with special attention to groups women, young participants and minorities. Interview national and local partners	<b>OP22</b>

		Could you mention any specific measures taken to facilitate/guarantee the participation of women involved in the JP as beneficiaries in decision-making processes?	Interview participants/Focus groups with special attention to groups women, young participants and minorities. Interview UN agencies Interview JP team	<b>OP23</b>
	OP3. To what extent and in what ways has ownership or the lack of it, impacted in the efficiency and effectiveness of the joint programme?	To what extent and in what ways has ownership or the lack of it, impacted in the efficiency and effectiveness of the joint programme?	Direct observation and/or analysis of data gathered during the whole evaluation process.	<b>OP3</b>
	OP4. Is there a level of commitment or drive in the hierarchy of both the national and local governments to sustain the outputs of the Joint Programme? What indicators are observed?	Is there a level of commitment of both the national and local governments to sustain the outputs of the Joint Programme?	Programme documentation Direct observation and/or analysis of data gathered during the whole evaluation process.	<b>OP41</b>
		Could you mention any concrete measures taken to sustain the benefits delivered by the programme by national or local governments?	Interview UN agencies	<b>OP42</b>
<b>RESULTS LEVEL</b>				
	EFFE1. To what extent did the joint programme contribute to the attainment of the development outputs and outcomes initially expected /stipulated in the programme document?	To what extent did the joint programme contribute to the attainment of the development outputs and outcomes initially expected /stipulated in the programme document?	Programme documentation	<b>EFFE1</b>
	EFFE2. To what extent and in what ways did the joint programme contribute: To the goals set in the thematic window on youth employment and migration? To the Paris Declaration, in particular the principle of national ownership? (consider JP's policy, budgets, design and implementation); To the goals of delivering as one at country level?	To what extent and in what ways did the joint programme contribute to the goals set in the thematic window on youth employment and migration?	Programme documentation	<b>EFFE21</b>
		To what extent and in what ways did the joint programme contribute to the Paris Declaration, in particular the principle of national ownership? (consider JP's policy, budgets, design and implementation)	Programme documentation	<b>EFFE22</b>
	EFFE4. The Joint Programme had aimed to direct the attention of the youth as well as the elders and duty bearers surrounding them to acquiring basic education and skills for competitiveness for decent jobs, rather than	The Joint Programme had aimed to direct the attention of the youth as well as the elders and duty bearers surrounding them to acquiring basic education and skills for competitiveness for decent jobs, rather than	Programme documentation Interview participants/Focus groups with special attention to groups women, young participants and minorities.	<b>EFFE4</b>

EFFECTIVENESS	staying vulnerable or risking for work abroad. Did the activities and outputs of the Programme able to draw behavioural change in this regard?	than staying vulnerable or risking for work abroad. Did the activities and outputs of the Programme able to draw behavioural change in this regard?	Interview national and local partners		
	EFFE5. To what extent did the joint programme have an observable impact or change on the targeted citizens per output?	To what extent did the joint programme have an observable impact or change on the targeted citizens per output?	Direct observation and/or analysis of data gathered during the whole evaluation process.	EFFE5	
	EFFE6. Have any good practices, success stories, lessons learned or portable knowledge been identified? Please describe and document them.	What would you highlight as a good practice, a success story, lesson learned, transferable or scalable practice?	Programme documentation Interview participants/Focus groups with special attention to groups women, young participants and minorities. Interview JP team Interview national and local partners Interview UN agencies	EFFE6	
	EFFE7. What types of differentiated effects are resulting from the joint programme in accordance with the sex, race, ethnic group, rural or urban setting of the beneficiary population, and to what extent?	Could you highlight and differentiated effects of the JP in accordance with the sex, race ethnic group, rural or urban setting of the beneficiary population?	Interview participants/Focus groups with special attention to groups women, young participants and minorities. Interview JP team Interview UN agencies	EFFE7	
		To what extent has the joint programme influenced public policy making, legal frameworks, norms, standards and regulations both at national and local levels with special attention to effects on gender equity?	Interview national and local partners Programme documentation	EFFE8	
	EFFE9. To what extent did the joint programme help to increase stakeholder/citizen dialogue, networking and/or engagement on development issues and policies?	Could you mention any contributions to increase stakeholder/citizen dialogue, networking and/or engagement on development issues and policies with special attention to effects on gender equity?	Programme documentation Interview national and local partners	EFFE9	
		S1. To what extent the joint programme decision making bodies and implementing partners have undertaken the necessary decisions and course of actions to ensure the	Which are the main sustainability actions taken, with special attention to the effects on women, young people, minorities and other possible traditionally excluded	Interview national and local partners Interview UN agencies Interview JP team	S1

SUSTAINABILITY	sustainability of the effects of the joint groups?		Programme documentation	
	S2. To what extent did national and/or local institutions support the joint programme?	To what extent did national and/or local institutions support the joint programme?	Interview JP team	S2
			Programme documentation Interview national and local partners	
	S3. Did these institutions show technical capacity and leadership commitment to keep working with the programme or to scale it up?	Does your institution have the capacities and resources to continue deliveriing the benefits provided by the JP or to scale them up?	Interview national and local partners	S3
	S4. Have operating capacities been created and/or reinforced in national and local partners?	What capacities have been created and/or reinforced in your institution through the support of the JP?	Programme documentation Interview national and local partners	S4
	S5. Have the partners been sensitized to mobilize resources and appropriate public funds to sustain the outputs of the programme?	Has your institution been sensitized to mobilize resources and appropriate public funds to sustain the outputs of the programme?	Interview implementing partners	S5
	S6. Were there efforts to enact laws and ordinances to help ensure sustainability?	Could you mention any specific efforts made to enact laws and ordinances to help ensure sustainability?	Interview national and local partners Interview UN agencies	S6
	S7. Did the Joint Programme empower the career ranks of the public service to professionalize their services to provide services for the youth and migrants?	Could you mention any specific actions to empower the career ranks of the public service to professionalize their services to provide services for the youth and migrants?	Programme documentation Interview UN agencies	S7
	Which activities have been dedicated to sensitize the youth and the communities, the larger public in need as well as their support sectors to consolidate their collective, constructive pressure to demand services to stir decent job options for the youth, rather than be on the “victim end” of the situation with little or no option?	Programme documentation Interview UN agencies	S8	
	G2. Does the project database include sex-disaggregated and gender-related information?	Does the project database include sex-disaggregated and gender-related information?	Programme documentation	G2
	G3. Are the gender equality and women's empowerment targets being met?	Have the gender equality and women's empowerment targets been met?	Programme documentation	G3

	G4. Does the project address gender issues arising from or during its implementation?	What have been the main gender issues faced by the JP during its implementation?	Programme documentation	<b>G41</b>
			Interview JP team	
		Interview UN agencies		
		Interview national and local partners		
		Interview participants/Focus groups with special attention to groups women, young participants and minorities.		
	What have been the actions taken by the programme to address those issues?	Programme documentation	<b>G42</b>	
		Interview JP team		
		Interview UN agencies		
G5. Do the project monitoring and evaluation processes involve or consult woman and main duty bearers and claimholders?	Did the project monitoring and evaluation processes involve or consult woman and main duty bearers and claimholders?	Interview participants/Focus groups with special attention to groups women, young	<b>G5</b>	
		Interview UN agencies		
		Interview JP team		

## QUESTIONNAIRE UN AGENCIES

**Location:**

**Name:**

**Male Female**

**Institution:**

**Role in the programme:**

**RELEVANCE:** The extent to which the objectives of a development intervention are consistent with the needs and interests of the people, the people, the needs of the country and the Millennium Development Goals

1. R11. What workshops were conducted in order to design the JP and who participated in them? Any specific workshops with only women?
2. R12. What gender sensitive analysis tools were applied during the design of the JP?
3. R32. Could you mention any concrete situations of joint design, implementation, monitoring and evaluation?

**EFFICIENCY:** Extent to which resources/inputs (funds, time, human resources, etc.) have been turned into results

4. EFFI21. Which aspects of the TWG have been efficient and which could be improved in terms of efficiency?
5. EFFI22. Which aspects of the NSC have been efficient and which could be improved in terms of efficiency?
6. EFFI23. Which aspects of the PMC have been efficient and which could be improved in terms of efficiency?
7. EFFI24. What specific measures has the NSC promoted to Deliver as One?
8. EFFI25. What specific measures has the PMC promoted to Deliver as One?
9. EFFI26. How has the NSC promoted ownership of the process?
10. EFFI27. How has the PMC promoted ownership of the process?
11. EFFI28. Could you mention a clear example of how the NSC has had a direct contribution to the attainment of expected results?
12. EFFI29. Could you mention a clear example of how the PMC has had a direct contribution to the attainment of expected results?
13. EFFI291. Do you think that the information flows have been satisfactory or you think they could have been better? How would you have improved them?
14. EFFI292. Have decision-making processes been efficient? If not, how they could have been better?
15. EFFI4. How would you assess efficiency of implementing in a joint manner compared to single agency implementation?

16. EFFI5. Has there been adequate opportunities for all target sites to interact with each other, share good practices and challenges, build networks and cross-fertilize development ideas geared for the youth?
17. EFFI6. Could you mention specific work methodologies, financial instruments, and business practices have the implementing partners used to increase efficiency in delivering as one?
18. EFFI7. What type of (administrative, financial and managerial) obstacles did the joint programme face and to what extent have this affected its efficiency?
19. EFFI81. To what extent and in what ways did the mid-term evaluation have an impact on the joint programme? Was it useful?

**OWNERSHIP IN THE PROCESS:** Effective exercise of leadership by the country's national/local partners in development interventions.

20. OP23. Could you mention any specific measures taken to facilitate/guarantee the participation of women involved in the JP as beneficiaries in decision-making processes?
21. OP42. Could you mention any concrete measures taken to sustain the benefits delivered by the programme by national or local governments?

**EFFECTIVENESS:** Extent to which objectives of the development intervention have been achieved

22. EFFE6. What would you highlight as a good practice, a success story, lesson learned, and transferable or scalable practice?
23. EFFE7. Could you highlight and differentiated effects of the JP in accordance with the sex, race ethnic group, rural or urban setting of the beneficiary population?

**SUSTAINABILITY:** Probability of the benefits of the intervention continuing in the long term

24. S1. Which are the main sustainability actions taken, with special attention to the effects on women, young people, minorities and other possible traditionally excluded groups?
25. S7. Could you mention any specific actions to empower the career ranks of the public service to professionalize their services to provide services for the youth and migrants?
26. S8. Which activities have been dedicated to sensitize the youth and the communities, the larger public in need as well as their support sectors to consolidate their collective, constructive pressure to demand services to stir decent job options for the youth, rather than be on the "victim end" of the situation with little or no option?

## QUESTIONNAIRE NATIONAL AND LOCAL PARTNERS

**Location:**

**Name:**

**Male Female**

**Institution:**

**Role in the programme:**

**EFFICIENCY:** Extent to which resources/inputs (funds, time, human resources, etc.) have been turned into results

1. EFFI26. How has the NSC promoted ownership of the process?
2. EFFI27. How has the PMC promoted ownership of the process?
3. EFFI291. Do you think that the information flows have been satisfactory or you think they could have been better? How would you have improved them?
4. EFFI292. Have decision-making processes been efficient? If not, how they could have been better?
5. EFFI7. What type of (administrative, financial and managerial) obstacles did the joint programme face and to what extent have this affected its efficiency?

**OWNERSHIP IN THE PROCESS:** Effective exercise of leadership by the country's national/local partners in development interventions.

6. OP21. How would you assess the level of participation of national and local partners in the JP: Information, consultation, deciding together, acting together or supporting?
7. OP22. Could you mention any specific participatory tools dedicated to decision-making applied during the JP (such as internal progress evaluations) with local authorities and local partners?

**EFFECTIVENESS:** Extent to which objectives of the development intervention have been achieved

8. EFFE4. The Joint Programme had aimed to direct the attention of the youth as well as the elders and duty bearers surrounding them to acquiring basic education and skills for competitiveness for decent jobs, rather than staying vulnerable or risking for work abroad. Did the activities and outputs of the Programme able to draw behavioural change in this regard?
9. EFFE6. What would you highlight as a good practice, a success story, lesson learned, and transferable or scalable practice?
10. EFFE8. To what extent has the joint programme influenced public policy making, legal frameworks, norms, standards and regulations both at national and local levels with special attention to effects on gender equity?
11. EFFE9. Could you mention any contributions to increase stakeholder/citizen dialogue, networking and/or engagement on development issues and policies with special attention to effects on gender equity?

**SUSTAINABILITY: Probability of the benefits of the intervention continuing in the long term**

- 12. S1.** Which are the main sustainability actions taken, with special attention to the effects on women, young people, minorities and other possible traditionally excluded groups?
- 13. S2.** To what extent did national and/or local institutions support the joint programme?
- 14. S3.** Does your institution have the capacities and resources to continue delivering the benefits provided by the JP or to scale them up?
- 15. S4.** What capacities have been created and/or reinforced in your institution through the support of the JP?
- 16. S5.** Has your institution been sensitized to mobilize resources and appropriate public funds to sustain the outputs of the programme?
- 17. S6.** Could you mention any specific efforts made to enact laws and ordinances to help ensure sustainability?

**GENDER ANALYSIS: Gender and Development (GAD) Checklist for Project Monitoring and Evaluation.**

- 18. G41.** What have been the main gender issues faced by the JP during its implementation?

## QUESTIONNAIRE JP TEAM

**Location:**

**Name:**

**Male Female**

**Institution:**

**Role in the programme:**

**RELEVANCE:** The extent to which the objectives of a development intervention are consistent with the needs and interests of the people, the people, the needs of the country and the Millennium Development Goals

1. R32. Could you mention any concrete situations of joint design, implementation, monitoring and evaluation?

**EFFICIENCY:** Extent to which resources/inputs (funds, time, human resources, etc.) have been turned into results

2. EFFI21. Which aspects of the TWG have been efficient and which could be improved in terms of efficiency?
3. EFFI22. Which aspects of the NSC have been efficient and which could be improved in terms of efficiency?
4. EFFI23. Which aspects of the PMC have been efficient and which could be improved in terms of efficiency?
5. EFFI28. Could you mention a clear example of how the NSC has had a direct contribution to the attainment of expected results?
6. EFFI29. Could you mention a clear example of how the PMC has had a direct contribution to the attainment of expected results?
7. EFFI291. Do you think that the information flows have been satisfactory or you think they could have been better? How would you have improved them?
8. EFFI292. Have decision-making processes been efficient? If not, how they could have been better?
9. EFFI4. How would you assess efficiency of implementing in a joint manner compared to single agency implementation?
10. EFFI7. What type of (administrative, financial and managerial) obstacles did the joint programme face and to what extent have this affected its efficiency?
11. EFFI81. To what extent and in what ways did the mid-term evaluation have an impact on the joint programme? Was it useful?

**OWNERSHIP IN THE PROCESS:** Effective exercise of leadership by the country's national/local partners in development interventions.

12. OP1. To what extent did the targeted population, citizens, participants, local and national authorities made the programme their own, taking an active role in it? Did they clearly see

their stakes in the Joint Programme objectives? Did they take advantage to seize the opportunities to optimize their benefits? Did they sacrifice, invest time, and attention and share some equity of resources?

13. OP22. Could you mention any specific participatory tools dedicated to decision-making applied during the JP (such as internal progress evaluations), workshops with participants, local authorities and local partners, with special attention to collectives of women involved in the JP?
14. OP23. Could you mention any specific measures taken to facilitate/guarantee the participation of women involved in the JP as beneficiaries in decision-making processes?

**EFFECTIVENESS:** Extent to which objectives of the development intervention have been achieved

15. EFFE6. What would you highlight as a good practice, a success story, lesson learned, and transferable or scalable practice?
16. EFFE7. Could you highlight and differentiated effects of the JP in accordance with the sex, race ethnic group, rural or urban setting of the beneficiary population?

**SUSTAINABILITY:** Probability of the benefits of the intervention continuing in the long term

17. S1. Which are the main sustainability actions taken, with special attention to the effects on women, young people, minorities and other possible traditionally excluded groups?
18. S2. To what extent did national and/or local institutions support the joint programme?

**GENDER ANALYSIS:** Gender and Development (GAD) Checklist for Project Monitoring and Evaluation.

19. G41. What have been the main gender issues faced by the JP during its implementation?
20. G42. What have been the actions taken by the programme to address those issues?
21. G5. Did the project monitoring and evaluation processes involve or consult woman and main duty bearers and claimholders?

## QUESTIONNAIRE FOCUS GROUPS PARTICIPANTS

**Location:**

**Name:**

**Male Female**

**Institution:**

**Role in the programme:**

**RELEVANCE:** The extent to which the objectives of a development intervention are consistent with the needs and interests of the people, the people, the needs of the country and the Millennium Development Goals

1. R11. What workshops were conducted in order to design the JP and who participated in them? Any specific workshops with only women?

**OWNERSHIP IN THE PROCESS:** Effective exercise of leadership by the country's national/local partners in development interventions.

2. OP1. In your opinion, to what extent did the targeted population, citizens, and participants, make the programme their own, taking an active role in it?
3. OP21. How would you assess the level of participation of beneficiaries in the JP: Information, consultation, deciding together, acting together or supporting?
4. OP22. Could you mention any specific participatory tools dedicated to decision-making applied during the JP (such as internal progress evaluations) with participants, with special attention to collectives of women involved in the JP?
5. OP23. Could you mention any specific measures taken to facilitate/guarantee the participation of women involved in the JP as beneficiaries in decision-making processes?

**EFFECTIVENESS:** Extent to which objectives of the development intervention have been achieved

6. EFFE4. The Joint Programme had aimed to direct the attention of the youth as well as the elders and duty bearers surrounding them to acquiring basic education and skills for competitiveness for decent jobs, rather than staying vulnerable or risking for work abroad. Did the activities and outputs of the Programme able to draw behavioural change in this regard?
7. EFFE6. What would you highlight as a good practice, a success story, lesson learned, and transferable or scalable practice?
8. EFFE7. Could you highlight and differentiated effects of the JP in accordance with the sex, race ethnic group, rural or urban setting of the beneficiary population?

**GENDER ANALYSIS:** Gender and Development (GAD) Checklist for Project Monitoring and Evaluation.

9. G41. What have been the main gender issues faced by the JP during its implementation?
10. G5. Did the monitoring and evaluation processes involve or consult woman who were participating in the programme?

**ANNEX 3. LEVEL OF ACHIVEMENT OF PLANNED TARGETS IN THE RESULTS  
FRAMEWORK AS OF NOVEMEBER 2012**

JP Outcomes and Outputs	Indicators and targets achieved as of November 2012
Outcome 1. Improved policy coherence and implementation on youth, employment and migration (YEM)	<p><b>1.</b> Adoption of a national policy on youth, employment and migration and translated to a national action agenda. <b>Status: partially achieved.</b> The National Action Plan for Youth Employment and Migration (NAP YEM), which was drafted and presented to the National Youth Forum, is the action plan for the PYDP of the NYC and DOLE as it is included in the National Labour and Employment Plan 2012-2016. The complete adoption of a national policy on YEM requires a financial plan agreed by the seven national agencies leading the seven strategies of the NAP YEM.</p>
Output 1.1. National Action Agenda formulated, to inform local and national development processes	<p><b>2.</b> Adoption of the National Action Agenda by the stakeholders. <b>Status: achieved</b></p> <p><b>3.</b> NAA used by local governments in four project sites and by pertinent national agencies. <b>Status: partially achieved.</b> Completed Provincial Youth Development Plans for two provinces, namely Antique and Agusan Del Sur.</p>
Output 1.2. One-stop-shop” resource centers established for YEM information, capacity-building and training support	<p><b>4.</b> One-stop shop resource centers of programs and services (including career guidance, vocational counseling, referral and tracking system) for youth, employment and migration are operational within local level NRCOs in four project areas. <b>Status: achieved.</b> Nonetheless, there are some sustainability issues affecting this indicator: (1) ordinances to institutionalize PESO-OSRCs, and (2) the OSCR-PESO has already been included in the Provincial Development Plan in Agusan del Sur, which guarantees the allocation of funds, in Maguindanao, agencies are preparing the sustainability plan, and in Antique there’s a already a sustainability plan.</p> <p><b>5.</b> Number of clients able to access YEM information and services, segregated by age and sex. <b>Status: achieved.</b> Ongoing data collection. NOTE: in the case of indicators without a planned goal, these are reported as achieved if there has been substantial activity to do so and the data have been collected or are in the process of collection.</p>
Output 1.3. Relevant services and support Mechanism Model established to facilitate remittance use to develop alternatives for youth employment.	<p><b>6.</b> One model mechanism for remittances and YEM, towards promoting equitable access to economic resources and decent work opportunities, especially for particularly disadvantaged groups such as women and young people. <b>Status: achieved.</b></p> <p><b>7.</b> At least four pilot projects rolled out in 4 target areas. <b>Status: achieved.</b></p>
Outcome 2. Increased access to decent work for poor young women and men through public-private partnerships, inclusive basic education, life skills, career guidance, including on safe migration, vocational training, and entrepreneurship.	<p><b>8.</b> Secondary education participatory rates by gender. <b>Status: achieved.</b> Ongoing data collection. The JP YEM is collecting enrollment and dropout data in the 15 YEM schools.</p> <p><b>9.</b> Unemployment rates of women and men 15-24 years old. <b>Status: not measured.</b> There are not official data at provincial level and the programme only conducted Labour Force Surveys in two provinces.</p> <p><b>10.</b> Underemployment rates of women and men 15-24 years old. <b>Status: not measured</b></p>
Output 2.1. Partnerships with private sector, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas.	<p><b>11.</b> Number of memoranda of agreements between local governments, private sector and financial institutions. <b>Status: achieved.</b></p> <p><b>12.</b> Number of joint public-private partnership initiatives implemented in employment and entrepreneurship. <b>Status: achieved.</b></p> <p>76 partnership agreements and 115 commitments made by public and private sectors to provide on-the- job training (OJT) and post training services for 2,400 OSYs during the Public- Private Partnership Fora for Youth Employment.</p>
Output 2.2. Labor market responsive vocational and entrepreneurship skills training with safe migration and life skills components, provided for poor out of school youth.	<p><b>13.</b> Number of out of school youth disaggregated by sex, trained in tech voc and/or entrepreneurship, safe migration, Life skills. <b>Status: achieved.</b></p> <p>1,263 youth (486 female, 777 male) out of targeted 2,000, completed technical vocational skills training to include on-the job training; 725 to complete training by 1st week of August 2012.</p> <p>75 youth (196 female, 276 male) out of target 400 youth disadvantaged youth trained on entrepreneurship using SIYB in the four MAMA provinces.</p> <p><b>14.</b> Number of Teachers and trainers (male and female) trained in delivery of tech voc training, with safe migration, Life skills &amp; entrepreneurship, gender sensitivity inputs. <b>Status: achieved.</b></p> <p>62 TVET trainers and Gender and Development focal persons from TESDA in the YEM areas were trained in July and September 2011.</p>

JP Outcomes and Outputs	Indicators and targets achieved as of November 2012
	<p>15. Training Modules of tech voc integrating gender, safe migration &amp; life skills. <b>Status: achieved.</b></p>
<p>Output 2.3. Gender sensitive education mainstreamed in public secondary education.</p>	<p>16. Secondary curriculum in the public schools includes gender and entrepreneurship, and safe migration modules. <b>Status: achieved.</b> However, the Department of Education modified the curriculum in 2011 so the revision done by the programme cannot be applied in public schools.</p>
<p>Output 2.4. Employment services enhanced: gender-sensitive career guidance, referral and tracking services offered on youth employment.</p>	<p>17. Existence of a working unit or designation of staff to provide employment information, referral and guidance services at the LGUs. <b>Status: achieved.</b></p> <p>18. Type of services rendered: access to information on markets, credit, technology, and other employment-related information, etc. <b>Status: partially achieved.</b> The staff members are ready to deliver the employment services but the PESO-OSRC need to be institutionalized and included in the Provincial Development Plans in the four provinces to operate with sustainability.</p> <p>19. Guidance materials &amp; tools address young women and men's needs. <b>Status: not measured.</b> According to the DepEd, it's very difficult to systematically collect the materials used.</p> <p>20. Number of young women and men able to access employment information and other services. <b>Status: not measured.</b></p>
<p>Output 2.5. Inclusive approaches to basic education promoted to reach disadvantaged youth and improve school participation and retention rates.</p>	<p>21. Number of students enrolled in Open High School Curriculum and other alternative delivery modes like the EASE program in the 12 selected schools, disaggregated by sex. <b>Status: partially achieved.</b> Only 2 pilot schools offer OHSP/EASE programme so far.</p> <p>22. Drop-out rates per year level in the secondary schools disaggregated by sex. <b>Status: achieved.</b> Ongoing data collection in the 15 YEM schools.</p> <p>23. Retention rates per year level in the secondary schools disaggregated by sex. <b>Status: achieved.</b> Ongoing data collection in the 15 YEM schools.</p> <p>24. Number of disadvantaged youth receiving JP education subsidies, disaggregated by sex. <b>Status: achieved</b></p> <p>Number not disaggregated by sex: 738 education subsidy slots have been provided. For SY 2010-2011 and SY 2011-2012, 561 education subsidy slots availed of by 2nd year to 4th year high school students of which 641 are students at risk of dropping out, 74 are children of OFWs, and 33 are former out-of-school youth</p> <p>25. Number of trained teachers, guidance counselors and PTCAs on mentoring and counseling of youth. <b>Status: achieved</b></p> <p>185 teachers/guidance counsellors from first 12 JP YEM pilot schools and 9 teachers/guidance counsellors from 3 expansion schools provided training on Child Friendly School System (CFSS) and Drop Out Reduction Program (DORP).</p>

## MDG F 1942 Joint Programme Improvement Plan (to be implemented from July 2011 –December 2011/6 months)

### Evaluation Recommendation No. 1

Complete as soon as possible the signature of implementation agreements between UN organizations (ILO, UNFPA) and government agencies (Technical Education and Skills Development Authority - TESDA, DOLE Bureau of Workers with Special Concerns- BWSC and TESDA Autonomous Region in Muslim Mindanao (ARMM), in order to speed up the execution of activities with those partners.

### Response from the Joint Programme Management

The International Labour Organization (ILO) is coordinating with its corresponding technical and procurement departments in Geneva to facilitate the process of approving the Service Contracts with DOLE – BWSC, TESDA, and TESDA ARMM for the conduct of technical vocational training and entrepreneurship training for 2,400 Out-of –School Youths (OSYs). This was necessary since the amount being requested for downloading is more than \$30,000 per service contract.

TESDA is preparing the Annual Workplan with UNFPA which will serve as the basis for downloading of funds for the design of Gender Sensitive Training (GST) for corps of vocational trainers .

Key actions	Time frame	UN Agency/Person responsible	Follow-up		Secretariat	
			Comments/ Status (as of October 2011)	Status (as of September 2012)	Comments	Status
1.1 Secure signed Service Contracts from DOLE BWSC, TESDA and TESDA ARMM	July 2011	ILO TESDA DOLE BWSC DOLE ARMM	Service Contracts between ILO and DOLE BWSC, TEDA and TESDA ARMM were formally signed last August 12 and funds first tranche of contract was downloaded within the same month	Completed. Full implementation of service contracts with DOLE BWSC and TESDA started in September 2011 and is on-going till November 2012.		
1.2 Follow up ILO Geneva for the approval of the Service Contract and release of funds to initiate downloading of funds for the conduct of entrep and techvoc training for OSYs	August 2011		ILO Geneva approved the downloading of funds as follows: TESDA - \$479,272 DOLE BWSC -	Completed.		

*Status as of September 2012*

1.2 Follow up ILO Geneva for the approval of the Service Contract and release of funds to initiate downloading of funds for the conduct of entrep and techvoc training for OSYs	August 2011		ILO Geneva approved the downloading of funds as follows: TESDA - \$479,272 DOLE BWSC - \$185,597 TESDA ARMM - \$64,072	Completed.		
1.3 Follow up Annual Workplan for submission to UNFPA	July 2011	UNFPA TESDA	AWP was submitted by TESDA to UNFPA and MOU was signed in July.	Letter of Understanding (LoU) between UNFPA and TESDA was signed by TESDA Director General Joel Villanueva and UNFPA Country Representative Ugochi Daniels last 8 August 2011.		
1.4 Sign Memorandum of Understanding (MOU) between UNFPA and TESDA to initiate the downloading of funds under Output 2.2	July			<p>Since then, the gender sensitive techvoc curriculum and training materials were finalized, and capacity of trainers on the use of the gender sensitive curriculum and training materials strengthened.</p> <p>TESDA Memorandum Circular was signed in July 2012 instructing the mandatory inclusion of a 3-day Gender</p>		

Status as of September 2012

<b>Evaluation Recommendation No. 2</b>						
Develop a six-month catch up plan for the third year of the programme that incorporates the second-year funds that have not been used. This catch up plan would cover the period July-December 2011.						
<b>Response from the Joint Programme Management</b>						
A draft Catch Up Plan and Year 3 Workplan was the output of the Annual Planning Workshop in July 2011. This however will need to be reviewed, refined and finalized for approval.						
Key actions	Time frame	UN Agency/Person responsible	Follow-up		Secretariat	
			Comments/ (as of October 2011)	Status	Comments	Status
2.1 Conduct Year 2 Annual Assessment and Year 3 Planning Workshop	July	Joint Programme Coordinator	Catch Up Plan and Year 3 Workplan was developed last 1 July during an Annual Planning Workshop and will be presented to the PMC for final approval. This will serve as basis for Fund Transfer request for Year 3.	MDG F 1942 JP YEM Year 2 Annual Assessment and Year 3 Planning Workshop was conducted in 29 June - 1 July 2011 at the College of St. Benilde.  The Catch Up and Year 3 Annual Workplan was presented and approved by the Programme Management Committee in its 7 <sup>th</sup> PMC meeting last 18 November 2011. (see item 4, highlights of the 7 <sup>th</sup> PMC Meeting) This was also included as part of the MDG F JP YEM's request for programme		
2.2 Develop the Catch Up Plan as part of the Year 3 Workplan	August					
2.3 Present the Catch Up Plan/Year 3 Workplan to Programme Management Committee (PMC) and National Steering Committee (NSC)	September					

Status as of September 2012

				extension.		
<b>Evaluation Recommendation No. 3</b> Strengthen the relationship between some outputs and critical activities to increase impact potential, in particular Output 2.5. Educational subsidies and Output 2.2. Entrepreneurship and techvoc programs.						
<b>Response from the Joint Programme Management</b> Linkages between the joint programme outputs have become more apparent during the implementation phase in three areas: a) Output 2.5. 3 Provision of educational subsidies and Output 2.2 Provision of labor-market responsive vocational and entrepreneurship skills training for poor youth; b) Output 1.2 Establishment of One-Stop Shop Resource Centers for Overseas Filipino Workers (OFWs) and Output 2.4 Employment services, including career guidance, referral and tracking services offered on youth employment; and c) Output 2.3 Gender sensitive entrepreneurship education mainstreamed in public secondary education and Output 2.5 Inclusive approaches to basic education promoted to reach disadvantaged youth and improve school participation and retention rates.						
Key actions		Time frame	UN Agency/Person responsible	Follow-up		Secretariat
				Comments/ Status (as of October 2011)	Status (as of September 2011)	Comments Status
3.1 Provide list of Educational Subsidy recipients from 15 JP YEM Schools to DOLE BWSC, TESDA, and TESDA ARMM for inclusion in the selection of OSYs to be trained in order to increase impact potential		August	ILO, IOM, OWWA, DOLE BWSC, TESDA, TESDA ARMM	<p>The Technical Working Group agreed that the ES recipients will not automatically be given slots for the techvoc and entrepreneurship training. Although they are pre-identified, they will have to undergo the standard selection process and criteria built into the programme to enable them to qualify for the trainings.</p> <p>List of 4<sup>th</sup> year high school students who graduated and</p>	<p>Coordination strengthened between IOM Field Coordinators and School Principals handling Educational Subsidies with DOLE BWSC and TESDA.</p> <p>10 education subsidy scholars availed of entrepreneurship training provided by DOLE BWSC/ILO.</p> <p>There was no record on ES subsidy graduates who availed of the technical vocational skills training because they did not</p>	

Status as of September 2012

			availed of the educational subsidy was provided by IOM. This was subsequently forwarded to DOLE BWSC, TESDA, TESDA ARMM for consideration in the selection process.	pass the standard selection process and criteria such as minimum age requirement of 18 yrs old.		
3.2 Conduct a joint Technical Integration Workshop between ILO, IOM, Bureau of Local Employment (BLE) and National Reintegration Center for OFWs (NRCO)	August	ILO, IOM, BLE, OWWA-NRCO		Completed in June 2011		
3.3 Conduct BLE Training on Basic Local Employment Services to include core functions of providing guidance and information on safe migration, illegal recruitment, and trafficking	September			Completed in September 2011		
3.4 Conduct Joint Field Monitoring and Evaluation of Output 2.3 and Output 2.5	November			Conducted in January 2011.  The conduct of joint field monitoring of Output 2.3 and Output 2.5 in January 2012 was shelved due to the lack of engagement from the Department of Education. This was caused by the DepEd's shift in		

Status as of September 2012

				priorities towards preparations for the Kindergarten to 12 programme which was launched in June 2012.		
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<b>Evaluation Recommendation No. 4</b>						
Reduce targets in Output 1.3. (i.e. model mechanism to channel remittances), including a lower number of model mechanisms to be tested, and shift part of the funds allocated to the output to the following activities: (i) education subsidies (i.e. financing a larger number of high school students at risk of dropping out), and (ii) outputs related with the promotion of local development – local employment generation.						
<b>Response from the Joint Programme Management</b>						
There is a need for more consultation among agencies with related models, as well as with stakeholders within the four MAMA sites to develop a model mechanism. The said activity will be conceptualized by IOM and will be participated by representatives from migrant communities, OFW family circles, social enterprise, private sectors, NGOs, industry associations, among others.						
<b>Key actions</b>	<b>Time frame</b>	<b>Person responsible</b>	<b>Follow-up</b>		<b>Secretariat</b>	
			<b>Comments/Status (as of October 2011)</b>	<b>Status (as of September 2011)</b>	<b>Comments</b>	<b>Status</b>
4.1 Review viability of the model mechanism to channel remittances	September	IOM	TWG reviewed the workplan to assess viability	It was agreed that the model mechanism to channel remittances will be pursued as a pilot initiative and will be implemented in the four provinces – Antique, Masbate, Agusan Del Sur and Maguidanao.		
4.3 Contract services of consultant to implement model mechanism in 4 pilot areas	October	IOM	TOR and PIA developed for SERDEF and JEP to provide capacity building and linking	Contracts for SERDEF and JEP were signed in November 2011. As of September, a		

Status as of September 2012

			<p>activities for purpose of preparing returning migrant and families to channel remittances to social enterprise.</p>	<p>study on entrepreneurship under a value chain framework was completed in partnership with SERDEF, followed by a series of capacity building sessions for migrant returnees and their families towards the setting up of small enterprises. As a result, at least 20 small enterprises were set up in the four (4) provincial sites. Capacity building and linking activities were provided to returning OFWs and families as follows: 179 OFWs and OFW family members trained on group enterprise development initiatives (i.e. muscovado, rubber and abaca, goat raising, ginger tea and organic fertilizer) in Masbate, Agusan Del Sur, Maguindanao and Antique through the Small Enterprise Research and</p>		
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				Development Foundation (SERDEF) and the Jobs, Education for Peace (JEP); and capacities of 75 local partners strengthened to improve business development services in Antique, Masbate and Agusan Del Sur.		
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**Evaluation Recommendation No. 5**

Incorporate very specific activities to address the issue of internal migration focus on raising the issue and promoting discussion at the policy level. A possibility might be to finance a study on internal migration and the youth and organize a roundtable with analysts, policy makers at national and local level, and youth organizations in order to promote awareness and identify policy recommendations.

**Response from the Joint Programme Management**

In the Year 2 Assessment and Year 3 Planning Workshop, IOM clarified that the design of the JP YEM programme was intended to address the issue of international migration. Unlike in China or other countries, where internal migration is important, in the Philippines, there is no control and no way of tracking the movement from internal migration. It was suggested that a review and validation of the importance of addressing internal migration in the country within the programme duration. With the remaining period, only desk review and research on the issue will be made.

Key actions	Time frame	Person responsible	Follow-up		Secretariat	
			Comments/ (as of October 2011)	Status (as of September 2012)	Comments	Status
5.1 Adopt the inclusion of sub-chapter on internal youth migration to an on-going study on Filipino Youth and the Employment - Migration nexus		UNICEF, IOM	Based on the initial findings of the study, it indicated that research and knowledge of youth migration is lacking. In the few studies on	UNICEF contracted out the services of Scalibrini Migration Center to conduct a study on youth migration. It is in its final stages of completion.		

			internal migration of Filipino youth, young people are leaving their communities to find opportunities elsewhere. It cited a study which concluded that migration to more developed regions in the country (or abroad) was a means to deal with poverty at home.	The highlights on internal migration can be found in page 45 of the Filipino Youth and the Employment - Migration nexus prepared by the Scalibrini Migration Center.		
<p><b>Evaluation Recommendation No. 6</b>  Strengthen the coordination mechanisms at provincial level. It is recommended that the JP YEM contracts Provincial Field Coordinators (one per province) to work full-time in the planning, implementation, and monitoring of program activities. A possibility that should be considered might be to share the costs of the Field Coordinators already hired by IOM among all the UN participating organizations and modify their Terms of Reference accordingly.</p>						
<p><b>Response from the Joint Programme Management</b>  UN Country team agencies will need to review the implementation and coordination mechanism at the provincial level. ILO, IOM and UNICEF are working directly with the provincial local government units. However, it is only IOM that has a full-time Field Coordinators who are focused on the specific outputs, namely Output 1.2 and Output 2.5.3.  To date, the provincial local government units of Masbate, Antique, Maguindanao and Agusan Del Sur (MAMA) committed to establish and convene the Provincial Programme Coordinating Body (PPCB) which aims to serve as the coordination mechanism across the various government line agencies and partners.</p>						
	<b>Key actions</b>	<b>Time frame</b>	<b>Person responsible</b>	<b>Follow-up</b>		<b>Secretariat</b>
				<b>Comments (as of October 2011)</b>	<b>Status (as of September 2012)</b>	<b>Comments</b> <b>Status</b>
	6.1 Assess the effectiveness of the Provincial Programme Coordinating Body		JP Coordinator	Letter requesting PPCB to convene and review MOU for JP YEM sent to MAMA PLGUs.	It was observed that the PPCB in Antique was more active in convening and coordinating among	

				<p>inter-agency partners at the provincial level.</p> <p>Other provinces like Masbate, Agusan Del Sur and Maguindanao found it more difficult to convene regularly due to overlapping activities and simultaneous activities in the provinces due to the catch-up plan implementation.</p> <p>Tasks assigned to Field Coordinators was expanded to include coordination work at the provincial level beyond IOM – led components.</p>		
<p><b>Evaluation Recommendation No. 7</b></p> <p>Strengthen the M&amp;E functions by: (i) introducing indicators of results and reflecting both physical and financial accomplishments; (ii) creating mechanisms to monitor the quality of activities; (iii) increasing the participation of beneficiaries and local partners in M&amp;E; (iv) identifying and analyzing best practices; and (v) including government counterpart contributions in the financial reporting information. It is also recommended that the program evaluates seriously the possibility of incorporating a full-time professional for the JP Coordination Office to work on M&amp;E.</p>						
<p><b>Response from the Joint Programme Management</b></p> <p>M&amp;E functions are delegated to each of the UN Country Team agencies and are based on the agreed indicators and targets that were set at the beginning of the joint programme. The Technical Working group meets monthly to report accomplishments based on key activities and results. These are reflected in the quarterly color-coded Annual Workplan and the Bi-Annual Reports required by the MDG F Secretariat.</p>						
<b>Key actions</b>	<b>Time frame</b>	<b>Person responsible</b>	<b>Follow-up</b>		<b>Secretariat</b>	
			<b>Comments/</b>	<b>Status (as of</b>	<b>Comments</b>	<b>Status</b>

Status as of September 2012

			<b>Status (as of October 2011)</b>	<b>September 2012)</b>		
7.1 Review the M&E plan for the joint programme to include final evaluation	September	JP Coordinator		Draft M&E work plan prepared		
7.2 Prepare the TOR for and hire M&E focal person for the joint programme.	September			The plan to hire an M&E focal person was no longer pursued.  Instead monthly PMC meetings required reporting based on results and bottlenecks to ensure that challenges are addressed immediately		
7.2 Conduct a review of the progress of the programme based on results, quality and number of target number of beneficiaries reached with disaggregated data.	November		Scheduled in January 2011.	Strategic Planning Workshop among TWG members and FCs was conducted in August 2012.  A Guide on Joint Field Monitoring for MDG F 1942 was developed and shared to the FCs and TWG members to improve the data collection and reports.		

**Evaluation Recommendation No. 8**

Define strategy for sustainability for each output and critical activities

**Response from the Joint Programme Management**

To ensure sustainability, the joint programme interventions were designed at the onset to develop policies and use existing government systems and programmes. For example, policy interventions at the national and local government level under Output 1.1 specifically the development of the Youth Employment and Migration Strategy Paper is aligned with the government planning processes of the Philippine Development Plan

(2011-2016) prepared by the National Economic Development Authority (NEDA), the National Labor and Employment Agenda prepared by the Department of Labor and Employment (DOLE) and National Youth Development Plan prepared by the National Youth Commission (NYC). It also aims to influence the development of Youth Development Plans at the local provincial level.

Key actions	Time frame	Person responsible	Follow-up		Secretariat	
			Comments/ (as of October 2011)	Status (as of October 2011)	Comments	Status
8.1 Review each output and assess whether mechanisms to sustain the outputs are in place.	November	JP Coordinator, Technical Working Group	Started discussions on sustainability plan during Annual Planning workshop in July.	The MDG F 1942 developed the Exit Strategy and Sustainability Plan and started Implementation in 2012 and included in the extension period of 6 months from August to January 2013.		
8.2 Submit to the Programme Management Committee the Sustainability Plan and Exit Strategy for approval	November		Workshop scheduled in January 2012	PMC Approved Exit Strategy and Sustainability Plan was submitted to NSC and MDG F Secretariat as part of requirements for request for programme extension.		

**Evaluation Recommendation No. 9**

Approve an extension of the program's completion date. This extension might be granted at the time when the program requests the funds for the 3rd year of implementation, and would be subject to the normal conditions of the MDF-Secretariat. It is assumed here that implementation continues to move swiftly as in the last 7-8 months.

**Response from the Joint Programme Management**

<b>Response from the Joint Programme Management</b>						
The recommendation to request for a no-cost extension of the programme was not approved by the National Steering Committee (NSC) despite the programme partners' intention to submit a formal request. The issue of extension was presented to the Programme Management Committee (19 July), the Special UNCT Meeting (20 July) and the NSC meeting (8 August).						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	
			Comments (as of October 2011)	Status (as of September 2012)	Comments	Status
9.1 Submit the Fund Transfer Request for Year 3 without a request for programme extension	November	Joint Programme Coordinator	NSC decided against a request for a no-cost extension	<p>The NSC approved in principle the MDG F 1942 joint programme's request for extension.</p> <p>AWP and FTR for year 3 were submitted together with a request for a 6 month Programme Extension till January 2013 with additional requirements by the NSC.</p> <p>The request was granted by the MDG F Secretariat in 7 June 2012.</p>		
<b>Evaluation Recommendation No. 10</b>						
The MDG-F Secretariat could make an important contribution to the preparation of the programme's exit strategy by providing tools that may include, among others, a checklist of relevant issues that need to be considered when preparing the exit strategy, as well as indicating best practices of exit strategies in similar contexts.						
<b>Response from the Joint Programme Management</b>						
Guidance for developing the Sustainability Plan and Exit Strategy to be provided by UNCO based on the experience of the earlier joint programmes						
Key actions	Time	Person	Follow-up		Secretariat	

Status as of September 2012

			<b>Comments/ (as of October 2011)</b>	<b>Status (as of September2012)</b>	<b>Comments</b>	<b>Status</b>
10.1 Request for guidance from UNCO/MDG F Secretariat on the preparation of the exit strategy	July	JP Coordinator	Templates from Climate Change Adaptation joint programme were shared	MDG F Secretariat shared some examples of Exit Strategy and Sustainable Plan (ESSP) but there were no guidelines, or standard format provided.		
10.2 Review other Joint Programmes (i.e. CCA, DEG) exit strategy	November		Sustainability Plan and Exit Strategy workshop scheduled in January 2012	The joint programme JPC and Technical Working Group developed a template that was appropriate to the agreed definition of terms and levelling off understanding.  It submitted its ESSP to the PMC for approval and submitted to the MDG F Secretariat as part of the request for programme extension.		

**Bi-Annual Report Monitoring Template**

**Section I: Identification and Joint Programme Status**

**A. Joint Programme Identification and Basic Data**

<p><b>Date of Submission:</b> <b>Submitted by:</b> Name: Ruth H. Georget Title: Joint Programme Coordinator Organization: International Labour Organization Contact information: Tel No. (63 2)525-4483 Fax No. (63 2) 525-3178 E-mail: georget@ilo.org</p>	<p><b>Country and Thematic Window</b>  Philippines: Youth, Employment and Migration (YEM)</p>
<p><b>MDTF Atlas Project No:</b> 00067215 <b>Title:</b> Alternatives to Migration: Decent Jobs for Filipino Youth</p>	<p><b>Report Number:</b> 6  <b>Reporting Period:</b> January 2012 – June 2012  <b>Programme Duration:</b> 28 July 2009 – 27 July 2012; 6-month extension granted moving end-of-programme date to 27 January 2013  <b>Official starting date:</b> 28 July 2009</p>
<p><b>Participating UN Organizations</b>  International Labour Organization (ILO) International Organization for Migration (IOM) United Nations Children’s Fund (UNICEF) United Nations Population Fund (UNFPA)</p>	<p><b>Implementing Partners</b><sup>1</sup> Department of Labor and Employment (DOLE) Department of Education (DepED) Department of Trade and Industry (DTI) Department of Social Welfare and Development (DSWD) Philippine Commission on Women (PCW) (formerly National Commission on the Role of Filipino Women) National Youth Commission (NYC) National Economic and Development Authority (NEDA) Technical Education and Skills Development Authority (TESDA) Autonomous Region in Muslim Mindanao (ARMM) Provincial Governments of Agusan del Sur, Antique, Masbate and Maguindanao</p>

<sup>1</sup> Listed are members of the Programme Management Committee and involved in joint’s programme implementation .

The financial information reported should include overhead, M&E and other associated costs.

<b>Budget Summary</b>	
<b>Total Approved Joint Programme Budget</b>	UN Org A: ILO US\$ 2,267,618
	UN Org B: IOM US\$ 1,822,439
	UN Org C: UNICEF US\$ 1,585,337
	UN Org D: UNFPA US\$ 324,606
	<b>Total: US\$ 6,000,000</b>
<b>Total Amount of Transferred to date (as of June 2012)<sup>2</sup></b>	UN Org A: ILO US\$ 2,267,618 <sup>3</sup>
	UN Org B: IOM US\$ 1,822,439
	UN Org C: UNICEF US\$ 1,585,337
	UN Org D: UNFPA US\$ 324,606
	<b>Total: US\$ 6,000,000</b>
<b>Total Budget Committed to date (as of June 2012)</b>	UN Org A: ILO US\$ 2,062,670
	UN Org B: IOM US\$ 1,822,439
	UN Org C: UNICEF US\$ 1,115,255
	UN Org D: UNFPA US\$ 289,924
	<b>Total: US\$ 5,290,288</b>
<b>Total Budget Disbursed to date (as of June 2012)</b>	UN Org A: ILO US\$ 1,625,864
	UN Org B: IOM US\$ 1,348,776
	UN Org C: UNICEF US\$ 1,103,308
	UN Org D: UNFPA US\$ 284,103
	<b>Total: US\$ 4,362,050</b>
<b>Delivery Rates to date (as of June 2012)</b>	<b>88 % vis Budget Committed</b>
<b>Total Amount Committed (including disbursed)/Total Amount Received</b>	<b>73 % vis Budget Disbursed</b>

a) **Complementary Financing**

As you can understand, one of the goals of the MDG-F joint programme is to generate support from Implementing Partners and attract funding from other partners and/or donors. In order to be able to report on this goal, please advise if there has been any complementary financing provided in 2010, 2011 and 2012 for each programme output. Kindly fill in the template below if there is complementary financing support to be reported. Please note that the amounts may be **estimates** or **close approximations** of amounts committed or spent.

- 1) **Parallel Funding** refers to financing activities **related to or complementary** to the programme but whose funds are not channelled through UN agencies. For example: The Provincial Government decides to finance the Starter Kits of youth trained on entrepreneurial and technical vocational skills

<sup>2</sup> The third tranche was requested in December 2011 and received late January 2012.

<sup>3</sup> This amount includes US\$20,000 advance to ILO for proposal development.



b) **Number of Beneficiaries Reached**

Data collection on beneficiary count should capture both direct beneficiaries and indirect beneficiaries. **Direct Beneficiaries** are “The individuals, groups, or organizations, targeted, that benefit, directly, from the development intervention”. The beneficiaries must be counted on a cumulative basis. **Indirect Beneficiaries** are “The individuals, groups, or organizations, not targeted that benefit, indirectly, from the development intervention”. The beneficiaries must be counted on a cumulative basis.

To fill-in the SUMMARY of BENEFICIARIES Template, Programme Managers are requested to submit data must be gender disaggregated according to men and women and identify according to the following:

**Individuals**

- a) Youth (15 – 24 years old)
- b) Partners from NGAs, CSOs other Implementing Partners
- c) LGU Representatives
- d) Teachers, School Counselors, Administrators
- e) Youth Migrants, Youth Left behind by OFWs

**Institutions**

- a) National Institutions (NGAs, CSOs, private sector, etc.)
- b) Local Institutions (NGA provincial offices)

**SUMMARY BENEFICIARIES<sup>7</sup> (as of June 2012)**

**Direct Beneficiaries:** *“The individuals, groups, or organizations, targeted, that benefit, directly, from the development intervention”.*

	Men	Men from Ethnic groups	Women	Women from Ethnic <sup>8</sup> groups	TOTAL (Men+ Women)	Nat'l Institutions	Local Institutions	Total
<b>Targeted number</b>	8,835	10	8,849	10	17,684 <sup>9</sup>	12	24	36
<b>Number reached</b>	9,558	10	9,319	10	18,877 <sup>10</sup>	16	94	110
<b>Targeted - reached</b>	108%	100%	105%	100%	106%	133%	392%	305%
<b>% difference</b>	+8%	0%	+5%	0%	+6%	+33%	+292%	+97%

<sup>7</sup> Estimates based on existing data and will require further verification.

<sup>8</sup> Ethnic groups in the Philippine context are Indigenous Peoples (IPs) defined as used by the International Labour Organization (Convention No. 169), concerning the working rights of Indigenous and Tribal Peoples, 1989) applies to: *both tribal peoples whose social, cultural and economic conditions distinguish them from other sections of the national community and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations, and to peoples who are regarded as indigenous on account of their descent from the populations which inhabit the country at the time of conquest or colonization.*

<sup>9</sup> Total enrolment of public secondary education SY 2010 – 2011 in 15 JP YEM pilot schools including Out of School Youth trained in Entrep and Techvoc Education, Teachers, Counsellors, PTCA members, PLGUs, NGA Implementing Partner Representatives, LGU representatives, Returning OFWs, Family left behind and OFW family circle representatives, etc.

<sup>10</sup> Total enrolment of public secondary education SY 2010 – 2011 in 15 JP YEM pilot schools. This includes In-School, Out of School Youth- Entrep and Techvoc Training Graduates, Youth Migrants, Youth left behind by OFWs, open high school program OHSP/EASE (15 – 24 yrs.), NGA Implementing Partner Representatives (SIYB Trainers, TESDA Trainers, CAIRTIM), LGU representatives (LED, VCD, PEOS), Teachers (CPTLE Teachers), School Counsellors, Administrators, Returning OFWs, Family left behind and OFW family circle representatives, etc.

**Indirect Beneficiaries:** *“The individuals, groups, or organizations, not targeted, that benefit, indirectly, from the development intervention.*

	Men	Men from Ethnic groups	Women	Women from Ethnic groups	TOTAL (Men+ Women)	Nat'l Institutions	Local Institutions	Total
<b>Targeted number</b>	2,710,781	-	2,710,781	-	5,421,562 <sup>11</sup>	96	5,359 <sup>12</sup>	5,455 <sup>13</sup>
<b>Number reached</b>	2,732,811	-	2,732,812	-	5,465,623	75	5,677 <sup>14</sup>	5,752 <sup>15</sup>
<b>Targeted - reached %</b>	108%	-	108%	-	108%	78%	106%	105%
<b>difference</b>	+8%	-	+8%	-	+8%	22%	+6%	+5%

<sup>11</sup> Total enrolment of public secondary education SY 2010 – 2011, Department of Education , Basic Education Statistics Fact Sheet, [www.deped.gov.ph/factsandfigures](http://www.deped.gov.ph/factsandfigures)

<sup>12</sup> Total number of public secondary schools SY 2010 – 2011, Department of Education , Basic Education Statistics Fact Sheet, [www.deped.gov.ph/factsandfigures](http://www.deped.gov.ph/factsandfigures)

<sup>13</sup> Total number of public secondary schools SY 2010 – 2011, 4 Provincial Local Government Units, DOLE Regional Offices, local partners from national government agencies, private sector partners, academe, and NGOs.

<sup>14</sup> Total number of public secondary schools SY 2010-2011

<sup>15</sup> Total number of public secondary schools SY 2010-2011, to include 4 Provincial Local Government Units, DOLE Regional Offices, local partners from national government agencies, private sector partners, academe, and NGOs.

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### B. Joint Programme M&E framework

Information gathered to fill-up this table was prepared last year by the lead UNCT agencies with the implementing partners of the joint programme. Please review and update the information. It is also useful to get the inputs from our JP YEM pilot provinces. As a guide, reporting should not focus on the activities but rather the results of the activities. For example, instead of reporting “one training workshop conducted”, kindly report the “number” of LGU representatives trained with increased capacity to deliver “what” services because of the training workshop conducted.

The template is the same as the one you will find in the JP Results Matrix Document. All the values for the indicators in this template are cumulative. This means the past values obtained accumulate (add up over time) as the joint programme gets implemented.

<b>Expected Results (Outcomes &amp; outputs)</b>	<b>Indicators</b>	<b>Baseline</b>	<b>Overall JP Expected target</b>	<b>Achievement of Target to date</b>	<b>Means of verification</b>	<b>Collection methods (with indicative time frame &amp; frequency)</b>	<b>Responsibilities</b>	<b>Risks &amp; Assumptions</b>
From Results Framework (Table 1)	From Results Framework (Table 1)	Baselines are a measure of the indicator at the start of the joint programme	The desired level of improvement to be reached at the end of the reporting period	The actual level of performance reached at the end of the reporting period	From identified data and information sources	How is it to be obtained?	Specific responsibilities of participating UN organizations (including in case of shared results)	Summary of assumptions and risks for each result

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
<b>Outcome 1: Improved policy coherence and implementation on youth, employment and migration (YEM)</b>								
<b>Output 1.1 National Action Agenda (NAA) formulated, to inform local and national development processes</b>								
	Adoption of the NAA by the stakeholders	National youth policy exists but there is no National Action Agenda covering youth, employment and migration	National Action Agenda adopted on youth, employment and migration 1.1.1 Policy Reviews <u>Employment Policies:</u>  <u>Youth Policies:</u>	<ul style="list-style-type: none"> <li>- Completed the Policy Brief on Youth Employment and Migration outlining Key Policy Issues prepared by Fernando Aldaba and Alvin Ang (August 2010)</li> <li>- Completed assessment and review of youth policies and programmes, situational analysis and stakeholder mapping conducted by the National Youth Commission(NYC)</li> <li>- Established academe-led initiative for multi-sector partnership to create a policy research consortium focused on Philippine youth issues with the Asian Institute of Management</li> </ul>	<p>Published policy brief on YEM Key Policy Issues</p> <p>Published report on Youth Assessment</p> <p>Signed Programme Cooperation Agreement, Policy notes developed</p>	<p>Assessment of agency reports (e.g. Medium-Term Philippine Development Plan)</p> <p>Assessment of agency reports (e.g. National Youth Development Plan)</p> <p>Assessment of AIM reports</p>	<p>DOLE-ILS and ILO, IOM, UNICEF, UNFPA</p> <p>UNICEF, NYC</p> <p>UNICEF</p>	<p><u>Assumption:</u> Strong political commitment effecting planning/programming changes to address youth, employment and migration issues strengthened after national elections in 2010 and reflected in the inaugural speech of the newly elected president.</p>

<sup>16</sup> Baseline information is based on Baseline Study conducted of the joint programme.

<sup>17</sup> Overall JP expected target was validated in a Planning workshop last July 2010.

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			<p><u>Migration Policies:</u></p> <p><u>Recommendations of the youth gathered as inputs to high level policy agenda</u></p>	<ul style="list-style-type: none"> <li>- Completed Study on Youth Employment and Migration Nexus by Scalibrini Migration Center.</li> <li>- Localized the Philippine Youth Development Plan (PYDP) through a mainstreaming toolkit formulated in regional consultations and capacity building of NYC staff in Programme Development and Communication Strategies</li> <li>- Pinoy Youth Barometer project</li> </ul>	<p>Published Report on Youth Migration in the Philippines</p> <p>Reports of the National Youth Commission</p> <p>Reports of the AIM Policy Consortium</p>	<p>Documentation of conducted workshops</p> <p>Opinions of young people on key and emerging issues are gathered as inputs to the policy notes of the consortium</p>	<p>UNICEF, IOM, ILO</p> <p>UNICEF, NYC</p>	
			1.1.2 Strategy Paper	- Completed Strategy Paper "Alternative Pathways: Toward Charting an Actionable Framework for Youth Employment and	Published YEM Strategy Paper, Youth Development Plan and DOLE		DOLE, ILO, IOM, UNICEF	<u>Assumption:</u> Preparation of Medium-Term Philippine

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				<p>Migration” was prepared based on a series of consultations with stakeholders, and Assessment of Key Policy Issues on Youth Employment and Migration. It provides a whole range of recommendations for young people to overcome barriers in view of their smooth transition to decent and productive work. It was presented to President Benigno Aquino III during the International Youth Day Celebration on 12 August 2011.</p> <ul style="list-style-type: none"> <li>- National Action Plan for Youth Employment and Migration (NAP YEM) drafted through multi-stakeholder workshops and presented in Inter-Government Agency and Programme Management Committee and National Youth Forum.</li> <li>- The NAP YEM is the action plan for the Philippine Youth Development Plan of the NYC</li> </ul>	<p>National Labor and Employment Agenda</p> <p>Minutes of stakeholder consultation officially adopting the NAA Approved Annual Work Plan between UNICEF and National Youth Commission</p> <p>Published NAP for YEM and national agency plans and activity reports</p>			<p>Development Plan (MTPDP) for 2012 – 2016 and National Youth Development Plan completed, providing clear platform for cohesive NAA for YEM</p>

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				and Department of Labor and Employment (DOLE) National Labor and Employment Plan 2012 – 2016.				
	NAA used by local governments in project sites and by pertinent national agencies	National youth policy exists through a Medium Term Youth Development Plan but there is no coordinated National Action Agenda for the youth that can be used at the local level  To be derived from the Assessment of Existing Capacities and Training Needs of	1.1.3 Partners' reports on the inclusion and mainstreaming of the NAA from partners (i.e, local youth development plans) formulated by LGUS, etc.  - Enhanced capacities of local government units on local economic development and on designing programmes and projects on youth employment in rural areas	At the Provincial Level, Youth Summit was conducted in JP YEM MAMA <sup>18</sup> sites  - Completed Provincial Youth Development Plans for two provinces, namely Antique and Agusan Del Sur  - Completed Assessment of Existing Capacities and Training Needs of Local Government Units on LED  - 88 Local government units and national government agency representatives (39 female, 49 male) trained on: <ul style="list-style-type: none"> <li>• Empowering Leaders in LED</li> <li>• Policy Development and Analysis</li> </ul>	Provincial Youth Development Plans, Provincial Development and Investment Plans	Project documentation of provincial youth summit and consultations including youth organizations  Assessment of PLGU Development and Investment Plans	NYC and UNFPA, UNICEF  DOLE, ILO	<u>Risk:</u> Delay in the development of the National Action Agenda on Youth, Employment and Migration Agenda may limit prioritization of YEM concerns in Local Development Planning Processes

<sup>18</sup> MAMA sites are Masbate, Antique, Maguindanao and Agusan Del Sur.

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		Local Government Units on Local Economic Development (LED)		<ul style="list-style-type: none"> <li>• Project Management</li> <li>• Public Financial Management and Resource Mobilization</li> <li>• Entrepreneurship Development for Youth</li> </ul> <p>- Outputs of the capacity building program on LED to be completed and adopted by local government units in October 2012. These include a) programs and projects on youth employment incorporated in local development plans; b) LED Team established in each project site; c) Policy papers and local legislations on LED; d) Sustainability schemes and partnerships to replicate and upscale LED initiatives</p> <p>- Three (3) provincial partners (1 female, 2 male) participated in Asia Regional Facilitator's Training Course on Value Chain Development</p> <p>- 88 (48 female, 40 male) local partners trained on</p>				

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				<p>Start and Improve Your Own Business (SIYB) to provide entrepreneurship training to disadvantaged youth –</p> <ul style="list-style-type: none"> <li>- 2 SIYB trainers (1 female, 1 male) became Master Trainers</li> </ul>				
			1.1.4 Labor market statistics reflect youth, employment and migration indicators	<ul style="list-style-type: none"> <li>- Provincial Labor Force Survey in Antique and Agusan del Sur ongoing and to be completed in July 2012; it supports NSO to generate provincial level estimates of key labour market data and decent work indicators</li> </ul>	Published Report on Results of Provincial Labor Force Survey	NSO Labor Force Survey	DOLE, ILO	<u>Risks:</u> Delay in the conduct of the Provincial Labor Force Survey does not allow for comparative analysis with Regional and National data
<b>Output 1.2 One-stop-shop” resource centers (OSRC) established for YEM information, capacity-building and training support</b>								
	One-stop shop resource centers of programs and services (including career guidance, vocational	No local level one-stop shop resource centers/National Reintegration Center Offices (NRCOs) in target areas	1.2.1.1 Framework and strategy for establishing a one-stop-shop resource centers on YEM	<ul style="list-style-type: none"> <li>- Completed OSRC framework linked with Public Employment Service Office (PESO) institutionalization using time-space sharing concept.</li> <li>- Conducted environmental scanning and strategic</li> </ul>	Progress reports  Field visits and surveys	Regular reporting by implementing partners  Monitoring & field visits by JP Field Coordinators	DOLE-OWWA-NRCO, IOM, Provincial LGUs	<u>Assumption:</u> DOLE-OWWA-NRCO & LGU can agree on specific innovative design and cooperation mode for a sustainable

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	counselling , referral and tracking system) for youth, employment and migration are operational within local level NRCOs in four project areas.			<p>planning in the MAMA provinces to identify target clients, create the organizational structure, network with local stakeholders and construct programs and services for the OSRCs</p> <ul style="list-style-type: none"> <li>- Developed draft Operational Guidelines for the PESO/OSRC called local Youth and Migrant Centers</li> </ul>				<p>One-Stop Resource Center.</p> <p><u>Risk:</u> DOLE through OWWA and NRCO continues to adhere to rolling out from their resource-restricted structures.</p>
	Number of clients able to access YEM information and services, segregated by age and sex	None.	1.2.1.2 Presence of One-Stop Shop Resource Centers (OSRC)/National Reintegration Center (NRCO) for OFWs services on YEM at the local level per MAMA site	<ul style="list-style-type: none"> <li>- Conducted environmental scanning and strategic planning in the MAMA provinces to identify target clients, create the organizational structure, network with local stakeholders and construct programs and services for the OSRCs</li> <li>- Three (3) Public Employment Service Office/One Stop Shop Resource Center (OSRC)</li> </ul>	<p>Progress reports</p> <p>Field visits and surveys</p>	<p>Regular reporting by implementing partners</p> <p>Monitoring &amp; field visits by JP Field Coordinators</p>		

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				<p>called Youth and Migration Centers launched in pilot provinces Antique, Agusan del Sur and Masbate to include renovation/ refurbishment, provision of computer equipment and training center</p> <ul style="list-style-type: none"> <li>- Local Provincial Ordinances signed by <i>Sanguinang Panlalawigan</i> establishing the creation of the OSRCs designating staff and resources for daily operations in the local budget allocation.</li> <li>- Three (3) Memorandum of Agreements (MOUs) signed among members of the Migration and Development Councils agreeing to provide time and space sharing of services.</li> </ul>	Client Monitoring in one-stop shop centers			
			1.2.1.3 Enhanced capacities of national and local stakeholders	PLGU representatives from four pilot provinces completed Advocacy & Orientation	Progress reports	Regular reporting by implementing	DOLE-OWWA-NRCO,	

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			to deliver services and support to returning youth migrants, youth members of families left behind by OFW	Conference & Study Tour in CALABARZON <sup>19</sup> for MAMA sites  PESO/OSRC staff provided with financial literacy and case management training of trainers (TOT) completed during the 3 <sup>rd</sup> quarter of 2011.  Enhanced capacity of PESO /OSRC frontline officers to deliver services and support for OFWs and returning migrants	Field visits and surveys	partners  Monitoring & field visits by JP Field Coordinators	IOM, Provincial LGUs	
			1.2.2 Enhanced and upgraded information management system (database, system and staff) of the NRCOs	On-going			DOLE-OWWA-NRCO, IOM, Provincial LGUs	
	No. of Modules and IEC materials designed on safe migration for Pre-Employment	Disintegrated information, orientation and advocacy programme against illegal	1.2.3 Modules and IEC materials on safe migration for Pre-Employment Orientation (PEOS) and anti-illegal recruitment programmes <sup>20</sup>	Conducted mapping of the Philippine Overseas Employment Agency (POEA) programmes as well as environmental scanning, consultation and programme mapping in target province.  Campaign Against Illegal	Activity Reports; Client Feedback Reports Produced Materials; Interview information	Client feedback tool can be instituted by Field Coordinator	DOLE POEA, IOM	

<sup>19</sup> CALABARZON stands for Calamba, Laguna, Batangas, Romblon and Quezon provinces in Southern Luzon with the highest rate of origin among Overseas Filipino Workers (OFWs)

<sup>20</sup> In the 3<sup>rd</sup> PMC Meeting, it was agreed to move this from Output 2.2 to Output 1.2 as part of OSRC services with DOLE -POEA as government implementing partner.

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	<p>nt Orientation (PEOS) and anti-illegal recruitment program</p> <p>No of information outreach activities</p> <p>No of capacity building interventions</p>	<p>recruitment, trafficking and irregular migration;</p>	<p>Advocacy and information campaign to include:</p> <ul style="list-style-type: none"> <li>- Information Programme Framework Guide for trainers containing 3 sets of modules on illegal recruitment, trafficking and irregular migration</li> <li>- 1000 Question &amp; Answer Flyers for each of 4 provinces</li> <li>- 1000 Poster Calendars for each of 4 provinces</li> <li>- 4 PEOS and information outreach caravan</li> <li>- 5 Mapping and Planning Exercise</li> </ul>	<p>recruitment, Trafficking and Irregular Migration (CAIRTIM) launched in three (3) MAMA provinces – Antique, Masbate and Agusan del Sur.</p> <p>Enhanced capacities of 40 officers and staff of POEA trained and with updated information in carrying out CAIRTIM campaign</p> <p>68 trainers from Masbate and Antique trained on Pre-Employment Orientation Seminar (PEOS) Training of Trainers</p> <p>123 Prosecutors, Police Officers, Media Partners, government officials in Antique and Masbate benefitted from Law Enforcers’ and Prosecutors’ Training on Illegal Recruitment</p> <p>749 students, out-of-school youths (OSYs), Family of OFWs, youth entrep and techvoc graduates benefitted from eight (8) PEOS conducted in Masbate and Antique.</p>	<p>givers</p>			

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<b>Output 1.3 Mechanism Model</b> established to channel remittances for the development of YEM initiatives employment								
	One (1) model mechanism for remittances and YEM, towards promoting equitable access to economic resources and decent work opportunities, especially for particularly disadvantaged groups such as women and young people  At least four pilot	No existing model          No existing model	1.3.1 Report on the design of the model mechanism and results of pilot testing, including recommendations for refinement and institutionalization       At least four pilot model mechanisms rolled out at the local level in 4 target areas	Study on Model Mechanisms to Channel Remittances in four (4) MAMA provinces completed identifying remittances for Local YEM initiatives (e.g. value chain systems, school based and community-based enterprises) for validation.       SERDEF and JEP provided capacity building and linking activities for purpose of preparing returning migrant and families to channel remittances to social enterprises resulting in:   146 OFWs and OFW family	Progress reports  Field visits	Regular reporting by implementing partners  Monitoring & field visits by JP Field Coordinators	DOLE and IOM	<u>Assumptions:</u> Feasible model for each pilot province is possible;  There is an untapped market to channel remittances for development and employment-generating venture benefiting the youth.  <u>Risks:</u> There is limited information on the flow and amount of remittances

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	projects rolled out in 4 target areas			<p>members trained on (group) enterprise development initiatives: muscovado, rubber, water hyacinth, goat raising.</p> <p>75 local partners strengthened capacities to improve business development services in Antique, Masbate and Agusan Del Sur.</p>				<p>from abroad in specific target sites that are can be channelled to development –oriented undertakings.</p> <p>There is weak structural support in the market for the model mechanisms to be implemented effectively.</p>
<p><b>Outcome 2. Increased access to decent work for poor young women and men through public-private partnerships, inclusive basic education, life skills, career guidance, including on safe migration, vocational training, and entrepreneurship</b></p>								
<p><b>Output 2.1. Partnerships with private sector</b>, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas</p>								

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
	Number of memoranda of agreements between local governments, private sector and financial institutions	None.	2.1.1 Agreements concluded between private sector, NGOs and government to facilitate youth access to demand driven training and non-discriminatory	<p>Completed assessment of local economy in MAMA sites with validation with local partners and stakeholders during Provincial Local Economic Development (LED) Summit;</p> <ul style="list-style-type: none"> <li>- Developed action plans for LED implementation during the Provincial LED summit.</li> <li>- Identified growth sectors to anchor public-private partnerships</li> <li>- 76 partnership agreements and 115 commitments made by public and private sectors to provide on-the-job training (OJT) and post training services for 2,400 OSYs during the Public-Private Partnership Fora for Youth Employment</li> </ul>	Trend analysis of statistical data		PLGU, ILO, TESDA, DOLE	<p><u>Risks:</u> Data at the provincial level is limited and underemployment rates available are only at the regional level</p>
	Number of public-private partnership initiatives implemented in employment	PPP existing per province: Masbate = 4 Antique = 8 Agusan Del Sur = 4 Maguindana	Subsidies and facilities provided to youth during on-the-job-training to enhance employability	- Four (4) Memorandum of Understanding (MOU) and Annual Work Plans (AWP) signed between UNICEF and the local government units of Masbate, Agusan del Sur and Maguindanao, which includes providing access to	Progress reports  Field visits	Regular reporting by implementing partners  Monitoring & field visits b	PLGU, ILO UNICEF, TESDA	<p><u>Assumption:</u> Local economy or towns in proximity are predominantly rural areas</p>

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	t and entrepreneurship	o = no data  * Most of the PPP in the province are at the national or regional level and cascaded to the province for implementation.		technical/vocational skills training to out-of-school youth  Four Public-Private Partnership (PPP) Fora conducted that resulted in:		Review and inspection of pledge forms and commitments during PPP Forum		with private sector presence.  LGUs willing to dialogue and collaborate with private sector and vice versa.  Political interventions will not hamper private sector participation.
<b>Output 2.2.</b> Labor market responsive vocational and entrepreneurship skills training with life skills components, provided <b>for poor out of school youth</b>								
	1. Number of <b>out of school youth (OSY) disaggregated by sex</b> , trained in <u>tech voc</u> and/or <u>entrepreneurship</u> with gender, life	None. Those who had undergone existing techvoc and entrep training have not been YEM enhanced	2.2.1 Design of labor market responsive technical vocational and entrepreneurship training programmes enhanced with gender and lifeskills  - Entrepreneurship potentials and conduct of skills survey among poor in the target areas	- Completed Assessment of technical and vocational skills, and entrepreneurship potentials of disadvantaged youth in MAMA sites	Published assessment report on techvoc and entrep		DOLE-BWSC, TESDA, ILO, UNFPA	<u>Assumption:</u> Administrator s of ongoing skills training will agree to modify and enhance their programme with YEM inputs  Appreciation

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	skills. <sup>21</sup>  2. Number of <b>Teachers and Trainers</b> (male and female) trained in delivery entrepreneurship, gender sensitivity inputs				potentials			of the need to strengthen gender sensitive techvoc and entrepreneurial training;
	1. <b>Training Modules</b> on <u>entrepreneurship</u> , and <u>techvoc</u> integrating gender,		2.2.2 Module/ <u>Instructional materials</u> ( <u>entrep</u> and <u>techvoc</u> ) enhanced with gender sensitivity and life skills and rolled out  - One (1) TESDA Techvoc Training module integrating	TECHVOC: - First batch of 62 TVET trainers and Gender and Development focal persons from TESDA in the YEM areas were trained in July and September 2011.  - TESDA techvoc training for	TESDA/ILO Monitoring Reports	TESDA/ TESDA ARMM Reports and Field Visits	TESDA, ILO, UNFPA	<u>Risks:</u> Possible government reorganization integrating basic, higher and techvoc education into a separate

<sup>21</sup> Note: Techvoc Trainers and Entrep Trainings are separate since TESDA will handle Techvoc training and BWSC will handle Entrep training for OSYs for Antique, Masbate, and Agusan del Sur, except for Maguindanao where TESDA ARMM will handle both techvoc and entrep training.

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
	& life skills <sup>22</sup>		gender, & lifeskills for OSY's, SARDOs, and Children of OFWs  - One (1) DOLE BWSC Entrepreneurship module on Start and Improve Your Own Business (SYB) technology, integrating gender, life skills and safe migration	trainors is linked up with CIDA programme entitled "Great Women Project" to integrate gender and lifeskills  - TVET Training module mainstreamed with Gender Sensitivity Training (GST) developed in collaboration with TESDA with Philippine Commission on Women (PCW) and Great Women Projects of CIDA <sup>23</sup>  ENTREP:  - Completed Trainers Guide and Workbook for Start and Improve Your Business (SIYB) integrated in the DOLE BWSC entrepreneurship modules with gender, lifeskills.	DOLE BWSC, ILO, UNFPA Monitoring Reports	TESDA/TESDA ARMM Reports and Field Visits  DOLE BWSC/ TESDA ARMM Reports and Field Visits and JP Reporting	DOLE BWSC, ILO, UNFPA	cluster of Departments, outside the DOLE;  Delineation of institutional mandate between DOLE BWSC (entrep training) and TESDA (techvoc training)
			2.2.3 Corps of vocational trainers trained in delivery of enhanced programmes and use	TECHVOC: - First batch of 62 TVET trainers and Gender and Development focal persons from TESDA in the YEM areas	TESDA/TESDA ARMM ILO Monitoring Reports	TESDA/TESDA ARMM Reports and Field Visits and JP Reporting	TESDA, UNFPA	

<sup>22</sup> Note: safe migration will not be integrated in techvoc modules but instead will be a sub-output of Output 1.2.3

<sup>23</sup> CIDA is the Canadian International Development Agency

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
			of instructional materials	<p>were trained in July and September 2011.</p> <p>- TESDA techvoc training for trainors is linked up with CIDA programme entitled "Great Women Project" to integrate gender and lifeskills</p>				
			<p>2.2.4 OSYs trained using the enhanced techvoc and entrep training programme and given microfinance assistance as required, in partnership with public and private sector in four selected areas</p> <p>- 2,000 disadvantaged youth trained on <b>technical vocational</b> and provided post training services</p>	<p>TECHVOC:</p> <p>- 250 youth in Antique trained on automotive technology under PSWDO/UNICEF.</p> <p>- 2,000 out of 2,000 targeted youth provided with technical vocational skills training</p> <p>- 1,329 youth (543 female, 786</p>	<p>TESDA/ILO Monitoring Report</p> <p>Registry of out-of-school youth in the local government unit (LGU) of Masbate, Antique Agusan del Sur and Maguindanao</p>	<p>TESDA/TESDA ARMM Reports, Field Visits and JP Reporting</p>	<p>UNICEF/ PLGU</p> <p>DOLE- TESDA/ TESDA ARMM and ILO</p>	



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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
				targeted disadvantaged youth established microenterprises				
			2.2.5 System for tracking training graduates established	<ul style="list-style-type: none"> <li>- DOLE BWSC and TESDA to operationalize tracking systems for entrepreneurship and technical vocational skills training graduates by August and September 2012, respectively.</li> <li>- On-going monitoring of entrepreneurship and technical vocational skills training graduates.</li> </ul>	DOLE BWSC/TESDA ILO Monitoring Reports	DOLE BWSC/TESDA ARMM Reports, Field Visits and JP Reporting	DOLE BWSC, TESDA, ILO	
<b>Output 2.3. Gender sensitive education mainstreamed in public secondary education</b>								
	1. Secondary curriculum in the public schools include gender and entrepreneurship, and safe migration modules	No inputs on gender & lifeskills in public secondary CP-TLE curriculum that currently includes entrepreneurship education but does not include	2.3.1 Curriculum and training materials in public secondary education enhanced with entrepreneurship, life skills, and safe migration  - At least 100 master teachers,	<ul style="list-style-type: none"> <li>- Memorandum of Agreement signed by ILO-International Training Center and Department of Education to use Know About Business (KAB) modules as instructional materials on entrepreneurship under the Career Pathways-Technology and Livelihood Education (CP-TLE) program by public high schools in the country.</li> <li>- Provided entrepreneurship training for 95 (74 female, 21</li> </ul>	Contents of the curricula in 1 <sup>st</sup> year and 2 <sup>nd</sup> year CPTLE subject  DepEd M&E Reports	Field Monitoring Reports, Review of curricula to check if gender, safe migration and entrepreneurship was incorporated	DepEd-BSE and ILO UNFPA IOM UNICEF	<u>Assumption:</u> Dep Ed will agree with the introduction of proposed enhancements in the curriculum  LGUs of participating schools will agree with the proposed

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
		gender, life skills and safe migration	supervisors, and 12 CPTLE teachers in JP YEM schools trained on new CPTLE Curriculum in secondary education  - 1 <sup>st</sup> and 2 <sup>nd</sup> year new CPTLE curriculum learning guides integrated with entrepreneurship, gender, life skills and safe migration	male) teachers, teacher trainers and supervisors from 4 pilot provinces and 17 regions across the country  - Enriched 1st year level CP-TLE curriculum with gender-sensitivity, life skills and safe migration - Livelihood Education curriculum to include gender, life skills and safe migration <sup>24</sup>  - Pilot tested enriched curriculum in selected schools in 4 pilot provinces in partnership with the Department of Education  - Representative of Department of Education and the National Project Coordinator shared Philippine experience in mainstreaming KAB into and implementing CP-TLE in Vietnam	DepEd M&E Reports	DepEd, ILO UNICEF Field Monitoring Reports		enhancements to the curriculum.  <u>Risks:</u> Life skills and gender concepts are easier to integrate into the CP-TLE curriculum but safe migration and need to be better integrated into other subjects such as value formation

<sup>24</sup> Same as above

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
			2.3.2 Youth trained under the enriched secondary education curriculum	- 2,716 (1,369 male and 1,347 female) students taught of enriched 1 <sup>st</sup> year level CP-TLE curriculum in 12 selected schools in 4 pilot provinces	DepEd M&E Reports	DepEd, ILO, UNICEF Field Monitoring Reports		<u>Risks:</u> Basic Secondary Curriculum was not rolled out in Dep Ed ARMM affecting the roll out of CPTLE enhanced curriculum
<b>Output 2.4 Employment services enhanced:</b> gender-sensitive career guidance, referral and tracking services offered on youth employment								
	1. Existence of a working unit or designation of staff to provide employment information, referral and guidance	Varies with the Provincial LGU (PLGU) sites:  1) Masbate PESO Provincial: One (1) existing with PESO Manager and	2.4.1 Assessment reports in four LGU project areas	- Assessment on local employment services in the 4 pilot provinces completed. Results helped determine training activities for Public Employment Service Office (PESO) and Department of Labor and Employment (DOLE), setting up mechanism for coordinating and networking among employment and private sectors, and interconnectivity of PESO	Situational analysis  Field visits	Administrative reports from DOLE PESOs and LGUS  Rapid appraisals; Field survey	DOLE-BLE and ILO IOM	<u>Assumption:</u> Appreciation of the need to progressively build/enhance comprehensive employment-related service packages and establish an

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
	services at the LGUs	<p>operational but not institutionalized</p> <p>2) Antique PESO Provincial: One (1) existing with PESO Manager and operational but not institutionalized</p> <p>3) Agusan Del Sur PESO Provincial: One (1) existing, operational and institutionalized with full staff complement</p> <p>4) Maguindana</p>		<ul style="list-style-type: none"> <li>- Developed PESO starter kit as key reference by DOLE and local government units to institutionalize PESO. This supports advocacy of DOLE to institutionalize PESO as its key employment facilitation reform and to improve access to employment opportunities</li> <li>- 26 representatives (15 female, 11 male) of DOLE and PESO from 4 pilot provinces trained on basic employment services covering labour market information (LMI), referral and placement, and guidance and counseling. It provided hands-on exercise on the Phil-JobNet Online System, the labour market information portal of the Philippine government and as database to track job opportunities for PESO clients including disadvantaged youth</li> </ul>	Publication of PESO Starter Kit	DOLE, ILO Field Monitoring Reports		<p>institutional office to render such service.</p> <p>National DOLE able to capacitate local level facility</p> <p>LGU can pass ordinance to establish service facility and secure resources</p> <p><u>Risks:</u> Inability of DOLE to capacitate local level facility; Inability of local facility to assume multiple service menu</p> <p>Some LGUS may not have</p>

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		o PESO Provincial: None						operational employment service offices
	<p>2. Type of services rendered: access to information on markets, credit, technology, and other employment-related information, etc.</p> <p>3. Guidance materials &amp; tools address young women and men's needs</p> <p>4. Number of young</p>	<p>The PESOs in the three provinces of Antique, Masbate and Agusan Del Sur are engaged in three types of services:</p> <p>a) employment facilitation;</p> <p>b) employment enhancement thru TESDA; c) livelihood services</p> <p>The most frequently cited materials and tools are manuals,</p>	<p>2.4.2 Database established to track job opportunities</p>	<p>- Provincial and selected municipal PESO and DOLE provincial offices in four project sites provided with equipment to set-up database / operationalize Phil JobNet to match supply with job opportunities for youth trained in entrepreneurship and technical vocational skills.</p>	<p>PLGU/PESO reports</p>	<p>DOLE, PLGU reports and Field Monitoring</p>	<p>DOLE BLE, ILO</p>	

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	women and men able to access employment information and other services	flyers/leaflets and multimedia materials  Database and monitoring system for employment services is not available.						
<b>Output 2.5</b> Inclusive approaches to basic education promoted to reach disadvantaged youth and improve school participation and retention rates								
	Number of students enrolled in <u>Open High School Curriculum</u> and other <u>alternative delivery modes like the EASE program</u> in the 12 selected schools, disaggregated by sex.	None. Alternative delivery modes not yet offered  Drop-out Rates (%) 2008 – Total (Male/Female)	2.5.1 Most disadvantaged youth, including children of OFWs, receive basic education and/or stay in school  - Increase in participation and retention rates of secondary education students who are either Students at risk of dropping out (SARDO's), Out-of-school youth children	<b>OHSP/EASE Enrolment</b> (2010-2011) Fullon NHS (Antique) – 24 Maguindanao NHS - 42 *Only 2 pilot schools offer OHSP/EASE program so far.  <b>Reduction of Drop-out Rates</b> (%) Reduction of DO rates of 7 schools between 2008 and 2010.  <u>Masbate</u> Bangalisan MHS – 5.18 (7.08/3.28) Del Rosario MHS – no data	BEIS data from DepEd  BEIS data from DepEd  BEIS data from DepEd	School records and reports from the 12 selected schools  Field Monitoring/ School records and reports from the 15 selected pilot schools	DepEd, UNICEF	<u>Assumption:</u> DepEd will continue to implement the Alternative Delivery Modes – particularly OHSS and EASE  Data exist in the participating schools

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	<p>Drop-out rates per year level in the secondary schools disaggregated by sex.</p> <p>Retention rates per year level in the secondary schools disaggregated by sex.</p>	<p><u>Masbate</u> Bangalisan MHS - 2.96 (5.63/1.02) Del Rosario MHS – 4.15 (6.82/0.92) Mobo NHS – 5.55 (7.95/3.68)</p> <p><u>Antique</u> Fullon MHS – 4.77 (6.53/2.3) Barasanan NHS – 5.65 (8.81/2.11) Antique NHS – 6.46 (9.44/3.76)</p> <p><u>Agusan del Sur</u> Sta. Cruz NHS – 5.58 (6.48/4.76) Prosperidad NHS – 4.01 (5.20/3.76) Sibagat NHS – 5.28 (5.42/5.16)</p>	<p>youth of OFWS and other disadvantaged youth by gender in the JP YEM schools</p> <p>- 11,724 students from the 12 pilot schools benefited from improved CP-TLE facilities and instructional materials</p>	<p>submitted Mobo NHS – 10.57 (6.86/3.23)</p> <p><u>Antique</u> Fullon MHS – no updated data Barasanan NHS – 4.63 (7.65/1.64) Antique NHS – 3.69 (4.60/2.81)</p> <p><u>Agusan del Sur</u> Sta. Cruz NHS – 1.35 (1.83/0.88) Prosperidad NHS (2009) – 3.8 Sibagat NHS (2009) – 4.22 (5.3/3.1)</p> <p><u>Maguindanao</u> Mamasapano NHS – 1.32 (0.73/0.58); Datu Saudi MHS – 3.4 (3.6/3.2) Maguindanao NHS – 3.11 (03.44/1.74) Talayan NHS [2011-2012] – 0.02 (0.01/0.01) Parang NHS [2011-2012] – 6.40 (3.60/2.80) Buluan NHS – no available data</p> <p>- All 15 schools have set up SARDO Watch list to identify and track them.</p>		<p>Field Monitoring/ School records and reports from the 15 selected pilot schools</p>		<p><u>Assumption:</u> Teachers and supervisors will be able/allowed to participate in the YEM training programs.</p> <p><u>Risks:</u> DepEd is preoccupied with implementing K to 12 programme and lack of prioritization on JP YEM interventions</p>

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		<p><u>Maguindanao</u> Mamasapano NHS (not available) Datu Ampatuan NHS – (not available) Maguindanao NHS – 3.84 (4.22/3.47) No school specific data available on the Basic Education Information System (BEIS)</p>		<p><b>Estimated Number of Beneficiaries with access to CP-TLE equipment</b></p> <p>Estimated 13,000 students (based on SY 2011-12 enrolment) benefitted from improved CP-TLE laboratories in 15 pilot schools, with 28 sets of TLE equipment provided as of SY 2011-2012.</p> <p><u>Masbate</u> Bangalisan MHS – 313 Del Rosario MHS – 273 Mobo NHS – 1,433 (681/752)</p> <p><u>Antique</u> Fullon MHS – 546 Barasanan NHS – 279 (157/122) Antique NHS – 4,188 (2,052/2,136)</p> <p><u>Agusan del Sur</u> Sta. Cruz NHS – 466 (214/252) Prosperidad NHS – 1,239 (601/638)</p>	BEIS data from DepEd	Field monitoring / School records and reports from the 15 selected pilot schools		

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				<p><u>Maguindanao</u>            Datu Saudi MHS [2010-11] – 579(283/296)            Mamasapano NHS – 573 (237/336)            Maguindanao NHS [2009-2010] – 1,002 (459/543)            Buluan NHS – no available data            Talayan NHS – 1,139 (541/598)            Parang NHS– 1,937 (660/1,277)</p> <p><u>Teachers</u>            Total – 17 TLE teachers in 7 schools using improved TLE laboratories</p> <p><u>Masbate</u>            Bangalisan MHS – 4            Del Rosario MHS – 1            Mobo NHS - 1</p> <p><u>Antique</u>            Fullon MHS – no data submitted            Barasanan NHS – 1            Antique NHS – 7</p> <p><u>Agusan del Sur</u>            Sta. Cruz NHS – 1            Prosperidad NHS – 2</p>				

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
				<p>- 12 JP YEM schools provided with 1 set each of sports equipment and musical instruments provided to each school to enhance extra/co-curricular activities of students in 2010.</p> <p><b>School-based Income Generating Projects</b></p> <p>45 student-initiated IGPs began operations in SY 2011-2012 in 15 pilot schools</p>	BEIS data from DepEd	Field monitoring / School records and reports from the 15 selected pilot schools		
	Number of trained teachers, guidance counsellors and PTCAs on mentoring and counselling of youth	225 teachers, guidance counsellors and PTCA members in 15 JP YEM schools	<p>2.5.2 Additional number of teachers, counsellors, PTA members trained</p> <p>- Capacities of teachers, guidance counsellors and PTCAs enhanced to undertake mentoring, counselling, support systems, innovative skills</p> <p>- 12 school heads, 12</p>	185 teachers/guidance counselors from first 12 JP YEM pilot schools and 9 teachers/guidance counselors from 3 expansion schools provided training on Child Friendly School System (CFSS) and Drop Out Reduction Program (DORP)	BEIS data from DepEd	Field monitoring / School records and reports from the 15 selected pilot schools	DepEd, UNICEF	<u>Assumptions:</u> JP YEM Schools are CFSS schools

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JP Outcomes and Outputs	Indicators	Baseline <sup>16</sup>	Overall JP <sup>17</sup> Expected Target	Cumulative Results Achieved <u>As of June 2012</u>	Means of Verification	Collection Methods	Responsible Agencies	Risks & Assumptions
			guidance counsellors, and 12 PTCA officers each provided with two trainings  - 45 CP-TLE teachers received training on two CP-TLE specialization					
	Number of disadvantaged youth receiving JP education subsidies, disaggregated by sex.		2.5.3 Supplemental fund for secondary education for disadvantaged children of OFWs established  At least <u>570</u> disadvantaged youth and children of OFWs avail of educational subsidies in 2 years	738 education subsidy slots have been provided. For SY 2010-2011 and SY 2011-2012, 561 education subsidy slots availed of by 2 <sup>nd</sup> year to 4 <sup>th</sup> year high school students of which 641 are students at risk of dropping out, 74 are children of OFWs, and 33 are former out-of-school youth	School reports  Education subsidy monitoring documents  Field visits	Periodic requirement of school report	DOLE-OWWA and IOM	<u>Risks:</u> Presence of OFWs may not be significant in the province to assist children of OFWs

## MDG-F Monitoring Report

### **b. Joint Programme Results Framework with financial information**

This table refers to the cumulative financial progress of the joint programme implementation at the end of the semester. The financial figures from the inception of the programme to date accumulated (including all cumulative yearly disbursements). It is meant to be an update of your Results Framework included in your original programme document. You should provide a table for each output.

Definitions on financial categories

- **Total amount planned for the JP:** Complete allocated budget for the entire duration of the JP.<sup>25</sup>
- **Estimated total amount committed:** This category includes all amount committed and disbursed to date.
- **Estimated total amount disbursed:** this category includes only funds disbursed, that have been spent to date.
- **Estimated % delivery rate:** Funds disbursed over funds transferred to date.

#### **MDG F 1942 Alternatives to Migration: Decent Jobs for Filipino Youth (as of 30 JUNE 2012)**

Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY NATIONAL/ LOCAL	Estimated Implementation Progress			
		Y1	Y2	Y3			A Total amount Planned JP	B Estimated Total amount Committed	C Estimated Total Amount Disbursed	D Estimated % Delivery rate (vs. funds total budget to date)
JP Coordination Unit and monitoring systems established					ILO	222,439	199,749	182,142	82%	
					IOM	88,039	88,039	60,440	69%	
					UNICEF	101,671	52,848	32,252	32%	
<b>Total</b>						<b>412,149</b>	<b>340,636</b>	<b>274,834</b>	<b>67%</b>	

<sup>25</sup> The amount is based on total budget allocated for the entire duration of the JP.

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JP Output: 1.1 National Action Agenda formulated, to inform local and national development processes										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress as of 30 JUNE 2012			
		Y1	Y2	Y3			NATIONAL/ LOCAL	A Total amount Planned for the JP (US\$)	B Estimated Total amount Committed (US\$)	C Estimated Total Amount Disbursed (US\$)
1.1.1 Policy reviews completed on youth, employment and migration policies	1.1.1.1 Undertake policy reviews, situational analysis, stakeholder mapping and related studies				UNICEF	NYC	70,700	266,543	129,203	183%
					ILO	DOLE	30,664	30,664	30,538	100%
					IOM	DOLE	17,965	17,553	17,553	98%

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1.1.2 Strategy paper to incorporate policy recommendations from the youth and the stakeholders	1.1.2.1 Conduct 1 national policy and programme consultation, 4 local policy and programme consultations with youth, and at least 6 workshops and learning activities in each of the 4 target provinces to establish youth councils as institutional mechanism for youth participation				UNICEF	NYC	205,700	58,536	58,536	28%
	1.1.2.2 Conduct local consultations and consolidate policy recommendations				IOM	DOLE	130,645	130,654	125,977	96%

### MDG-F Monitoring Report

	1.2.3 Conduct inclusive stakeholder consultations among national government and non-government actors				ILO	DOLE	37,489	37,490	37,615	100%
	1.1.2.4 Consolidation of sectoral, national and local policy recommendations and drafting of a strategy paper on Youth, Employment and Migration, consensus building and adoption of NAA				ILO	DOLE	62,588	68,564	40,558	65%
1.1.3. Partners' reports on the inclusion and mainstreaming of the NAA from partners.	1.1.3.1 Advocate and influence partners to use the National Action Agenda in the next round of national and local development plans.  <b>(For implementation starting year 2)</b>				ILO	DOLE	55,040	39,988	35,931	65%

### MDG-F Monitoring Report

	1.1.3.2 Raise awareness of youth and advocate for the mainstreaming of life skills policies and programs			UNFPA	NYC	121,370	105,370	85,594	71%
	1.1.3.3 Conduct capacity building for LGUs on local economic development strategies, tools and approaches and on designing programs and projects on youth employment in rural areas of high migration pressure			ILO	DOLE	182,710	209,247	185,594	102%
1.1.4 Labor market statistics reflect youth employment and migration indicators	1.1.4.1 Conduct capacity building of planners and statistical offices on the development of indicators, analysis and management of labor market information on youth employment and migrant youth.  <b>(For implementation starting year 2)</b>			ILO	DOLE	143,224	107,180	75,356	53%
	<b>Output 1.1 Total</b>					<b>1,058,097</b>	<b>1,071,788</b>	<b>822,454</b>	<b>78%</b>

## MDG-F Monitoring Report

JP Output: 1.2 Localized policies and programmes on YEM through the setting of "One-Stop-Shop" Service and Resource Centers										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3				Total amount Planned (US\$)	Estimated Total amount Committed (US\$)	Estimated Total Amount Disbursed (US\$)
1.2.1 Frameworks and strategy for establishing one stop resource centers on YEM	1.2.1.1 Conduct stakeholder consultations toward the design and development of one stop service and resource center for youth employment and migration, and set-up a common resource collection of YEM-specific training tools				IOM	DOLE	65,034	65,034	59,568	92%
	1.2.1.2 Support the roll-out of YEM program and projects by NRCO				IOM	DOLE	159,288	159,288	146,350	92%

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	1.2.13 Provide training and technical support to the national and local stakeholders to deliver services and support to returning youth migrants, youth members of families left behind by overseas Filipino workers  <b>(For year 2 implementation)</b>			IOM	DOLE	147,920	147,920	107,213	72%
1.2.2 Information management system installed at the National Reintegration Centre and enhanced through data base, systems	1.2.2.1 Set-up the information management system and enhance capacity of the NRCO to manage the system  <b>(For implementation starting year 2)</b>			IOM	DOLE	46,805	46,805	38,051	81%

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1.2.3 Modules and IEC materials on safe migration for Pre-Employment Orientation (PEOS) and anti-illegal recruitment programmes (transferred from Output 2.2.1.2)	1.2.3.1 Mapping, consultation, scanning of the environment on IR, Trafficking and IM vulnerabilities of the youth			IOM	POEA	115,961	115,961	45,004	39%
	1.2.3.2 Development of youth-oriented module for the information campaign								
	1.2.3.3 Production and dissemination of information materials								
	1.2.3.4. Conduct of trainors training for PEOS, AIR and Anti-trafficking information programmes								
<b>Output 1.2 Total</b>						<b>535,008</b>	<b>535,007</b>	<b>396,186</b>	<b>74%</b>

## MDG-F Monitoring Report

JP Output: 1.3 Model mechanism established to channel remittances for the development of YEM initiatives										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3				NATIONAL/ LOCAL	Total amount Planned (US\$)	Estimated Total amount Committed (US\$)
1.3.1 Report on the design of the model mechanism and the results of pilot testing, including recommendations for refinement and institutionalization 1.3.1 Report on the design of the model mechanism and the results of pilot testing, including recommendations for refinement and institutionalization	1.3.1.1 Conduct study on possible mechanisms to channel remittances of overseas Filipino workers to local youth development				IOM	DOLE	28,055	28,056	24,825	88%

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	1.3.1.2 Conduct consultations and workshops with GOs, NGOs, towards evolving a model for productive use of remittances for youth employment				IOM	DOLE	120,642	120,642	82,006	68%
	1.3.1.3 Implement the model mechanism and test its efficacy in harnessing remittances for youth employment promotion				IOM	DOLE	383,081	383,081	201,620	53%
<b>Output 1.3 Total</b>							<b>531,778</b>	<b>531,778</b>	<b>308,452</b>	<b>58%</b>

## MDG-F Monitoring Report

JP Output: 2.1 Partnerships with the private sector, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3			NATIONAL/ LOCAL	Total amount Planned (US\$)	Estimated Total amount Committed (US\$)	Estimated Total Amount Disbursed (US\$)
2.1.1 Agreements concluded between private sector, NGOs and government to facilitate youth access to demand driven training, and non-discriminating job opportunities	2.1.1.1 Explore prospective public-private partnerships to assist local governments to identifying potentials, especially in sunrise sectors				ILO	LGUs	95,774	110,291	71,940	75%
	2.1.1.2 Provide assistance to youth undergoing on-the-job training in the private sector				UNICEF	LGUs	110,803	60,000	47,263	43%
<b>Output 2.1 Total</b>							<b>206,577</b>	<b>170,291</b>	<b>119,203</b>	<b>58%</b>

## MDG-F Monitoring Report

JP Output: 2.2 Labor market-responsive vocational and entrepreneurship skills training, with safe migration and life skills components, provided for poor and out-of-school youth										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3			NATIONAL/ LOCAL	Total amount Planned (US\$)	Estimated Total amount Committed (US\$)	Estimated Total Amount Disbursed (US\$)
2.2.1 TVET and entrepreneurship training programmes enhanced with life and skills, gender	2.2.1.1 Assess entrepreneurship potentials and conduct of skills survey among poor in the target areas				ILO	DOLE/TESDA	52,189	55,505	47,306	91%

### MDG-F Monitoring Report

	2.2.1.3 Design gender mainstreaming and life skills module for entrepreneurship training programmes <i>Revise to: Integrate gender sensitivity and lifeskills into technical vocational and youth entrepreneurship training programs</i>			UNFPA	DOLE (BWSC) /TESDA	92,500	92,500	58,344	63%
2.2.2 Instructional materials enhanced with YEM inputs	2.2.2.1 Review instructional materials and enhance it with entrepreneurship, gender sensitivity, life skills and safe migration			UNICEF/ <i>Change to UNFPA in partnership with Great Women Project with CIDA/TESDA</i>	TESDA	59,727 <i>Note: Entire amount to be reallocated by UNICEF for year 2 in Output 2.5</i>	n.a.	n.a.	n.a.

### MDG-F Monitoring Report

2.2.3 Corps of vocational trainers trained in delivery of enhanced programmes & use of instructional materials	2.2.3.1 Support the conduct of training for service providers in the delivery of enhanced tech voc programme and use of instructional materials in training out-of-school youth  <b>(For year 2 implementation)</b>			UNICEF/ <i>Change to UNFPA in partnership with Great Women Project with CIDA/TESDA</i>	TESDA	22,597	22,597 <i>Note: Remaining balance of 62,403 will be reallocated by UNICEF for year 2 in Output 2.5</i>	22,597	100%
2.2.4 Out-of-school youth trained using the enhanced TVET and entrepreneurship training programme and given microfinance assistance, as required	2.2.4.1 Train out-of-school youth in the four selected areas using YEM enhanced TECHNICAL VOCATIONAL and ENTREPRENEURSHIP training programme and instructional materials			ILO	DOLE BWSC and TESDA	923,174	838,585	626,050	68%

### MDG-F Monitoring Report

2.2.5 System for tracking training graduates established	2.2.5.1 Establish tracking system for vocational and entrepreneurship training graduates. Monitor results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum <b>(For Year 2 Implementation)</b>			ILO	DOLE BWSC and TESDA	67,210	76,103	29,950	45%
<b>Output 2.2 Total</b>						<b>1,157,670</b>	<b>1,085,290</b>	<b>784,247</b>	<b>68%</b>

## MDG-F Monitoring Report

JP Output: 2.3 Gender Sensitive entrepreneurship education mainstreamed in public secondary education										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3			NATIONAL/ LOCAL	Total amount Planned (US\$)	Estimated Total amount Committed (US\$)	Estimated Total Amount Disbursed (US\$)
2.3.1 Curriculum and training materials in public secondary education enhanced with entrepreneurship, life skills, gender and safe migration a) Module on Entrepreneurship	2.3.1 Integrate life skills into secondary school curriculum and ensure that entrepreneurship, gender sensitivity & safe migration are mainstreamed. Revise existing modules and instructional materials to integrate entrepreneurship, gender sensitivity & safe migration									
	2.3.1.1 Enhance existing entrepreneurship module in the Career Pathways Program and implement in participating schools				ILO	DepEd	58,623	58,477	58,699	100%

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b) Module on gender mainstreaming and life skills	2.3.1.2 Identify appropriate entry points to integrate life skills into secondary school curriculum and design module <i>Revise phrasing to: Integrating gender-sensitivity and life skills into the entrepreneurship curriculum of public secondary level education</i>			UNFPA	DepEd	89,500	73,087	43,862	49%
c) Module on safe migration	2.3.1.3 Identify appropriate entry points to integrate safe migration into secondary school curriculum and design module			IOM	DepEd	95,032	86,932	67,068	71%
Youth trained under the enhanced secondary school curriculum	2.3.2.1 Monitor the results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum <b>(For year 2 implementation)</b>			ILO	DepEd	56,464	26,695	27,728	49%
<b>Output 2.3 Total</b>						<b>299,619</b>	<b>245,191</b>	<b>197,357</b>	<b>66%</b>

MDG-F Monitoring Report

JP Output: 2.4 Employment services, including career guidance, referral and tracking services offered to promote youth employment										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3				NATIONAL/ LOCAL	Total amount Planned (Year 1&2 Budget July 2009- June 2011) (US\$)	Estimated Total amount Committed (US\$)
2.4.1 Assessment reports in four LGU project areas	2.4.1.1 Assess existing local employment services in four LGU project areas in terms of gender sensitivity; labor market responsiveness and identify gaps relative to enhancing youth employability and identify sectors where youth employment can be promoted.				ILO	DOLE	27,514	27,514	27,556	100%

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2.4.2 Data base established to track job opportunities	2.4.2.1 Set up a mechanism for coordinating and networking among employment and private sectors of the poor youth to aid in identifying and tracking job opportunities in the labor market and ensure interconnectivity of PESOs in target areas surrounding urban growth areas. <b>(For implementation year 2)</b>			ILO	DOLE	85,474	70,126	42,409	50%
2.4.3 SMS-based information campaign operational	2.4.3.1 Establish SMS-based YEM information dissemination campaign through the NRCO			IOM	DepEd	42,882	42,882	14,893	35%
<b>Output 2.4 Total</b>						<b>155,871</b>	<b>140,522</b>	<b>84,857</b>	<b>54%</b>

MDG-F Monitoring Report

JP output: 2.5 Inclusive approaches to basic education (secondary level) promoted to reach disadvantaged youth and improve school participation and retention rates										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3			NATIONAL/ LOCAL	Total amount Planned (Year 1&2 Budget July 2009-June 2011) (US\$)	Estimated Total amount Committed (US\$)	Estimated Total Amount Disbursed (US\$)
2.5.1 Most disadvantaged youth, including children of OFWs, receive secondary education and/or stay in school	2.5.1.1 Provide education, IEC materials and psychosocial support services to the poor and vulnerable, such as basic school supplies for Open High School studies; learning packages and TLE equipment and consumables; self-learning modules for out-of-school youth (EASE modules); consumables for entrepreneurship projects of students				UNICEF	DepEd	552,920	275,069	275,069	50%

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2.5.2 Additional number of teachers, counsellors, PTA members trained	2.5.2.1 Conduct of training for teachers, guidance counsellors and Parents-Teachers-Community Associations on mentoring, counselling, support systems, innovative skills				UNICEF	DepEd	362,017	306,702	306,702	85%
2.5.3 Subsidy fund for disadvantaged children of OFWs established at NRCO	2.5.3.1 Establish a supplemental education subsidy fund in local pilot areas, to cater disadvantaged youth, with special focus on children of migrant workers who do not meet the requirements of existing programs.				IOM	DOLE	261,864	270,370	269,969	103%
<b>Output 2.5 Total</b>							<b>1,176,801</b>	<b>852,140</b>	<b>851,740</b>	<b>72%</b>

**NOTE: The amount reflected herein was taken from the color-coded Annual Workplan as of June 2012.**

## MDG-F Monitoring Report

### SECTION II: Joint Programme Progress

The second section of the report is intended to shed light on the major advances and difficulties of the Joint Programme. It also aims to collect information on two important objectives that all joint programmes are contributing towards (interagency work, delivering as One and Development effectiveness as described by the Paris Declaration and the Accra Action Agenda).

a. Narrative on progress, obstacles and contingency measures

Please provide a brief overall assessment (250 words) of the extent to which the joint programme components are progressing in relation to expected outcomes and outputs, as well as any measures taken for the sustainability of the joint programme during the reporting period. Please, provide examples if relevant. Try to describe facts avoiding interpretations or personal opinions. **(as of June 2011)**

#### **Progress in Outcomes/Output: (as of 30 June 2011)**

After six (6) months from January 2012 to June 2012, the Joint Programme is now able to demonstrate significant achievements despite the challenges it faced.

**Outcome 1:** On Improved Policy Coherence and Implementation of youth employment and migration initiatives. **On Output 1.1** National Action Agenda (NAA) formulated to inform national and local development processes. In developing the NAA, a policy brief on Key Youth Employment and Migration issues was developed with the Department of Labor and Employment (DOLE) Institute for Policy Studies. In addition, a national assessment on the situation of Filipino Youth was prepared by the National Youth Council and a paper on the Youth Employment and Migration Nexus was developed by the Scalibrini Migration Center. The finding of these documents including a series of nationwide inter-government and multi-sectoral consultations served as the basis for the development of the Strategy Paper Alternative Pathways: Towards Charting an Actionable Framework for Youth Employment and Migration adopted by the DOLE as part of the National Labor and Employment Plan and presented to Philippine President Benigno Aquino III during International Youth Day in August 2011. To operationalize the strategy paper, a National Action Plan for Youth Employment and Migration (NAP YEM) is in the final stage of development and will be adopted by the inter-agency Cabinet Cluster on Human Development and National Youth Commission as an annex to the National Youth Development Plan (2012 – 2016). At the local level, two provinces – Antique and Agusan Del Sur, developed their provincial youth development plans together with local youth groups, and used to influence the development of provincial youth programmes. In addition, after conducting an Assessment of Existing Capacities and Training Needs of local government units in the MAMA (Masbate, Antique, Maguindanao, and Agusan Del Sur) pilot provinces.

Eighty eight (88) Local government units and national government agency representatives (39 female, 49 male) trained on empowering Leaders in LED, policy development and analysis, project management, public financial management and resource mobilization, and entrepreneurship development for the youth. Outputs of the capacity building program on LED will be completed and adopted by local government units in October 2012. These include a) programs and projects on youth employment incorporated in local development plans; b) LED Team established in each project site; c) Policy papers and local legislations on LED; d) Sustainability schemes and partnerships to replicate and upscale LED initiatives. Provincial Labor Force Survey in Antique and Agusan del Sur on-going and will be completed in July 2012; it supports NSO to generate provincial level estimates of key labour market data and decent work indicators.

## MDG-F Monitoring Report

### Cont'd: Progress in Outcomes/Output:

**Output 1.2** Three (3) out of Four (4) One-Stop Shop Resource Centres (OSRC), known locally as Youth and Migrant Centres, were renovated and refurbished and provided with computer equipment and training center. Two (2) of these OSRCs were formally created through local provincial ordinances endorsed by the *Sanguniang Panlalawigan*, the local legislative body in the province. This guarantees that full-time staff and resources will be allocated annually. In addition, a Memorandum of Understanding (MOU) agreeing to share time and space of the OSRC was signed by the key government agencies to provide services on case management of reports on illegal recruitment and trafficking, financial literacy for families left behind by OFWs, Pre-Employment Orientation Seminar, and other services for disadvantaged youth, children and families left behind by OFWs, and other clients.

Campaign Against Illegal Recruitment, Trafficking and Irregular Migration (CAIRTIM) was launched in three (3) MAMA provinces – Antique, Masbate and Agusan del Sur. 40 officers and staff of POEA enhanced their capacity and knowledge in carrying out CAIRTIM campaign. In addition, 68 trainers from Masbate and Antique trained on Pre-Employment Orientation Seminar (PEOS) Training of Trainers, 123 Prosecutors, Police Officers, Media Partners, government officials in Antique and Masbate benefitted from Law Enforcers' and Prosecutors' Training on Illegal Recruitment; and 749 students, out-of-school youths (OSYs), Family of OFWs, youth entrep and techvoc graduates benefitted from eight (8) PEOS conducted in Masbate and Antique.

**Output 1.3** four (4) pilot **Model Mechanisms** to channel remittances for local enterprises, were developed among former Overseas Filipino Workers (OFWs) and families left behind. Capacity building and linkaging activities were provided to returning migrant and families as follows: 146 OFWs and OFW family members trained on (group) enterprise development initiatives: muscovado, rubber, water hyacinth, goat raising; 75 local partners strengthened capacities to improve business development services in Antique, Masbate and Agusan Del Sur.

Significant progress has also been made on **Outcome 2**: Increased access to decent work for poor young men and women. Under **Output 2.1** Assessment of the Local Economy in the four MAMA sites have been completed with the conduct of the LED summit to identify partnerships with the private sector, civil society groups and micro-finance institutions; Four Public-Private Partnership (PPP) Fora conducted that resulted in: 115 partnership agreements and 115 commitments made by public and private sectors to provide on-the-job training (OJT) and post training services for 2,000 OSYs trained. On **Output 2.2** In partnership with TESDA, Philippine Commission on Women (PCW) and Great Women Projects of Canadian International Development Authority (CIDA), gender sensitive techvoc curriculum and training materials were finalized, and capacity of trainers on the use of the gender sensitive curriculum and training materials strengthened.

## MDG-F Monitoring Report

### **Output 2.2 :Cont'd**

Assessment of entrepreneurship potentials and technical vocational skills of disadvantaged youth in the 4 pilot provinces completed. Results served as bases to design training programs of the on-going entrepreneurship and technical vocational skills training. The Trainer's Guide and Workbooks on Generate Your Business and Start Your Business (SIYB) were completed and for publication. Accomplishments are as follows: 76 partnership agreements and 115 commitments made by public and private sectors to provide on-the-job training (OJT) and post training services for 2,400 OSYs during the Public-Private Partnership Fora for Youth Employment; 472 youth (196 female, 276 male) out of target 400 youth disadvantaged youth trained on entrepreneurship using SIYB in the four MAMA province; 101 youth out of 240 targeted disadvantaged youth with feasible business plans received starter kits; 139 youth to receive starter kits in July-August 2012; 79 youth out of 96 targeted disadvantaged youth established microenterprises; 2,000 out of 2,000 targeted youth provided with technical vocational skills training. 1,329 youth (543 female, 786 male) out of targeted 2,000 completed on-the-job training. 1,263 youth (486 female, 777 male) out of targeted 2,000, completed technical vocational skills training to include on-the job training; 725 to complete training by 1st week of August 2012. Out of 1,100 youth graduates (55% target of 2,000 trained), 154 employed (47 female, 107 male).

In terms of providing interventions for mainstreaming gender in the secondary education entrepreneurship education curriculum, the programme has provided under **Output 2.3** training of 1<sup>st</sup> year high school CPTLE teachers in the use of the entrepreneurship curriculum enriched with gender, life skills and safe migration has been rolled out to first year public secondary school students in three provinces, Antique, Agusan Del Sur and Masbate. Training of 2<sup>nd</sup> year high school CPTLE teachers was conducted on the use of the entrepreneurship curriculum Know About Business (KAB) modules of ILO, as instructional materials on entrepreneurship. A Memorandum of Agreement signed by ILO-International Training Center and Department of Education to use Know About Business (KAB) modules as instructional materials on entrepreneurship under the Career Pathways-Technology and Livelihood Education (CP-TLE) program by public high schools in the country. Provided entrepreneurship training for 95 (74 female, 21 male) teachers, teacher trainers and supervisors from 4 pilot provinces and 17 regions across the country. Enriched 1st year level CP-TLE curriculum with gender-sensitivity, life skills and safe migration was pilot tested in selected schools in 4 pilot provinces in partnership with the Department of Education. Representative of Department of Education and the National Project Coordinator shared Philippine experience in mainstreaming KAB into and implementing CP-TLE in Vietnam.

On **Output 2.4** the completion of the assessment of the local employment services for the four MAMA sites was completed. The assessment will provide the basis for capacity building interventions towards institutionalization of the Public Employment Service Offices (PESOs) and the integration of One-Stop Shop Resource Center on migration as a core service of the PESO; and setting up a mechanism for coordinating and networking among employment and ensuring interconnectivity of PESOs. The programme also developed PESO Star-up Guide as key reference by DOLE and local government units to institutionalize PESO. This supports advocacy of DOLE to institutionalize PESO as its key employment facilitation reform and to improve access to employment opportunities. 26 representatives (15 female, 11 male) of DOLE and PESO from 4 pilot provinces trained on basic employment services covering labour market information (LMI), referral and placement, and guidance and counselling. It provided hands-on exercise on the Phil-JobNet Online System, the labour market information portal of the Philippine government and as database to track job opportunities for PESO clients including disadvantaged youth. Provincial and selected municipal PESO and DOLE provincial offices in four project sites provided with equipment to set-up database / operationalize Phil JobNet to match supply with job opportunities for youth trained in entrepreneurship and technical vocational skills.

## MDG-F Monitoring Report

### **Cont'd: Progress in Outcomes/Output:**

On **Output 2.5** Estimated 13,000 students (based on SY 2011-12 enrolment) benefitted from improved CP-TLE laboratories in 15 pilot schools, with 28 sets of TLE equipment provided as of SY 2011-2012. There was a recorded decrease in drop-out rates in 7 out of the 15 pilot schools under the joint programme through policy and programme interventions to include the enrichment of the handbook on Open High School and Dropout Reduction Programme, and DepEd Orders providing the teachers service credits and the legal basis to extend services beyond 6 hours a teaching load to Students at Risk of Dropping Out (SARDO); c) capacity building interventions to strengthening delivery of Alternative Delivery Modes (ADM) of education for teachers and guidance counsellors; d) a total of 748 education subsidy slots were provided for SY 2010-2011 and SY 2011-2012 to 2<sup>nd</sup> year to 4<sup>th</sup> year high school students of which 641 are students at risk of dropping out, 74 are children of OFWs, and 33 are former out-of-school youth. 66 of the scholars were among the top 10 students in their class while 10 ES scholars also availed of entrepreneurship training.

### **Measures taken for the sustainability of the joint programme:**

To ensure sustainability, the joint programme developed the Exit Strategy and Sustainability Plan (ESSP) to map out entry points for policy and programme interventions at the national and local government level working with existing government structures, systems and programmes. Best practices and success stories will be documented and shared during lessons learned series and AIM policy consortium and in existing knowledge management portals AP YouthNet, UNCT agencies websites and Youth and Migration Resource Centers in the four (4) provinces. See Annex I – Exit Strategy and Sustainability Plan approved by the Programme Management Committee.

**Output 1.1** - The development of the Youth Employment and Migration Strategy Paper “Alternative Pathways: Towards Charting An Actionable Framework” and the National Action Plan on Youth Employment and Migration (NAP YEM) is aligned with the government’s Philippine Development Plan (2011-2016) prepared by the National Economic Development Authority (NEDA), the National Labor and Employment Plan (2011 – 2016) prepared by the Department of Labor and Employment (DOLE) and National Youth Development Plan prepared by the National Youth Commission (NYC). The NAP YEM has been adopted by NYC and annexed to the Youth Development Plan (2012 – 2016). The NAP YEM will be an operational plan outlining the different contributions of various government agencies within the seven strategies identified. An inter-agency coordination body led by NYC will be convened to monitor commitments made under the NAP YEM to include Mid-Year Performance Assessment (MYPA) in preparation for the budget hearing, in July 2012. The NAP YEM will be present for adoption to the Social Development Cabinet Cluster of National Economic and Development Authority (NEDA). From the private sector, UNICEF will support academe-led initiative for multi-sector partnership to create Policy Research Consortium on Youth, Youth Employment and Youth Migration Issues with Asian Institute of Management (AIM) Policy Center. On institutionalizing Local Economic Development (LED), programs and projects on youth employment in the context of local economic development incorporated in local development plans of the four provinces.

The on-going Provincial Labor Force Survey in Antique and Agusan del Sur supports NSO to generate provincial level estimates of key labour market data and decent work indicators and replicate the conduct of the survey in other provinces across the country.

## MDG-F Monitoring Report

### Cont'd: Progress in Outcomes/Output:

#### Measures taken for the sustainability of the joint programme:

Another sustainability and exit strategy being reviewed by the joint programme is the linking up with existing international development agencies for potential funding. On sustaining the Campaign Against Illegal Recruitment Trafficking and Irregular Migration (CAIRTIM), Exploratory discussions with AusAid are underway for a multi-media community based campaign to increase awareness in Maguindanao province where the cases of illegal recruitment and trafficking are higher.

**Output 1.2 and 2.4** institutionalize the Public Employment Service Office and One Stop Shop Resource Centers (PESO/OSRC) at the provincial level which will mandate full-time staff and professionalize the provision of employment services and information on illegal recruitment trafficking, and support services for safe migration.

**Output 1.3** Study on Model Mechanisms to Channel Remittances for Enterprise Development (CRED) will be shared during lessons learned conferences while OFW cooperatives will be linked to micro-finance institutions and organizations that provide business development services.

**Output 2.1** DOLE, TESDA and PLGUs have forged partnerships between public and private sector in the MAMA provinces on providing on-the job training and employment opportunities to the youth techvoc graduates. The programme will also explore other source of funding within the province to sustain provision of OJT allowances for disadvantaged youth in the province. To date, the province of Antique has extended support for entrep and techvoc graduates by enrolling them in the *Pangkabuhayan* (livelihood) programme which will provide starter kits. The Governor of Agusan Del Sur has also committed Php 2 million for increasing the number of disadvantaged youth trained on entrep and techvoc.

**Output 2.2** TESDA will also adopt nationwide through Memorandum Circular to include and mainstream in the TVET Training module Gender Sensitivity Training (GST). In addition, the conduct of Training of Trainers on Entrepreneurship Development is aligned to TESDA's plan of integrating entrepreneurship development in technical vocational education and training (TVET) programs. TESDA has provided counterpart fund to the training. It is looking at three (3) possible approaches to mainstream entrepreneurship in its existing training programs: a) integration of SIYB modules in existing competency-based curriculum; b) use SIYB in the entrepreneurship elective courses; c) provide entrepreneurship training and post training to target recipients of TESDA *Specialista Technopreneurship* Program (TSTP) that is implemented nationwide.

DOLE and TESDA-ARMM have committed to sustain entrepreneurship training programmes to disadvantaged youth beyond the four pilot provinces of the Joint Programme. Through a DOLE Administrative Order, Start and Improve Your Own Business (SIYB) entrepreneurship training programme will be adopted. Lastly, DOLE and TESDA will institutionalize tracking systems and continue monitor progress of the training graduates.

## MDG-F Monitoring Report

### **Cont'd: Progress in Outcomes/Output:**

**Output 2.3** The DepEd will issue a Memorandum Circular on the use of 2010 Secondary Education Curriculum (SEC) which will include the use of the enhanced CP-TLE curriculum nationwide.

**Output 2.4** The DOLE Bureau of Local Employment has adopted the PESO Starter Kit to be used by the local government units to institutionalize PESO nationwide. Supports advocacy of DOLE to institutionalize PESO as its key employment facilitation reform and to improve access to employment opportunities

**Output 2.5** Alternative Delivery Mode (ADM) budget includes Php 50,000 (approximately \$1,200) seed capital for Income Generating Projects under the government's 2013 General Appropriations Act (GAA). Specific activities piloted by YEM on Drop Out Reduction Programme (DORP) and Open High school Program (OHSP) are included in Bureau of Secondary Education (BSE) work and financial plan for FY 2012 and onwards. 54 TLE teachers from 12 pilot schools (Masbate, Agusan del Sur and Maguindanao) gained enhanced TLE skills thru specialized tech-voc training as of May 2012. Extra-budgetary support for increasing educational subsidies for disadvantaged youth and students at risk of dropping out will be explored.

## MDG-F Monitoring Report

**Are there difficulties in the implementation? What are the causes of these difficulties? Please check the most suitable option**

b.

- UN agency Coordination
- Coordination with Government
- Coordination within the Government (s)
- Administrative (Procurement, etc.) /Financial (management of funds, availability, budget revision, etc)
- Management: 1. Activity and output management 2. Governance/Decision making (PMC/NSC) 4. Accountability
- Joint Programme design

c.

- External to the Joint Programme (risks and assumptions, elections, natural disaster, social unrest, political dynamics, etc)
- Other. Please specify:

- a. Please, briefly describe (250 words) the current difficulties the Joint Programme is facing. Refer only to progress in relation to the planned in the Joint Program Document. Try to describe facts avoiding interpretations or personal opinions.

In general, coordination with government implementing partners has been smooth and regular, with a common ownership and understanding of the outcomes, output and targets as well as delineation of roles in achieving joint programme results. As lead government implementing partner, the Department of Labor and Employment (DOLE) with the guidance of USec. Lourdes Trasmonte, has provided the technical, administrative and secretariat support for the smooth implementation of the programme interventions within the mandate of DOLE offices both at the national and regional level. This is manifested in the regular attendance of the Undersecretary, and representatives of DOLE Bureaus, during Programme Management Committee meetings including National Steering Committee meetings. DOLE has also demonstrated support for achieving results through memos/letters to follow up deliverables and submission of reports. Coordination between the DOLE national offices with the Regional Offices has significantly improved. A system for coordination at this level was reinforced within the DOLE. Coordination with non-DOLE agencies such as the National Youth Commission (NYC), National Economic and Development Authority (NEDA), Department of Trade and Industry (DTI), has also been effective. This can be attributed to regular coordination both at the technical and strategic level. Coordination at the Provincial level was also strengthened with the presence of IOM Field Coordinators who are based in the pilot provinces.

## MDG-F Monitoring Report

### ***Cont'd:***

#### ***Difficulties Encountered***

- 1) Joint Field Monitoring of Output 2.3 CPTLE and Output 2.5 – Inclusive Approaches to Basic Education was delayed. Coordination with the Department of Education (DepEd) has become troublesome in the last 6 months with the change of focal person and subsequent lack of attention to the implementation of Output 2.3 and Output 2.5. This is primarily due to the Department's priority of rolling out the Kindergarten to 12 (K to 12) programme for SY 2012 - 2013. The **K to 12 Program** covers kindergarten and 12 years of basic education (six years of primary education, four years of junior high school, and two years of senior high school [SHS]) to provide sufficient time for mastery of concepts and skills, develop lifelong learners, and prepare graduates for tertiary education, middle-level skills development, employment, and entrepreneurship. The adoption of the program is in response to the need to improve the competitiveness of the country's graduates as the current ten-year basic education cycle is seen as inadequate for work and higher education.
- 2) PESO Institutionalization and Operationalization of PhilJobnet to track and match youth trained with demand for labor needs is delayed. This can be attributed to the a) lack of a local legislation; b) changes in personnel assigned to the PESO; c) limited resources of the provincial government; d) lack of capacity to provide employment services to clients.
- 3) TESDA, TESDA ARMM, DOLE and PLGU needs to increase employment matching of training graduates through the PESO and in partnership with the private sector by converting commitments into partnership agreements. They also need to operationalize tracking system for entrepreneurship and techvoc graduates to monitor status in the next 3 – 6 months.
- 4) Delay in completion of Local Economic Development (LED) outputs at provincial level will require extension of consultant's contract to October 2012.

#### ***Administrative/ Financial / Joint Programme Design***

- 1) The 4-month delay in the downloading of funds above US\$ 30,000 for Entrepreneurial and Technical Vocational training caused by the changes of procurement documentation requirements was resolved in August 2011 and the funds were downloaded to the provincial offices. However, this caused a domino effect and the delayed the release of starter kits for youth trained on entrepreneurship and whose business plans were approved. This problem was compounded by the internal administrative bureaucracy and the increased workload of DOLE provincial and regional offices(also include national office). This challenge was eventually overcome after numerous follow-up and demands made by the DOLE Undersecretary to fast track the release of the funds.

## MDG-F Monitoring Report

### ***Cont'd: Coordination within Government***

- 2) OJT allowances had not yet been released by the PLGUs due to non-liquidation and/or non-request of new funds. Based on the joint programme design, the Techvoc training component is under the ILO component in Partnership with TESDA while the On-the-Job Training (OJT) allowances for Techvoc trainees is with UNICEF in partnership with the Provincial Social Welfare and Development Offices (PSWDO). The procurement procedures and the timeliness of the release of funds from the UNCT agencies to 2 different government entities has become a bottleneck in the implementation of Output 2.1.

- b. Please, briefly describe (250 words) the current external difficulties (not caused by the joint programme) that delay implementation. Try to describe facts avoiding interpretations or personal opinions.

### **External difficulties in the implementation of the joint programme are as follows:**

- 1) Despite the signing of the Memorandum of Agreement which led to the creation of the Provincial Programme Coordinating Body (PPCB), multi-sectoral and inter-agency body responsible for the coordination of programme interventions at the local level, the PPCB in some of the provinces have not been meeting regularly due to the multiple activities being implemented by the different JP YEM components as part of the Catch – Up Plan. In addition, location and distance of partners far away from the provincial capital and limited access to internet have resulted in limited coordination and weakened communication lines. This situation is aggravated when change in political leaderships and “political dynamics” are taken into play as in the case of DOLE ARMM and Maguindanao province.
- 2) Since the pilot Provincial Labor Force Survey to be conducted by the National Statistics Office was postponed to May 2012, there will be not enough time to compare results, validate, and use preliminary data gathered by the National Statistics Office (NSO) for policy making at national and local level, unless an extension is granted.

## MDG-F Monitoring Report

Please, briefly explain (250 words) the actions that are or will be taken to eliminate or mitigate the difficulties (internal and external referred B+C) described in the previous **text boxes b and c**. Try to be specific in your answer.

In the May 2012 Programme Management Committee (PMC) meeting, it was agreed that monthly meetings will be convened to monitor the progress of the joint programme and provide immediate solutions to difficulties encountered as enumerated above. The Department of Labor and Employment (DOLE) has been coordinating within its bureaus and with its Regional Offices to ensure that reporting mechanisms are strengthened internally. A Memorandum was sent by USec. Lourdes Trasmonte to the DOLE Regional Directors requesting full support in the implementation of the joint programme at the provincial level and ensure fast tracking of critical activities dated 28 November 2011. The Joint Programme Coordinator and Programme Managers and Field Coordinators are also working closely with the respective DOLE bureaus, DOLE Regional and Provincial Offices and local partners to ensure that information flow on difficulties encountered and JP YEM progress is made available in a timely manner.

On the delay in the delivery of specific outputs raised, a request for a no-cost extension was made by the PMC to the National Steering Committee to allow more time for programme implementation of major output till July 2012. This was approved by the National Steering Committee in a memo dated 8 June with the following justification.

- 1.1. Conducting the Final Evaluation after July will include sharing of lessons learned and good practices after the implementation period;
- 1.2. Since the Youth Labor Force Survey was postponed to May 2012, an extension will allow enough time to compare results, validate, and use preliminary data gathered by the National Statistics Office (NSO) for policy making at national and local level;
- 1.3. Production and distribution of information and education campaign materials and strengthening capacity in the four pilot provinces for the Campaign Against Illegal Recruitment Trafficking and Irregular Migration (CAIRTIM) in partnership with the Philippine Overseas Employment Administration (POEA);
- 1.4. Provision of “after-launch” support services to enterprises developed as model mechanisms to channel remittances (e.g. mentoring, access to additional funding);
- 1.5. Tracking of public-private partnership linkages for job employment of technical vocational skills with the Technical Vocational Skills Development Authority and entrepreneurship graduates; and
- 1.6. Monitoring and evaluation of interventions to reduce drop-out rates with the Department of Education which will run parallel with the final evaluation

## MDG-F Monitoring Report

### ***Administrative/ Financial***

On the delay in the release of the starter kits, this challenge was eventually overcome after numerous follow-up phone calls and memos made by the DOLE Undersecretary Trasmonte to fast track the release of the funds to the youth beneficiaries who have feasible business plans.

On the OJT allowances, since all techvoc trainees need to undergo OJT to complete their course and graduate, TESDA and TESDA ARMM advanced the allowances to mitigate the situation and meet the targeted number of graduates. The allowances will be reimbursed once the funds from UNICEF have been requested by the PSWDO and transferred. UNICEF has been requested to work closely with the PSWDOs to iron out the detail of the liquidation, and process of requesting the direct fund transfer.

### ***External Difficulties***

- 1) Orientation and regular updating and coordination with the new Regional Governor of the Autonomous Region in Muslim Mindanao, the DOLE ARMM Secretary and Assistant Secretary who has been working closely with the JP YEM in the province of Maguindanao were conducted. They have been invited to participate in the regular PMC meetings.
- 2) The contract for the conduct of the Labor Force Survey was signed 16 March 2012 and is expected to be completed on 30 November 2012.

## MDG-F Monitoring Report

### b. Inter-Agency Coordination and Delivering as One

The MDG-F Secretariat asks the office of the Resident Coordinator complete this subsection, briefly commenting on the joint programme, providing its perspective from within the broader country context. The aim is to collect relevant information on how the joint programme is contributing to inter-agency work and Delivering as One.

You will find some multiple choice questions where you can select the most appropriate to the case, text boxes to provide narrative information and 2 indicators on common processes and outputs to measure interagency coordination. These indicators have been already used to measure progress on the One UN pilot countries. Please, refer to the examples in the subsection to complete the information requested.

- Is the Joint Programme still in line with the UNDAF? Please check the relevant answer

Yes  No

- If not, does the Joint Programme fit into the national strategies?

Yes  No

If not, please explain:

What types of coordination mechanisms and decisions have been taken to ensure joint delivery? Are different joint programmes in the country coordinating among themselves? Please reflect on these questions above and add any other relevant comments and examples if you consider it necessary:

As reported in December 2010, the Joint Programme MDG F 1942 has established coordination mechanisms to include monthly Technical Working Group (TWG) meetings, quarterly Programme Management Committee meetings and Annual Assessment and Planning Workshops (held at the end of June 2011). In May, the PMC decided to conduct monthly meetings to ensure that progress is monitored more frequently also given that it is in the final stage of implementation. The results of which are presented in the National Steering Committee Meetings and Special UNCT meetings on MDG F Achievement Fund.

Regular feedback mechanisms are made by each UN agency and government Implementing Partner by preparing highlights of meetings, mission reports and workshop documentation to ensure that reports are circulated to all members. For example, results of the joint programme Mid-Term Review was shared to all PMC members and comments were consolidated and provided to the MDG F Secretariat.

The UN Coordination Office under the Resident Coordinator facilitates the sharing of learning and/or lessons across the four (4) joint programmes within the Philippines. Monthly Joint Programme Coordinator meetings were convened by the UN Coordination Office. A joint field visit was organized with the PMC members in July 2011 to visit other joint programmes in Agusan Del Norte and Agusan Del Sur. While in February 2012, PMC Chair, Usec Trasmonte visited Antique together with the MDG F Secretariat.

## MDG-F Monitoring Report

**Cont'd:**

Last 27 May 2012, the JPC attended the **MDG F Joint Programme Coordinators and Managers' Evaluation and Annual Planning Workshop/Session**. The workshop was able to assess the strengths and weaknesses of the past MDG F joint activities. This served as the basis for the development of the joint MDG F Workplan which would be led by the Office of the UN Resident Coordinator in collaboration with the MDG F Focus Country Initiative and the four (4) MDG F joint programmes in the Philippines, one of which is the joint programme on youth employment and migration.

There are initial efforts by the UN in the Philippines to look into developing a joint programme for youth employment in the Philippines as part of the Joint Implementation Plan of the UNDAF. Also, the Philippine Government is exploring to develop a convergence programme between DOLE, TESDA, DepEd, Commission on Higher Education (CHED), and other related government agencies to address the youth employment challenge.

**Please provide the values for each category of the indicator table described below:**

<b>Indicators</b>	<b>Baseline</b>	<b>Current Value</b>	<b>Means of Verification</b>	<b>Collection methods</b>
Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDG-F JPs.	None Established	One (1) Harmonized Approach to Cash Transfer (HACT) is jointly adopted by the UNCT Agencies. This provide standard reference rates for Daily Subsistence Allowances, Transportation, and professional fees	JPC Monitoring Progress reports	Review of financial and administrative processes
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs.	None Established	Four (4) joint analytical work i.e. Policy review, YEM Strategy paper, Youth Migration Study	Knowledge materials/publications	Reports, Surveys, FGDs, Interviews

## MDG-F Monitoring Report

<p>Number of joint missions undertaken jointly by UN agencies for MDG-F JPs.</p>	<p>None Established</p>	<p>Three (3) joint missions: Monitoring and Evaluation of CPTLE tools, JP YEM Mid-Term Evaluation, and MDG F Secretariat Field visit to attend LED Summit and Prosperidad National High School</p>	<p>Documentation of JP YEM Assessment and Planning Workshops</p>	<p>Mission Reports</p>
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Please provide additional information to substantiate the indicators value (150 words). Try to describe qualitative and quantitative facts avoiding interpretations or personal opinions.

On HACT, the UN ExCom agencies, namely UNICEF, UNFPA (together with UNDP) are both using a common framework called the Harmonized Approach to Cash Transfers or HACT. It is a common operational framework for transferring cash to government and non-government Implementing Partners. As such, under the JP YEM, UNICEF and UNFPA uses HACT as a basis for transferring funds to JP YEM partners, such as NYC, DepEd, TESDA and the Provincial LGUs.

Unlike UNICEF and UNFPA who requires an MOU and Annual Workplan, ILO uses a Service Contract with government agencies to approve the amount that will be transferred. Another difference is that ILO does not conduct micro-assessment of its partners. Instead, it relies on the micro-assessment conducted by UNICEF of common partner organizations who are considered high-risk.

On Joint Analytical Work, to date, there are four major documents produced under the joint programme. *First* is the policy review study Youth Employment and Migration: Key Policy Issues prepared by Fernando Aldaba and Alvin Ang summarizes the issues surrounding the relatively high unemployment and underemployment rates among youth people ages 15 to 24 years old. The study highlights the supply, demand and institutional factors that lead to the skills mismatch. This serve as an input to the development of the *second* joint analytical work captured in the YEM Strategy Paper which highlights the seven point The strategies followed three key themes: (1) Economic and Social Inclusion, (2) Rights and Social Protection and (3) Dialogue and Diversity. Of this, a seven-point strategy was developed to include the promotion of employment rich opportunities, realization of responsive education, training, and career coaching modalities, improvement of labor market information systems, strengthening of worker’s rights awareness and social protection initiatives, harnessing migration gains and minimize its risks, providing meaningful voice and representation and promotion of culture and heritage appreciation. Third is the Youth Migration Study, prepared by the Scalibrini Migration Study. This is the very first attempt to look at the youth profile of migration both local and external migration in the country.

## MDG-F Monitoring Report

The Joint Programme Coordinator conducts quarterly visits to the four (4) MAMA pilot provinces to monitor and witness the programme interventions on the ground.

Joint missions are as follows: a) Monitoring and Evaluation of the use of the CPTLE tools in the 12 JP YEM schools was conducted last January 2011. Results of the assessment showed that the CPTLE teachers in the three public secondary schools in Maguindanao were not using the enhanced curriculum. It was later on found out that, the entire secondary education curriculum was not being used by the DepEd in the Autonomous Region in Muslim Mindanao (ARMM); b) Mid-Term Evaluation in April 2011 was participated in by JPC with UNICEF and IOM Field Coordinators in Antique. Results of which were included in the MTE report; c) the MDG F Secretariat led by Layla Saad and UN Millennium Campaign Director Minar Pimple were part of a joint mission to visit Prosperidad, Agusan Del Sur and meet with the provincial governor; d) National Steering Committee joint field visit was organized in July 2011 in Sibagat National High School, Agusan Del Sur. This provided an opportunity for the JP YEM to also learn from the joint programmes on Climate Change Adaptation and Democratic and Economic Governance.

In the February 2012, a field visit by the NSC and MDG F Secretariat was organized in Antique to attend the Public-Private Partnership (PPP) Forum and dialogue with youth beneficiaries in the Provincial Youth and Migrant Center. MDG F Secretariat led by Sophie De Caen and Paula Pelaez and Usec. Lourdes Trasmonte listened to the achievements of the province in technical vocational training and entrepreneurship training. The Center was the venue of the dialogue between the techvoc trained youth, educational subsidy beneficiaries and members of OFW Family Circles.

In May 2012, the JPC attended the JP YEM Graduation Ceremony of TESDA Techvoc graduates and Coaching for LED Project Management in Masbate province. The mission was a good opportunity to monitor the progress at the provincial level and witness the graduation rites of the 250 youth who underwent the 2nd batch of TESDA's technical-vocational skills training. The courses taken were as follows: Automotive Servicing, Baking & Pastry Production, Computer Hardware Servicing, Driving, Electrical Installation & Maintenance, Food and beverage Services, Household Services, Housekeeping Highway Dump-Truck Operation, Security Services. All 250 graduates were provided with post-training including on-the-job training (OJT). Of the previous batch, 30% have already been employed locally. In addition, partnerships have been formed with the private sector for OJT and potential employment of fresh graduates. On the coaching of the LED Team, the Ateneo School of Government reviewed the feasibility study and proposed some changes that would improve the cattle industry and processing of beef. On the Youth and Migrant Center/One-Stop-Resource Center, the renovation of the physical infrastructure was 95% complete with minor finishing being done in preparation for the launch on 8 May.

## MDG-F Monitoring Report

### c. Development Effectiveness: Paris Declaration and Accra Agenda for Action

This subsection seeks to gather relevant information on how the joint programme is fostering the principles for aid effectiveness by having appropriate ownership, alignment, harmonization and mutual accountability in the last 6 months of implementation.

You will find some multiple choice questions where you can select the most appropriate to the case, text boxes to provide narrative information and 2 indicators on ownership and alignment. These indicators have been used extensively to measure progress on the Paris Declaration. Please, refer to the examples in the subsection to complete the information requested.

**Ownership:** Partner countries exercise effective leadership over their development policies, and strategies and co-ordinate development actions

**Are Government and other national implementation partners involved in the implementation of activities and the delivery of outputs?**

- Not involved
- Slightly involved
- Fairly involved
- Fully involved

**In what kind of decisions and activities is the government involved? Please check the relevant answer**

- Policy/decision making
- Management:  budget  procurement  service provision  other, specify

**Who leads and/or chair the PMC and how many times have they met?**

Institution leading and/or chairing the Programme Management Committee (PMC) Meeting:

Chair: Department of Labor and Employment (DOLE) represented by Undersecretary Lourdes Trasmonte

Co-Chair: International Labour Organization (ILO) represented by Lawrence Jeff Johnson, Country Director

Number of meeting/s (as of June 2012): Eleven (1) 11 quarterly Programme Management Committee Meetings

## MDG-F Monitoring Report

### Is civil society involved in the implementation of activities and the delivery of outputs?

- Not involved
- Slightly involved
- Fairly involved
- Fully involved

### In what kind of decisions and activities is the civil society involved? Please check the relevant answer

- Policy/decision making
- Management:  budget  procurement  service provision  other, specify

### Are citizens involved in the implementation of activities and the delivery of outputs?

- Not involved
- Slightly involved
- Fairly involved
- Fully involved

### In what kind of decisions and activities are citizens involved? Please check the relevant answer

- Policy/decision making
- Management:  budget  procurement  service provision  other, specify

### Where is the joint programme management unit seated?

- National Government  Local Government  UN Agency  By itself  other, specify

Based on your previous answers, briefly describe the current situation of the government, civil society, private sector and citizens in relation of ownership, alignment and mutual accountability of the joint programmes, please, provide some examples. Try to describe facts avoiding interpretations or personal opinions.

The public and private sector including civil society groups has been actively engaged in the following joint programme components:

- 1) The Philippine Government, with the leadership of the Department of Labor and Employment and its affiliate bureaus such as the TESDA, BWSC, BLE, BLES, POEA, OWWA-NRCO, and national government agencies such as the National Economic and Development Authority (NEDA), National Youth Commission (NYC), Department of Education (DepEd), Department of Trade and Industry (DTI), and the Department of Social Welfare and Development (DSWD) have demonstrated ownership and mutual accountability through full participation and cooperation in programme implementation and monitoring.

## MDG-F Monitoring Report

- 2) At the national level, tripartite constituents such as the Trade Unions, namely the Federation of Free Workers (FFW), Trade Union Congress of the Philippines and the Employer's Confederation of the Philippines (ECOP) are members of the joint programme.
- 3) Workers and Employers groups and Youth Organizations have been actively involved and participated in the national consultations and multi-sectoral consultation in the development of the Strategy Paper and National Action Plan on Youth Employment and Migration.
- 4) Members of the Philippine Chamber of Commerce and Industry as well as local Chambers of Commerce at the four (4) provinces have pledged support to the joint programme during the Local Economic Development (LED) Summit which profiled key sunrise industries that would require skilled manpower. This was translated to 115 partnership agreements and 115 commitments made by public and private sectors to provide on-the-job training (OJT) and post training services for 2,000 OSYs trained.
- 5) OFW family circles and returning migrants groups have been actively participating in the consultation, capacity building, implementation and monitoring of the OSRC which is now commonly called the Youth and Migrant Centers one established in the four provinces.

### b. Communication and Advocacy

Has the JP articulated an advocacy & communication strategy that helps advance its policy objectives and development outcomes? Please provide a brief explanation of the objectives, key elements and target audience of this strategy, if relevant, please attach (max. 250 words).

Yes  No

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High-level and highly visible event took place during the International Youth Day celebration in the Philippines titled KA JAM or “*Kabataan: Jobs and Alternatives to Migration*” where President Benigno S. Aquino III reaffirmed the government’s important role and duty to equip the young people with the knowledge and skills needed to succeed as well as provide the opportunities to achieve that success. Attended by more than 800 guests from different sectors, the event highlighted the concerns and issues that young Filipinos face today, particularly in the area of employment and migration. The increasing dropout rates in secondary education, skills mismatch between labor supply and demand, the lack of labor market information for career guidance and counselling, the lack of opportunities to pursue technical vocational courses and entrepreneurship as alternatives, the need to strengthen soft skills to increase employability, these are only but a few of the myriad challenges that face Filipino youth today.

This was one of the plans resulting from the Advocacy and Communications workshop agreed to five Objectively Verifiable Indicators, namely:

1. DOLE takes action on 70% of common recommendations of the Philippine Labor Employment Plan and the YEM National Action Agenda (NAA)
2. National Youth Commission adopts critical YEM National Action Agenda recommendations in the Youth Development Plan;
3. Policy statements by the President and Secretaries of relevant departments supporting the implementation of the YEM National Action Plan;
4. The Department of Education and TESDA adopts recommendations of the Philippine Labor and Employment Plan on enhancing human capital;
5. Selected issues and recommendations under the YEM NAA needing appropriations are included in the Annual Budget (2012) in the four provinces: Masbate, Antique, Maguindanao and Agusan Del Sur.

There are five main strategies to achieve the aforementioned objectives.

**Strategy 1:** Develop a multi-stakeholder YEM National Action Agenda to inform duty bearers who formulate national government and local government development plans. This will involve a full orientation of the YEM NAA, Executive Briefings for Legislative Branch and Local Government chief executives;

**Strategy 2:** Build and capacitate the JP YEM network/partners in communicating the YEM National Action Plan. This will include the conduct of a series of trainings for claimholders such as the National Youth Commission, local youth organizations and YEM champions;

**Strategy 3:** Develop media partnerships to increase media exposure and increase social media networking for advocacy. This includes the conduct of high-level impact activities and events to create awareness on YEM issues and recommendations in the NAA;

**Strategy 4:** Track monitor and evaluate the Advocacy and Communications plan and results from 2011 to 2012.

**Strategy 5:** Knowledge Management for YEM on new tools, publications, research, and assessments and make available to public and partners.

## MDG-F Monitoring Report

Last 29 March, the joint programme in coordination with ILO Regional Office conducted a Philippine Youth Employment Forum with the titled *Any Time, Any Where: Decent Work for Filipino Youth*. The Forum was organized by the Department of Labor and Employment's (DOLE) Bureau of Workers with Special Concerns (BWSC) and the National Youth Commission (NYC). Eighty-seven highly motivated youth leaders and representatives met to discuss the National Action Plan for Youth Employment and Migration. During the group work and plenary discussions, education and training was identified as playing a crucial role in preparing young women and men for employment. On the one hand, many young people were still missing out on quality education and training due to poverty and lack of information on existing opportunities. Though the youth generally aspired to finishing school, insufficient financial resources have forced some of them to drop out of school and enter the workforce, sometimes in hazardous, unproductive and low-paid jobs.

On the other hand, many other young people cannot find decent work despite their educational attainment because of the mismatch between the skills that they have acquired in the formal education system and those needed in the labour market. Apprenticeships and on-the-job training programs were put forward as meaningful measures to close the gap between schools and the world of work. In addition, the participants stressed the importance of access to reliable labour market information so youth can make informed education and career choices. The youth also suggested including education on labour rights in secondary school curricula to ensure that young workers are aware of their rights, thereby making them less vulnerable to exploitation.

This activity was complemented by media interviews broadcast on national TV as follows:

- 1) Youth employment in the Philippines: An interview with Lawrence Jeff Johnson on [Mornings@ANC](http://www.youtube.com/watch?v=OfZ9tZHZbkM), 12 April 2012 <http://www.youtube.com/watch?v=OfZ9tZHZbkM>
- 2) Employment opportunities for the youth: An interview with Ruth Georget on ANC Prime Time, 29 March 2012 <http://www.youtube.com/watch?v=7gnXneymUEw>
- 3) The Youth and the Jobless: An interview with Ruth Georget on NBN 4, 11 April 2012

### **Video on YE event uploaded on Facebook**

- ILO youth employment month national event in the Philippines 29 March 2012  
<http://www.youtube.com/watch?v=IB7hZgmoiBk>

### **Posts on the Internet/Social Network sites**

1. The administrators of the KA JAM Facebook page were contacted aside from the active participation of partners and friends on KA JAM.
2. Uploaded video on YOUTUBE Philippine Labor News by PoliTikalon Blog - JR Lopez Gonzales.avi <http://www.youtube.com/watch?v=fRYOvTyrKS0>. The video is coverage of the March 29, 2012 event.
3. Young Nurses Decry Employment Crisis: Posted by AYNLA International Inc. on March 25, 2012 at 3:30am. <http://www.aynla.org/profiles/blogs/young-nurses-decry-employment-crisis>
4. Senate post on vulnerable employment. <http://www.ugnayan.com/ph/gov/Senate/article/1TXX>  
"Senate Minority Leader Alan Peter Cayetano called on the government and private sector to push for quality jobs and decent work conditions as the Philippines face challenges of growing number of workers in vulnerable employment, now at 15 million.
5. GMA News On line capture from ILO website, Philippines, ILO hammer out employment strategy April 4, 2012 10:45am. The news article picked up from the press release.

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What concrete gains are the advocacy and communication efforts outlined in the JP and/or national strategy contributing towards achieving?

- Increased awareness on MDG related issues amongst citizens and governments
- Increased dialogue among citizens, civil society, local national government in relation to development policy and practice
- New/adopted policy and legislation that advance MDGs and related goals
- Establishment and/or liaison with social networks to advance MDGs and related goals
- Key moments/events of social mobilization that highlight issues
- Media outreach and advocacy
- Others (use box below)

What is the number and type of partnerships that have been established amongst different sectors of society to promote the achievement of the MDGs and related goals? Please explain.

- |  |        |    |  |
|--|--------|----|--|
| <input type="checkbox"/> Faith-based organizations             | Number |    |  |
| <input checked="" type="checkbox"/> Social networks/coalitions | Number | 4  | Youth Social Network                           |
| <input checked="" type="checkbox"/> Local citizen groups       | Number | 10 | Youth groups, OFW Family circles, trade unions |
| <input checked="" type="checkbox"/> Private sector             | Number | 1  | Employer's Confederation of the Philippines    |
| <input type="checkbox"/> Academic institutions                 | Number |    |  |
| <input type="checkbox"/> Media groups and journalist           | Number |    |  |
| <input type="checkbox"/> Others (use box below)                | Number |    |  |

Memorandum of Agreements signed between government agencies operating at the regional/provincial level to include DOLE, DTI, TESDA, POEA, OWWA, OFW Family Circles, representatives of NGOs and youth groups actively participating in the OSRC at the local provincial level. For the youth, provincial youth summit in four provinces and island-wide consultations provided the opportunity to participate and share their concerns and aspirations.

News Media and Social Media network sites organized by youth organizations have been actively raising awareness through dialogue on the myriad challenges surrounding youth employment and migration.

What outreach activities do the programme implement to ensure that local citizens have adequate access to information on the programme and opportunities to actively participate?

- Focus groups discussions
- Household surveys
- Use of local communication mediums such as radio, theatre groups, newspapers, etc.
- Open forum meetings
- Capacity building/trainings
- Others

## MDG-F Monitoring Report

Focus Group Discussions to multi-stakeholders including youth groups were common in the conduct of the various assessments at the local provincial level. In addition, capacity building and open forum on migration and development was implemented in the four sites catering not only for local government participants but also representatives from Overseas Filipino Workers (OFW) Family circles and support groups.

## SECTION III. Millennium Development Goals

## a. Millennium Development Goals

The MDG-F main objective is to contribute to progress to the attainment of the Millennium Development Goals worldwide. This subsection aims to capture data and information on the joint programmes contribution to 1 or more Millennium Development Goals and targets.

For this purpose the Secretariat has developed a matrix where you should link your joint programme outcomes to 1 or more Millennium Development Goals and Targets. This matrix should be interpreted from left to right. As a first step you should reflect on the contributions that each of the JP outcomes is making to one or more MDGs. Once this linked is established, it needs to be further developed by connecting each joint programme outcome to one or more MDG targets. As a third step you should estimate the number of beneficiaries the JP is reaching in each of the specifics outcomes. Finally you should select the most suitable indicators from your joint programme's M&E framework as a measure of the Millennium targets selected. Please, refer to the example provided below.

MDG 1	Joint Programme Outcome 1	MDG Target 1.B	# Beneficiaries reached	MDG Indicators	JP Indicator
<b>Goal 1: Eradicate extreme poverty and hunger</b>	Outcome 1. Improved Policy Coherence and programme implementation on youth, employment and migration	Target 1.B: Achieve full and productive employment and decent work for all, including women and young people	8.38 million indirect beneficiaries reached; youth 15 – 24 yrs in the labor force. <sup>26</sup>	1.1 Growth rate of GDP per person employed 1.2 Employment-to-population ratio 1.3 Proportion of employed people living below \$1 (PPP) per day 1.4 Proportion of own-account and contributing family workers in total employment	<b>1.7 million youth (10% of 17.72 million)</b> <sup>27</sup>  Output 1.1 National Action Agenda formulated, to inform local and national development processes.  Output 1.2 One-stop-shop resource centers established for YEM information, capacity building and training support.
	<b>Joint Programme Outcome 2</b>	<b>MDG Target 1.B</b>		<b>JP Indicator</b>	<b>JP Target</b>
	Outcome 2. Increased access to decent work for poor young	Target 1.B: Achieve full and productive		Unemployment rates of women and men 15 – 24	10,000 youth

<sup>26</sup> NSO, Labor Force Survey 2010

<sup>27</sup> 15 – 24 years old comprise 20% of 88.6 million (2007 census)

	women and men through public private partnerships, inclusive basic education, life skills, career guidance, including safe migration, vocational training and entrepreneurship	employment and decent work for all, including women and young people		years old. Underemployment rates of women and men 15 – 24 years old		
	<b>Joint Programme Outcome 2</b>	<b>MDG Target</b>	<b># Beneficiaries reached</b>	<b>JP Indicators</b>	<b>JP Target</b>	
Output 2.1 Partnerships with the private sector, local governments, and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas	Target 1.B: Achieve full and productive employment and decent work for all, including women and young people	76 partnership agreements and 115 commitments made by public and private sectors to provide on-the-job training (OJT) and post training services for 2,400 OSYs trained during the Public-Private Partnership Fora for Youth Employment.	Number of memoranda of agreements between local governments, private sector and financial institutions.  Number of joint public-private partnership initiatives implemented in employment and entrepreneurship	Four (4) MOUs with government;  Four (4) Partnerships with the Private Sector/Industries		
Output 2.2 Labor market responsive vocational and entrepreneurship skills training with safe migration and life skills components, provided for poor out of school youth	Target 1.B: Achieve full and productive employment and decent work for all, including women and young people	Technvoc: 2,250 <sup>28</sup> youth out of 2,000 targeted youth, completed <u>technical vocational</u> skills training. 1,329 youth (543 female, 786 male) out of targeted 2,000 Completed on-the-job training Out of 1,100 youth graduates (55% target of 2,000 trained), 154 employed (47 female,	Number of out-of-school youth disaggregated by sex, trained in tech voc, and/or entrepreneurship, safe migration and life skills	Entrep Target 400 OSYs  Technvoc Target 2,000 OSYs		

<sup>28</sup> Including 250 youth trained on automotive technology supported by UNICEF.

			<p>107 male)</p> <p>Entrep: 472 (196 female, 276 male) out of target 400 disadvantaged youth with entrepreneurship training</p> <p>101 youth out of 240 targeted disadvantaged youth with feasible business plans received starter kits; 139 youth to receive starter kits in July-August 2012;</p> <p>79 youth out of 96 targeted disadvantaged established micro-enterprises.</p>		
MDG 3	Joint Programme Outcome 2	MDG Target 3.A	# Beneficiaries reached	MDG Indicators	JP Indicator
<b>Goal 3: Promote gender equality and empower women</b>	Output 2.3 Gender sensitive education mainstreamed in public secondary education	Target 3.A: Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015	<p>2,716 (1,369 male and 1,347 female) students taught of enriched 1st year level CP-TLE curriculum with gender, life skills and safe migration concepts in 12 selected schools in 4 pilot provinces.</p> <p>At least 12,000 public secondary education students (SY June 2011 – March 2012) in 15 JP YEM adopted pilot schools benefitting</p>	<p>3.1 Ratios of girls to boys in primary, secondary and tertiary education</p> <p>3.2 Share of women in wage employment in the non-agricultural sector</p>	<p>Secondary curriculum in the public schools include gender and entrepreneurship, and safe migration modules</p> <p>2,716 first year high school students availed of the enriched CPTLE curriculum to include gender, life skills and safe migration</p>

			from the CPTLE Teacher Skills Upgrading, provision of CPTLE Laboratory Equipment, Drop Out Reduction Programme (DORP)/Open High School System (OHSS) and School-based Income Generating Projects.		
	Output 2.4 Employment services enhanced. Gender sensitive career guidance, referral and tracking services offered on youth employment		Data collection on-going.	3.3 Share of women in wage employment in the non-agricultural sector	Existence of a working unit or designation of staff to provide employment information, referral and guidance services at the LGUs

#### Additional Narrative comments

Please provide any relevant information and contributions of the programme to the MDGs, whether at national or local level.

The joint programme has provided the impetus for youth employment and migration concerns, policies and programmes to be reflected in the National Development Plans, namely, Philippine Development Plan, DOLE National Labor and Employment Agenda, and National Youth Commission's Youth Development Plan. It is expected that the development of the National Action Plan will serve as an operational plan that will be adopted by several national agencies such as DOLE, DepEd, Commission on Higher Education (CHED), TESDA and other government agencies. As such, corresponding budget allocations for YEM related programmes in these agencies are foreseen.

Provincial Development and Investment Plans have incorporated budget for youth employment and migration programmes. Sustainability mechanisms at the national level are in place to include TESDA Memorandum Circular for the adoption of Gender Sensitivity Training for all Technical Vocational Skills Training Nationwide, DOLE BWSC Nationwide Adoption of Start and Improve Your Own Business (SIYB) Training for disadvantaged youth, and the adoption of knowledge materials such as the PESO Starter Kit that will be used nationwide to convince more Local Chief Executives to institutionalize their PESOs.

Please provide other comments you would like to communicate to the MDG-F Secretariat:

The Programme Management Committee would like to extend its gratitude for the support and guidance provided by the MDG F Secretariat and the National Steering Committee and has taken note of the recommendations made. Despite the challenges in implementation,

- 1) The joint programme has successfully implemented the Catch Up plan with 88 % commitment and 73% actual disbursed delivery rates and with most of the output achieved. This is clearly demonstrated in the significant accomplishments across all outputs. In the next 6 months, the programme will focus on improving the quality of reports and monitor deliverables through a series of joint field monitoring activities before programme closure.
- 2) The no-cost extension period granted (August 2012– Jan 2013) will also allow the implementation of the Exit Strategy and Sustainability Plan (ESSP) as approved by the PMC to ensure that the initial gains of the joint programme will be replicated in other municipalities and continued beyond the joint programme. It shall also focus on the conduct of the Final Evaluation, documentation of lessons learned, conduct of end-of programme activities at the provincial and national level.
- 3) Together with the Philippine Government, the joint programme will share lessons learned and advocate for addressing the myriad challenges on youth employment and migration to potential donors and development partners and explore at new partnerships beyond the joint programme.

## Section 4: General Thematic Indicators

## 1. Promote and support national and local policies and programmes that increase youth employment opportunities and/or migration management

<b>Number of laws, policies or plans supported by the Joint Programme that relate to youth<sup>29</sup> employment and/or migration management:</b>			
<input checked="" type="checkbox"/> Applies <input type="checkbox"/> Does not apply   if so please move to section 2			
<input type="checkbox"/> Youth Employment	<input checked="" type="checkbox"/> Policies	No. National 2	No. Local 4
<input type="checkbox"/> Migration	<input type="checkbox"/> Laws	No. National	No. Local
<input checked="" type="checkbox"/> Both	<input checked="" type="checkbox"/> Plans	No. National 2	No. Local 4
<b>1.1. Please briefly provide some contextual information on the law, policy or plan and the country/municipality where it is going to be implemented</b> (base line, stage of development and approval, potential impact of the policy):			
The development of the National Action Agenda on Youth, Employment and Migration will contribute to the formulation of the Medium-Term Philippine Development Plan (MTPDP), the Youth Development Plan and the four Provincial Development plans of the selected provinces.			
<b>1.2. Number of citizens and/or institutions that the law, policy or strategy directly affects</b>			
<input type="checkbox"/> Citizens	Total No.	No. Urban	No. Rural
<input checked="" type="checkbox"/> Youth	Total No. 1.7 M	No. Urban	No. Rural
<input checked="" type="checkbox"/> Migrants	Total No 350,000	No. Urban	No. Rural
<input checked="" type="checkbox"/> National Public Institutions	Total No. 1		
<input checked="" type="checkbox"/> Local Public Institutions	Total No 4	No. Urban	No. Rural
<input checked="" type="checkbox"/> Private Sector Institutions	Total No. 1		
	<i>*These figures are just estimates</i>	<i>*No disaggregated data.</i>	No. Rural
		No. Urban	

<sup>29</sup> The UN defines youth as the age group between 15 -24,years, ILO follows the same classification



<p><b>1.5 Please indicate the area of influence of the law, policy or plan:</b></p> <p><input checked="" type="checkbox"/> Applies   <input type="checkbox"/> Does not apply</p> <p><input type="checkbox"/> Strengthening national institutions</p> <p><input checked="" type="checkbox"/> Policy coordination and coherence</p> <p><input checked="" type="checkbox"/> Statistics and/or information management systems</p> <p><input type="checkbox"/> Other, please specify:</p>	<p><b>Comments:</b></p> <p>To set the policy framework for the NAP-YEM, the strategy paper entitled Alternative Pathways: Toward Charting an Actionable Framework for Youth Employment was prepared by Institute for Labor Studies (ILS) of DOLE under the MDG F Joint Programme on Youth Employment and Migration (JP YEM). To promote youth employment, the strategy paper highlights seven (7) strategies to promote youth employment and migration that are grouped under three key themes: Economic and Social Inclusion, Rights and Social Protection, and Dialogue and Diversity. The 7 strategies are 1) promote employment-rich opportunities; 2) realize responsive education, training, and career coaching modalities; 3) improve labor market information systems; 4) strengthen workers' rights awareness and social protection initiatives; 5) harness migration gains and minimize its risks; 6) provide meaningful voice and representation venues; and 7) promote cultural and heritage appreciation.</p> <p>The NAP-YEM, drafted through various workshops and consultations and supported by the Joint Programme highlights details of and terms of implementation of the 7 strategies. These strategies were based on situation analysis and made as responses to gaps and constraints confronting the youth in their various tracks towards school work and adulthood. For each strategy, there are common requirements towards their successful and effective implementation. These cross-cutting and necessary ingredients must be available for each of the strategies.</p>
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## 2. Strengthen capacity and improve skills for increased youth and/or migrant access to job markets

### 2.1 Type and number of interventions supported by the joint programme which are aiming to increase skills and/or information in order to improve access to employment opportunities: Applies Does not apply

		Direct beneficiaries:				
		<input checked="" type="checkbox"/> Youth	<input checked="" type="checkbox"/> Migrants	<input type="checkbox"/> Both		
<input checked="" type="checkbox"/> Vocational/Entrep training programmes	No. 2	Women 486+196	Men 777+276		%	of which are ,migrants
<input checked="" type="checkbox"/> Formal education programmes	No. 1	Women 5,862+12+21	Men 5,862+ 12+21		%	of which are ,migrants
<input type="checkbox"/> Apprenticeship programmes	No. 1	Women 543	Men 786		%	of which are ,migrants
<input checked="" type="checkbox"/> Employment resource& youth service centres	No. 4	Women	Men		%	of which are ,migrants
<input checked="" type="checkbox"/> Labour market analysis	No. 4				%	of which are ,migrants
<input checked="" type="checkbox"/> Public-Private partnerships:	No. 2	Women	Men		%	of which are ,migrants
<input type="checkbox"/> Private business <input type="checkbox"/> CSO's <input type="checkbox"/>	No. 155	Women	Men		%	of which are ,migrants
Government	<b>*No data available yet.</b>					
<input type="checkbox"/> Other, please specify:						

**2.2 Total number of young people and/ or migrants trained (techvoc and entrep) with specific skills adapted to the job market:**

Applies  Does not apply

Total No. young <u>men</u>	1,053	No. young men under 24 years old	777+276	No. men over 24 years old	
Total No. young <u>women</u>	682	No. young women under 24 years old	486 +196	No. men over 24 years old	
Total No. of migrants	193	No. of women	73	No. of men	120

*\*Data being validated.*

**2.3 Number of jobs created for young people and/ or migrants supported by the Joint Programme:**  Applies  Does not apply

Total No. men	107	No. men under 24 years old	107	No. men over 24 years old	
Total No. women	47	No. women under 24 years old	47	No. men over 24 years old	
Total No. of migrants		No. of women		No. of men	

*\*Data being validated.*

3. Strengthen national and local institutions' capacities to act in favour of youth employment and migration issues

3.1 Number of individuals and institutions with improved capacity to provide services to youth and/or migrants  Applies  Does not apply

- For youth
- For migrants
- Both

**Number of institutions:**

- National public institutions No. 16
- Local public institutions No. 94
- Private business No.
- NGOs No.
- Academic institutions No.
- Other: No.

**Number of individuals:**

- Private business employers Men Women
- Civil servants Men 92 Women 100
- Teachers/ trainers Men 125 Women 166
- Citizens Men Women
- Other: Men Women

*\*No disaggregated data available yet.*

EXIT STRATEGY AND SUSTAINABILITY PLAN (as of 23 May 2012)

I. EXIT STRATEGY

OVERALL PROGRAMME OUTCOME/ OUTPUT	TASKS	METHODOLOGY	RESPONSIBLE PERSON/AGENCY	TIME FRAME
<b>OPERATIONAL CLOSURE:</b>				
<p>1) All contracts (including for example personnel infrastructure, services and goods) must be completed by the end of the joint programme. Although outstanding payments may be processed afterwards.</p> <p>2) In line with the Fund's principal policies to support national ownership and leadership of development interventions, it is strongly encouraged that JP purchased assets are adequately transferred to national counterparts and/or entities.</p>				
<b>MDG F Joint Programme Monitoring and Evaluation</b>	1) Submit Monthly joint programme delivery rates and Progress Reports	Monthly Technical Working Group and Programme Management Committee (PMC) Meetings	<ul style="list-style-type: none"> <li>Joint Programme Coordinator (JPC)</li> </ul>	August 2012
	2) Submit Bi-Annual Monitoring Report (as of June 2012) per Output to Joint Programme Coordinator for consolidation.	Joint Field Monitoring to MAMA Sites to gather accomplishments, lessons learned, validate information and ensure quality assurance of reports.	<ul style="list-style-type: none"> <li>All Government Implementing Partners in coordination with UN Country Team (UNCT)<sup>1</sup> agency Technical/Programme Officers</li> <li>Joint Programme Coordinator (JPC) to consolidate submissions</li> </ul>	June - August 2012
	3) Prepare Completion Report to include documentation of lessons learned on cross-cutting themes.	Review of secondary data from existing knowledge products, research, assessments, FGDs and interviews.	<ul style="list-style-type: none"> <li>JPC to lead with support from M&amp;E specialist and Documentation and Learning consultant</li> </ul>	June - October 2012

<sup>1</sup> UN Country Team (UNCT) agencies are ILO, IOM, UNICEF and UNFPA.

OVERALL PROGRAMME OUTCOME/ OUTPUT	TASKS	METHODOLOGY	RESPONSIBLE PERSON/AGENCY	TIME FRAME
	4) Conduct Final Evaluation	Inception Report, Draft Final Report, Final Evaluation Report	<ul style="list-style-type: none"> <li>• JPC as Evaluation Manager</li> <li>• UNRC as Evaluation Commissioner</li> <li>• National Steering Committee (NSC) and Programme Management Committee (PMC)</li> <li>• TWG and Evaluation Reference Group (ERG)</li> <li>• Evaluation Team</li> </ul>	July – December 2012
	5) Present preliminary finding of Completion Report and Final Evaluation to PMC	Executive Briefing Presentation of Recommendations will be coordinated with Implementing Partners and PMC members	<ul style="list-style-type: none"> <li>• Joint Programme Coordinator (JPC) to</li> </ul>	November 2012
	6) Endorsement of Final Reports to NSC and MDG F Secretariat	<p>PMC to officially convey to NSC the Operational Closure</p> <p>NSC to endorse/relay to the MDG F Secretariat</p>	<ul style="list-style-type: none"> <li>• Joint Programme Coordinator (JPC) to consolidate</li> <li>• All Government Implementing Partners in coordination with UN Country Team (UNCT) agency Technical Working Group/ Programme Officers</li> <li>• National Steering Committee (NSC) and Programme Management Committee (PMC)</li> </ul>	December 2012
<b>Advocacy / Knowledge Management and Sharing</b>	1) Conduct Turn-over Activity through Provincial Learning Series	Provincial YEM Summit to showcase good practices, lessons learned and turn-over programme interventions	<ul style="list-style-type: none"> <li>• Provincial Programme Coordinating Body in four pilot provinces</li> <li>• JPC as National Coordinator</li> </ul>	October 2012
	2) Conduct National	Learning session on YEM researches and	<ul style="list-style-type: none"> <li>• Joint Programme Coordinator</li> </ul>	November 2012

OVERALL PROGRAMME OUTCOME/ OUTPUT	TASKS	METHODOLOGY	RESPONSIBLE PERSON/AGENCY	TIME FRAME
	Learning Series and End-of-Programme Event	studies on cross-cutting themes as part of end of programme activity.  Ceremonial closing of the programme to acknowledge and thank the Implementing Partners and Identify potential donors for succeeding programmes beyond the JP YEM	(JPC) to consolidate  • All Government Implementing Partners in coordination with UN Country Team (UNCT) agency Technical/Programme Officers	
	3) Disseminate Knowledge Products	Utilize current knowledge on-line hubs and resource centers of Implementing Partners, Knowledge Sharing Platforms, and Policy Consortium.	<ul style="list-style-type: none"> <li>• All Implementing Partners</li> <li>• UNCT agencies</li> </ul>	November – December 2012
<p><b>FINANCIAL/ADMINISTRATIVE CLOSURE:</b></p> <ol style="list-style-type: none"> <li>1) Corresponding rules and regulations of each participating UNCT agency shall apply for the financial closure of the programmes.</li> <li>2) Final, certified financial reporting will be provided by the UNCT agency Headquarters.</li> <li>3) If there are savings, re-direct accumulated resources in other activities to reinforce advocacy initiatives and sustainability mechanisms.</li> <li>4) Uncommitted funds by the end of the JP will have to be returned to the Multi-Donor Trust Fund (MDTF) Office.</li> <li>5) Unspent funds when accounts have been closed will also be returned to the MDTF Office. UNCT agencies headquarters will be the main interlocutor with the MDTF regarding return of funds.</li> <li>6) An inventory list, plan for transfer and disposal of assets need to be prepared/updated and approved.</li> </ol>				
Finance and Administrative	1) Determine timelines and procedures for financial closure per UNCT agency	To be undertaken through the TWG and PMC meeting and communicated to Implementing Partners	Country Team (UNCT) agency Technical Working Group/ Programme Officers	June 2012
	2) Prepare Financial Closure Plan to include: a) Inventory; b) transfer of assets; c) closing of accounts; d) audit	Following UNCT agency policy and procedures	Country Team (UNCT) agency Technical Working Group/ Programme Officers	July 2012

## II. SUSTAINABILITY PLAN

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<b>JP Outcome 1: Improved policy coherence and implementation on youth, employment and migration (YEM)</b>									
<b>JP Output 1.1 National Action Agenda (NAA) formulated, to inform local and national development processes</b>									
National Action Agenda adopted on youth, employment and migration									
1.1.1 Policy Reviews <u>Employment Policies:</u>	COMPLETED	HIGH	The Policy Brief on Youth, Employment and Migration will be uploaded in existing Knowledge Sharing Platform such as APYouthNet, MDG F Philippines website, websites of government Implementing Partners and Youth and Migration Centers in the four (4) provinces.  UNICEF will support academe-led initiative for multi-sector partnership	ILO, Department of Labor and Employment (DOLE), National Youth Commission (NYC)  UNICEF	July 2012				
<u>Youth Policies:</u>	COMPLETED				May – July 2012		√		√

<sup>2</sup> Overall JP expected target was validated in a Planning workshop last July 2010.

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			<p>to create Policy Research Consortium on Youth, Youth Employment and Youth Migration Issues with Asian Institute of Management (AIM) Policy Center.</p> <p>MOU between UNICEF and AIM will be signed and a workplan will be developed to support future YEM related research.</p>						
<u>Migration Policies:</u>	Study on Brain Drain due to Youth Migration with Scalibrini Foundation		<p>UNICEF will support the report to be shared with development partners and government policy makers dealing with youth, employment and migration issues.</p> <p>The publication will be included in the Learning session on YEM researches and studies on cross-cutting themes as part of end of programme activity.</p>		November 2012		√		√
1.1.2 Strategy Paper	National Action Plan on Youth Employment and Migration (NAP YEM)	HIGH	<p>The Department of Labor and Employment (DOLE) will adopt NAP YEM as its Labor and Employment Plan for youth.</p> <p>The National Youth Development Plan of Nat'l Youth Commission (NYC) will mainstream NAP YEM into their existing sectoral (i.e. youth) plan.</p>	DOLE, NYC, All Implementing Partners, UNCT agencies	June - July 2012		√ It can influence national and local policies		

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			<p>An inter-agency coordination body led by NYC will be convened to monitor commitments made under the NAP YEM to include Mid-Year Performance Assessment (MYP A) - In preparation for the budget hearing, in July 2012.</p> <p>The NAP YEM will be presented to the Social Development Council of National Economic and Development Authority (NEDA).</p>						
	Philippine Youth Development Plan under the National Youth Commission developed	HIGH	NYC will conduct capacity building workshops to improve related knowledge and skills of NYC staff for monitoring and advocating the implementation of the Youth Development Plan	NYC, UNFPA	July – August 2012		√		√
1.1.3 Partners' reports on the inclusion and mainstreaming of the NAA from partners (i.e, local youth development plans) formulated by LGUS, etc.	<p>Two (2) provincial Youth Development Plans for Masbate and Maguindanao</p> <p>Continuing education of NYC staff on Gender-Responsive and Life Skills-based Youth Policies and</p>	HIGH	<p>NYC will undergo strategic planning as the lead agency on youth development and youth policy-making body and documentation of good practices.</p> <p>Technical assistance will be provided on the conduct of strategic planning, operationalize plans of the commission and monitoring of commitments to youth employment</p>	NYC, UNFPA, JP YEM pilot provinces <sup>3</sup> – Masbate, Antique, Maguindanao Agusan Del Sur (MAMA)	May – July 2012		√		

<sup>3</sup> MAMA provinces are Masbate, Antique, Maguindanao, Agusan Del Sur are pilot-provinces supported by the joint programme.

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
	Programmes  Finalization, Printing and Launching of the Harmonized Module for Promoting Youth Participation in the Formulation of Gender-Responsive and Life Skills-Based Local Youth Policies		and migration to include budget allocation.  The Harmonized Module for Promoting Youth Participation in the Formulation of Gender-Responsive and Life Skills-Based Local Youth Policies will be done through the following: AIM policy consortium and existing knowledge management portals AP YouthNet, UNCT agencies websites and Youth and Migration Resource Centers in the four (4) provinces.						
Enhanced capacities of local government units on local economic development and on designing programmes and projects on youth employment in rural areas	LGUs trained on Entrepreneurship Development for Youth  LED teams established in project sites  Policy papers and local legislations on LED  Programs and projects on youth employment incorporated in local development plans	HIGH: Incorporation of programs and projects on youth employment in local development plans  Issuance of local legislations supporting local employment	JP YEM will advocate to DILG to support youth employment as part of its Local Economic Development (LED) initiatives  Tracking system will be developed to determine progress of capacity building process on LED  Training modules developed and results of capacity building process will be documented and shared during lessons learned series and AIM policy consortium and in existing knowledge management portals AP YouthNet, UNCT agencies websites and Youth and Migration Resource Centers in the	DOLE, NYC, ILO	May - December 2012	√ Promote development of local economy and increase employment opportunities of the youth	√ With the issuance of local legislations	√ LGUs and local partners are trained on LED	√ Part of the local planning process

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			<p>four (4) provinces.</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>Increase partnerships to replicate and upscale LED training initiatives at the municipal, city, and province levels.</p>						
1.1.4 Labor market statistics reflect youth, employment and migration indicators	<p>Pilot Provincial Labor Force Survey in Antique and Agusan del Sur</p> <p>Survey on the Migrant Filipino Workers in Five Top Sending Municipalities in Masbate</p>	<p>HIGH: This supports the Philippine Statistical System to generate and disseminate statistical information like the provincial level estimates of key labour market data for policy and decision-making of the government, private sector and general public</p>	<p>The programme will organize national and province-level workshop to disseminate results and generate commitment to conduct provincial labor force survey across country</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>Use sampling frame, survey questionnaires, and manual in other provinces.</p>	National Statistics Office (NSO), ILO	May – December 2012		√		√
<b>Output 1.2 One-stop-shop” Resource Centers (OSRC) established for YEM information, capacity-building and training support</b>									
1.2.1 Framework and strategy for establishing a one-stop-shop	Completion of physical construction and procurement of furniture and	<p>HIGH: The physical facilities, the formation of OSRC</p>	The Provincial Local Government Unit (PLGU) of the four (4) pilot provinces will harmonize/integrate PESO and OSRC.	DOLE, Overseas Workers' Welfare Authority	May - June 2012	√	√	√	√

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<p>resource centers on YEM</p> <ul style="list-style-type: none"> <li>• Presence of National Reintegration Center (NRCO) for OFWs services on YEM at the local level per MAMA site</li> <li>• Enhanced capacities of national and local stakeholders to deliver services and support to returning youth migrants, youth members of families left behind by OFW</li> </ul>	<p>equipment of OSRCs in Masbate and Maguindanao</p> <p>The OSRCs in Maguindanao and Masbate will be launched; and the provincial partnership MOAs in Maguindanao and Masbate will be signed during the launch</p> <p>Further advocacies working for the passage of OSRC ordinances in Antique, Maguindanao and Masbate</p>	<p>Coordinating Committees, the multi-sector partnership MOAs in each province, local ordinance institutionalizing OSRC are sustainability indicators</p>	<p>The programme will organize OSRC Launch events and MOA signing in all 4 provinces, and publish OSRC Operations</p> <p>The programme will explore possibility of including OSRC concepts in the Amendments to the PESO Law</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>Continue advocacy on One-Stop-Shop Resource Center (OSRC) ordinance/legislation through Sangguniang Panlalawigan (SP) and replicate the mechanism in other municipalities / provinces</p> <p>Promote OSRC mechanism through the various leagues of local officials</p> <p>Conduct regular evaluation of OSRC to coordinate functions, programs, services and strategic plans and progressively expand multi-sector engagement</p>	<p>(OWWA), Philippine Overseas Employment Agency (POEA), Provincial Local Government Units (PLGUs in four(4) MAMA pilot provinces, IOM</p>					
1.2.2	Enhanced and	HIGH	An OSRC client database	DOLE/POEA,	April - June	√		√	

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
Information Management System installed at the National Reintegration Centre and enhanced through database, systems improvement and staff training	upgraded information management system (database, system and staff)		management system will be developed which will be installed in the OSRC computers	IOM, PLGUs in four(4) MAMA pilot provinces	2012				
1.2.3 Modules and IEC materials on safe migration for Pre-Employment Orientation (PEOS) and anti-illegal recruitment programmes <sup>4</sup>  - Advocacy and information campaign to include:  • Information	<ul style="list-style-type: none"> <li>• Production of Illegal Recruitment, Trafficking, Irregular Migration (IRTIM) materials</li> <li>• PEOS for general audience in MAMA sites</li> <li>• PEOS Capability Training for MAMA sites</li> <li>• AIR/TIP Seminar for Law Enforcers</li> </ul>	HIGH: CAIRTIM is the flagship priority of Philippine government; Maguindanao has many cases of trafficking therefore, PLGU-DOLE/POEA MoA wil help sustain efforts beyond the project.  HIGH:	The programme will distribute Anti-Illegal Recruitment-Trafficking in Persons (AIR-TIP) manuals and other information materials to POEA regional offices, media and other NGO partners and other IEC materials to be developed and assess effectiveness of materials  It will provide capacity building for DOLE/POEA ARMM on programmes and services of DOLE/POEA National for OFWs and IR/TIP victims  <i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i>	DOLE/POEA, IOM	March - August 2012				

<sup>4</sup> In the 3<sup>rd</sup> PMC Meeting, it was agreed to move this from Output 2.2 to Output 1.2 as part of OSRC services with DOLE -POEA as government implementing partner.

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<p>Programme Framework Guide for trainers containing 3 sets of modules on illegal recruitment, trafficking and irregular migration</p> <ul style="list-style-type: none"> <li>• 1000 Question &amp; Answer Flyers for each of 4 provinces</li> <li>• 1000 Poster Calendars for each of 4 provinces</li> <li>• 4 PEOS and information outreach caravan</li> <li>• 5 Mapping and Planning</li> </ul>	<p>in MAMA sites</p> <ul style="list-style-type: none"> <li>• Signing of MOA between POEA and MAMA LGUs</li> </ul>	<p>The OSRC can serve as a distribution hub for anti-IRTIM materials coming from the POEA Head Office and other agencies</p>	<p>Link up mass media networks with local Inter-Agency Council on Anti-Trafficking (IACAT), law enforcement agencies, local NGOs and the OSRC</p> <p>OSRC staff may be capacitated to conduct CAIRTIM activities and carry on the use of updated tools in info campaign</p>						

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						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
Exercise									
<b>Output 1.3 Mechanism Model</b> established to channel remittances for the development of YEM initiatives employment									
<p>1.3.1 Report on the design of the model mechanism and results of pilot testing, including recommendations for refinement and institutionalization</p> <p>At least four pilot model mechanisms rolled out at the local level in 4 target areas</p>	<p>COMPLETED Study on Model Mechanisms to Channel Remittances for Enterprise Development (CRED)</p>	<p>MEDIUM: Channelling remittances to enterprise development is a priority programme of DOLE in migrant reintegration; challenged by the condition of local economy and business</p>	<p>Publish Study on Model Mechanisms to Channel Remittances for Enterprise Development (CRED)</p> <p>The experience on CRED will be documented for advocacy and replication purposes</p> <p>An Exit Conference on CRED will be organized in the four (4) MAMA pilot provinces.</p> <p>OWWA and NRCO will engage for a joint programme with PLGU on CRED</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>Pursue business start-up mentoring sessions and strengthen remittance tie ups with loan facilities and other capital infusion schemes</p> <p>Link up trained OFW returnees and family circles with bigger agricultural enterprise and</p>	<p>DOLE/OWWA, IOM, PLGUs in four(4) MAMA pilot provinces</p>	<p>July – September 2012</p>				

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			established cooperatives for potential value chain business participation						
<b>Outcome 2. Increased access to decent work for poor young women and men through public-private partnerships, inclusive basic education, life skills, career guidance, including on safe migration, vocational training, and entrepreneurship</b>									
<b>Output 2.1. Partnerships with private sector, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas</b>									
2.1.1 Agreements concluded between private sector, NGOs and government to facilitate youth access to demand driven training and non-discriminatory	Additional Partnership agreements to create employment and entrepreneurship opportunities for graduates of entrepreneurship and technical vocational skills training	HIGH	DOLE, TESDA and PLGUs will have issuances forging partnerships between public and private sectors on providing employment opportunities to the youth  Progress on the implementation of partnerships and agreements will be monitored  Best practices and success stories will be documented and shared during lessons learned series and AIM policy consortium and in existing knowledge management portals AP YouthNet, UNCT agencies websites and Youth and Migration Resource Centers in the four (4) provinces.  <i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i>	DOLE, Technical Education and Skills Development Authority (TESDA), PLGUs in four(4) MAMA pilot provinces	August – June 2012          April – November 2012	√ Employment for the youth	√ with issuances		√ Part of local planning process

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			Increase number of youth with access to employment opportunities through public and private partnerships.						
Additional of at least one (1) per province or a total of four (4) public private partnerships established between local governments and private sector/financial institutions									
Subsidies and facilities provided to youth during on-the-job-training to enhance employability	Provision of allowances for On-the-Job (OJT) Training in support of TESDA's Technical Vocational Skills training in four (4) MAMA pilot provinces.		The programme will explore other source of funding within the province to sustain provision of OJT allowances for disadvantaged youth in the province.	DOLE, TESDA, PLGUs in four(4) MAMA pilot provinces	April – June 2012				

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<b>Output 2.2. Labor market responsive vocational and entrepreneurship skills training with life skills components, provided for poor out of school youth</b>									
2.2.1 Design of labor market-responsive technical vocational and entrepreneurship training programs enhanced with life skills, and gender									
a. Entrepreneurship potentials and conduct of skills survey among poor youth in target areas assessed  • One (1)	COMPLETED	HIGH	<u>Entrepreneurship</u>  DOLE Administrative Order to adopt the tools and methodology of the study to assess the entrepreneurship potentials of the youth beyond 4 pilot provinces  The study will be shared with partners	DOLE Bureau of Workers with Special Concerns (BWSC), TESDA, ILO	May - July 2012  August -	√	√		<u>Entrepreneurship</u>  √ Systematic approach to assess

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
DOLE BWSC Entrepreneurship module on Start and Improve Your Own Business (SYB) technology, integrating gender, life skills and safe migration			<p>including LGUs as guide to come up with training design and implement labor market-responsive training</p> <p><u>Technical Vocational</u> Research study will be used as reference and inputs to the Provincial Skills Priority Plan of the 4 pilot provinces and eventually in the TESDA National Plan</p> <p>Dissemination of techvoc research study will be made to partners in the four (4) MAMA pilot areas and donors</p> <p>The studies will be uploaded in existing on-line knowledge management portals AP YouthNet, UNCT agency websites and Youth and Migration Resource Centers in the four (4) provinces.</p>		<p>November 2012</p> <p>May – July 2012</p> <p>August - November 2012</p>				entrepreneurship potentials of youth
b. Module on gender mainstreaming and life skills	COMPLETED								

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<p>2.2.2.1 Instructional materials enhanced with gender sensitivity and life skills and rolled out</p> <ul style="list-style-type: none"> <li>One (1) TESDA Techvoc Training module integrating gender, &amp; lifeskills for OSY's, SARDOs, and Children of OFWs</li> </ul>	COMPLETED	HIGH	<p>TESDA will adopt through Memorandum Circular the TVET Training module mainstreamed with Gender Sensitivity Training (GST)</p> <p>Issuance of Memorandum Circular to adopt enhanced module nationwide will be made.</p>	TESDA	May – July 2012		√		
2.2.3.1 Corps of vocational trainers trained in delivery of enhanced programmes and use of instructional materials	Monitoring of trained participants on the utilization of the Gender Sensitivity Training (GST) manual.	HIGH	<p>A Core of GST Trainers will be established.</p> <p>A directory will be prepared for GST Trainers and GAD Focals trained in the use of GST manual .</p> <p>TESDA will be supported in developing database of trainers</p>	TESDA, UNFPA	June – July 2012	√	√	√	

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			trained (or if existing, improve, if any), recording and reporting of the self-evaluation on the use of the manual.						
<p>2.2.4 Train OSYs in four selected areas using YEM enhanced entrepreneurship training programme &amp; instructional materials</p> <ul style="list-style-type: none"> <li>400 disadvantaged youth trained on <b>Entrepreneurship</b> and provided post training services</li> </ul>	<p><u>ENTREP:</u></p> <ul style="list-style-type: none"> <li>Minimum of 110 youth trained on entrepreneurship</li> <li>Minimum of 181 youth received starter kits</li> <li>96 youth set-up individual or group-based enterprises</li> </ul>	HIGH	<p><u>ENTREP:</u></p> <p>DOLE Administrative Order will be issued to adopt SIYB entrepreneurship training program, involve public and private sectors to provide post training services, and allocate budget</p> <p>The DOLE plans will be reviewed to adopt SIYB entrepreneurship training program and inclusion in budget</p> <p>Lobbying to PLGUs to adopt entrepreneurship training program and inclusion in budget</p> <p>SIYB Refresher Course will be conducted</p> <p>Training materials will be turned-over to DOLE and PLGUs</p> <p>Best practices and success stories on the implementation of SIYB entrepreneurship training program will be documented</p>	DOLE Bureau of Workers with Special Concerns (BWSC), ILO	May - July 2012	√ Employment for the youth	√ With issuances from DOLE and PLGUs	√ With the component of training of trainers to mentor and coach youth trainees	

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<ul style="list-style-type: none"> <li>2,000 disadvantaged youth trained on <b>technical vocational</b> and provided post training services</li> </ul>	<p><u>Technical vocational</u> 1149 youth completed the training with 3-day sessions on gender sensitivity, and provided with post training services, and completed the on-the-job training</p> <p>1100 youth trained are employed<sup>5</sup></p>		<p>PLGUs will issue Executive Order to adopt SIYB entrepreneurship training program, involve public and private sectors to provide post training services and allocate budget</p> <p><u>Technical vocational</u></p> <p>Documentation of best practices and success stories on the implementation of technical vocational skills for the disadvantaged youth</p> <p>Provision of appropriate follow-up actions or technical assistance on strengthening partnerships, continuous conduct of techvoc training in preferred qualifications including skills upgrading by the technical vocational institutions in the area</p> <p>Expand/ strengthen private public partnership agreement to support the post training requirements and employment of disadvantaged youth nationwide.</p> <p>Orchestrating convergence efforts of other government agencies in TVET</p>	TESDA, ILO	May - November 2012	<p>√ Employment for the youth</p>	√		

<sup>5</sup> Covered by the conditions of no cost extension that is to monitor results of Public-Private Partnership Forum and one of the target outputs of contract between ILO and TESDA

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			<p>training towards job creation.</p> <p>Recognition of successful JP-YEM graduates through the TESDA Idol Award.</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p><u>ENTREP:</u> Increase number of youth beneficiaries of the entrepreneurship training</p> <p>Engage youth in community-based enterprises</p> <p><u>Technical vocational</u> Financial support from funding institutions for the training of disadvantaged youths in the identified areas</p>						
<p>2.2.5.1 System for tracking graduates established</p> <p>- System for tracking training</p>	<p><u>Entrepreneurship</u> Tracking system to monitor training graduates established and operational</p>	HIGH	<p><u>Entrepreneurship and technical vocational</u> Tracking of JP YEM graduates as will be part of TESDA Tracer Study</p> <p>Tracking results will be used as basis</p>	DOLE BWSC, TESDA, ILO	May – November 2012	√	√		

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
graduates established	<u>Technical vocational Tracking system to monitor employment opportunities of training graduates established and operational</u>		<p>for policy making and program development</p> <p>MOU will be made between DOLE, TESDA and PLGUs to monitor progress of training graduates</p> <p>Documentation and publication of success stories and best practices of entrepreneurship and technical vocational skills training</p> <p><u>Entrepreneurship and Technical vocational</u> DOLE and TESDA will institutionalize tracking systems and continue monitor progress of the training graduates</p> <p>TESDA will monitor regularly graduates through impact evaluation study, satisfaction survey, employment survey, and TESDA Specialist Technopreneurship Program</p>		May – November 2012				
<b>Output 2.3. Gender sensitive education mainstreamed in public secondary education</b>									
2.3.1 Integrate lifeskills into secondary school									

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
curriculum and ensure that entrepreneurship, gender sensitivity & safe migration are mainstreamed. Revise existing lifeskills modules and instructional materials to integrate entrepreneurship, gender sensitivity & safe migration.									
a. Entrepreneurship module  - At least 100 master teachers, supervisors, and 12 Career Pathways – Technology and Livelihood Education (CP-TLE) teachers in JP YEM schools trained on new	Learning guides on gender sensitivity, life skills and gender migration  Joint Monitoring of the improved Career Pathways and Technology and Livelihood Education (CP-TLE) Curriculum conducted by ILO, UNICEF and	HIGH: TLE is a core subject in the Basic Secondary Education curriculum  Entrepreneurship as focus area in senior high school level (Grades 11 and 12) of K212 curriculum budget for	The DepEd Policy issuance on the use of 2010 SEC will include the use of the enhanced CP-TLE curriculum  UNCT to provide learning guides on gender sensitivity, life skills and gender and safe migration  Document best practices and results on the implementation of enhanced CP-TLE curriculum (1 <sup>st</sup> and 2 <sup>nd</sup> year levels)	DepEd, ILO, UNICEF, UNFPA, IOM	May – September 2012	√ Developed entrepreneurial mindset of the students	√ As model for mainstreaming	√ Replicate capacity building activities in other public secondary schools	√ Part of the planning process of DepEd at the level of schools

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
CPTLE Curriculum in secondary education	UNFPA	implementation of the curriculum to be covered by 2013 GAA	<p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>Continue 2010 Secondary Education Curriculum (SEC) for 3<sup>rd</sup> and 4<sup>th</sup> year levels covering CP-TLE in 15 YEM schools</p> <p>Bureau of Secondary Education to provide entrepreneurship training to teachers and supervisors nation-wide.</p> <p>Assessment report that provides clear recommendations on how CP-TLE can be used in the secondary curriculum and how it can influence the K-12 track of DepEd.</p>					√	
- 1 <sup>st</sup> and 2 <sup>nd</sup> year new CPTLE curriculum learning guides integrated with entrepreneurship, gender, life skills and safe migration									
b. Module on gender mainstreaming and life skills									
c. Module on safe migration			<p>A learning material will be developed summarizing the different teaching points which educators may use as a guide in integrating lessons on safe migration regardless of subject</p> <p>Conduct of culminating workshop on</p>	DepEd, IOM	June – July 2012				

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			potential windows for integration of lessons on migration into VE-SS subjects to spark interest among stakeholders to pursue the inclusion of safe migration modules in the new K-12 curriculum						
2.3.2 Youth trained under the enriched secondary education curriculum	COMPLETED	HIGH: - Students can be tapped as resource persons on the good practices of entrepreneurial activities such as the Income Generating Projects (IGPS)	Conduct of Field Monitoring on the 1 <sup>st</sup> quarter of SY 2012 – 2013  DepEd to re-echo capacity building of training on monitoring to other non YEM schools  <i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i>  Schools to set-up tracking system to monitor progress of youth trained  DepEd Administrative Order on the M&E Toolst can be developed for use by other non-YEM schools.	DepEd, UNICEF, ILO	May – September 2012	√ Developed entrepreneurial mindset of the students	√ As model for mainstreaming	√ Replicate capacity building activities in other public secondary schools	√ Part of the planning process of DepEd at the level of schools
<b>Output 2.4 Employment services enhanced:</b> gender-sensitive career guidance, referral and tracking services offered on youth employment									
2.4.1 Assessment reports in four LGU project areas	COMPLETED	HIGH	Tools and methodology of the study will be included as reference materials in the deployment of the Standard Module on Basic	DOLE Bureau of Local Employment (BLE), ILO	August – November 2012				

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			<p>Employment Services.</p> <p>The study will be shared with partners including LGUs.</p> <p>Publication including online dissemination of the study will be made to partners and donors.</p>						
2.4.2 Database established to track job opportunities	<p>Operationalization of Phil-JobNet in the pilot provinces</p> <p>Provision of equipment to selected PESO in 4 pilot provinces</p> <p>Reports from PESO on employment services submitted to include number of youth trained in the Skills Registry System, referred and placed.</p>	<p>HIGH: PESO Starter Kit as advocacy material to institutionalize PESO</p> <p>DOLE Administrative Order on the mandatory use of Phil-JobNet as database to track job opportunities and to adopt the training design and materials used on the training on Basic Employment Services</p>	<p>DOLE will distribute PESO Starter Kit during the capacity building activities as part of nationwide roll-out</p> <p>LGUs will issue Executive Order to institutionalize PESO</p> <p>Documentation of tools uses, best practices and success stories will be shared</p> <p><b><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></b></p> <p>Publication including online dissemination of the PESO Starter Kit DOLE, LGUs and donors</p> <p>DOLE and PLGUs to use make use of training design and materials on</p>	DOLE Bureau of Local Employment (BLE), DOLE Regional Offices, PLGUs in four(4) MAMA pilot provinces, ILO	August - October 2012	√ Increase access to employment services by the youth	√ With issuances from DOLE and LGUs		√ PESO institutionalization as part of the local process

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			basic employment services						
<b>Output 2.5</b> Inclusive approaches to basic education promoted to reach disadvantaged youth and improve school participation and retention rates									
<p>2.5.1 Most disadvantaged youth, including children of OFWs, receive basic education and/or stay in school</p> <ul style="list-style-type: none"> <li>Increase in participation and retention rates of secondary education students who are either Students at risk of dropping out (SARDO's), Out-of-school youth children of OFWS and other disadvantaged youth by gender in the</li> </ul>	<p>SIP-integration of YEM-Drop-out Reduction Program (DORP)-Child Friendly School System (CFSS) goals of 15 pilot schools</p> <p>Production and distribution of OHSP Primer Reproduction of Gr. 7 OHSP DLMs aligned to K to 12</p> <p>Monitoring of whether the tools are used, what results/impacts, how seed capital were implemented and how Income Generating Projects (IGPs) are faring</p>	<p>HIGH: DepED Alternative Delivery Mode (ADM) budget includes 50,000 seed capital for IGPs under 2013 General Appropriations Act (GAA)</p> <p>HIGH: OHSP and DORP are institutionalized programs of the DepED.</p> <p>Specific activities piloted by YEM on DORP and OHSP are included in BSE work and financial plan for FY 2012 and onwards</p>	<p>2-day conference with local education stakeholders per province</p> <p>Enhancement of SIP/DEDP tools will be finalized after validation with 15 pilot schools</p> <p>The best IGP projects will be showcased in provincial exit activity</p>	DepEd, UNICEF	June – November 2012	<p>√ Students at Risk of Dropping Out (SARDO) reached and saved and access to secondary education increased</p> <p>√ Professional advancement guidance counselors</p>	<p>√ Supports the creation of OHSP learning centers in divisions</p> <p>√ Increased capacity of guidance counselors and peer formators to reach out and handle cases of</p>	<p>√ Schools capacitated for child-centered school planning</p> <p>√ Enhanced SIPs can facilitate engagement of LGUs and other stakeholders in school improvement.</p>	

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<p>JP YEM schools</p> <ul style="list-style-type: none"> <li>11,724 students from the 12 pilot schools benefited from improved CP-TLE facilities and instructional materials</li> </ul>			<p>Tools and equipment will continue to be used for skills development in subsequent years, including the transition to K to 12 curriculum</p> <p>Inventory will be prepared to identify gaps in physical facilities for TLE</p> <p>Results of monitoring to schools will be shared through a feedback mechanism</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>DepED adopt enhanced SIP/DEDP planning tools.</p> <p>Local School Boards (LSB) promote and support increase of enrolment in OHSP especially in YEM schools in the (609) poorest municipalities.</p> <p>Schools implement system for tracking graduates.</p>			<p>√</p> <p>Livelihood and entrepreneurial skills developed among students</p>	<p>√</p> <p>Supports the initiative to improve TLE facilities and instruction</p> <p>√</p> <p>Supports the continuation of provision of seed capital for student entrepreneurship</p>	<p>SARDOs</p> <p>√</p> <p>Schools recognize need for functional tools and equipment to realize CP_TLE objective</p> <p>√</p> <p>Schools recognize need for actual hands-on experience</p>	

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			<p>Resource mobilization for provision of tools and equipment for other specializations</p> <p>Expansion of IGPs to involve community participation and benefits</p>				activity for drop-out reduction		
<p>2.5.2 Additional number of teachers, counsellors, PTA members trained</p> <ul style="list-style-type: none"> <li>Capacities of teachers, guidance counsellors and PTCAs enhanced to undertake mentoring, counselling, support systems, innovative skills</li> <li>12 school heads, 12 guidance</li> </ul>	Training of TLE teachers	<p>HIGH: Guidance and counselling are integral services provided by schools to students</p> <p>HIGH: DepED and TESDA partnering in improving skills standards and capacity of TLE teachers under K to 12.</p>	<p>Assessment of skills development training</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>Pursue programmatic professional development of guidance counsellors and teachers in mentoring, counselling and innovative methods.</p> <p>Institutionalize peer educators program in secondary schools.</p>	DepEd, UNICEF	June – November 2012	√ Teacher's professional and technical advancement	√ Delineates direction for staff development among guidance counsellors	√ Schools have improved teaching personnel	√ Inclusion of skills development/enhancement for teachers in TLE relative to K to 12

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						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
<p>counsellors, and 12 PTCA officers each provided with two trainings</p> <ul style="list-style-type: none"> <li>45 CP-TLE teachers received training on two CP-TLE specialization</li> </ul>									
<p>2.5.3 Supplemental fund for secondary education for disadvantaged children of OFWs established</p> <p>At least <u>570</u> disadvantaged youth and children of OFWs avail of educational subsidies in 2 years</p>	COMPLETED	<p><b>HIGH:</b> Manifest interest among private sector partners (e.g. Bank of CARAGA) to provide funding using the current implementation mechanism gives credence to the viability of the ES as a sustainable initiative</p>	<p>Closing activities will be conducted in conjunction with each YEM school to give due recognition to the efforts of the school administrators in implementing the ES. Publications on the ES will also be distributed during this event.</p> <p><i>Opportunities for upscaling and/or replication beyond the MDG F JP YEM</i></p> <p>ES implementation mechanism may be promoted to LGU officials, their respective leagues, as well as the private sector and potential philanthropists for replication. This</p>	DepEd, OWWA, IOM	March 2012	√			

Overall JP <sup>2</sup> Outcome/ Output and Targets	Pending Outputs (April 2012 - January 2013)	Potential for Sustainability and/or Impact	Sustainability Measures	Responsible Person/Agency	Timelines	Contribution to Change			
						People's Lives	Policy Strategy	Inst'l Capacity	Inst'l Process
			must be done with DepED and OWWA in order to ensure programme ownership.						

## **Final evaluation of the Joint Programme: Alternatives to migration: decent jobs for Filipino youth (MDG-F 1942)**

### **Annex 7. Focus Groups Discussions (FGDs) and evaluation workshops attendants and interviewees**

The fieldwork in the Philippines was conducted between 21 October 2012 and 9 November 2012 including visits to Antique, Maguindanao and Masbate.

#### **Presentation of the evaluation methodology to the PMC (Skype, 17 October 2012)**

#### **Workshop on preliminary findings (Manila, 5 November 2012)**

International Organization for Migration (IOM): Ricardo Casco (Mission Coordinator/National Programme Officer Labour/Migration & Development Unit), Tess Cruz (Senior Programme Assistant).

United Nations Population Fund (UNFPA): Mario Balibago (Programme Officer)

Department of Labour and Employment (DOLE)/Bureau of Workers with Special Concerns (BWSC): Maribeth Casin.

DOLE/Bureau of Local Employment (BLE): Vic Oliver.

DOLE: Lourdes Trasmonte (Undersecretary).

Philippine Overseas Employment Administration (POEA): Moira Idiesca Lintoyan (Information Officer III and POEA focal person for the JP YEM).

International Labour Organization (ILO): Roche Angon (National Project Coordinator), Ruth Honculada (Joint Programme Coordinator).

#### **Workshop on preliminary recommendations (Manila, 9 November 2012)**

DOLE: Lourdes Trasmonte (Undersecretary).

DOLE/National Reintegration Center for Overseas Filipino Workers (NRCO): Florencio Teves.

DOLE/BWSC): Maribeth Casin.

Department of Education (DepEd)/Bureau of Secondary Education (BSE): Prudencia Martínez.

ILO: Lawrence Jeff Johnson (Director Country Office), Roche Angon (National Project Coordinator), Ruth Honculada (Joint Programme Coordinator), Ma. Lourdes Kathleen Santos-Macasil.

DOLE/BLE: Vic Oliver.

National Youth Commission (NYC): Leon Flores.

Technical Education and Skills Development Authority (TESDA)

Overseas Workers Welfare Administration (OWWA): Aurora B. Abella.

United Nations Children's Fund (UNICEF): Ainhoa Larrea (Social Policy Officer).

UNFPA: Mario B. Balibago (ASRH Programme Associate).

DOLE/BWSC: Roberto S. Rodelas.

IOM: Tess Cruz (Senior Programme Assistant).

### **Antique (24 October 2012-27 October 2012)**

FGD (24 October 2012): Provincial Programme Coordination Body (6 men and 4 women): Department of Labour and Employment (DOLE), Department of Trade and Industry (DTI), Public Employment Services Office (PESO) Manager, Overseas Workers Welfare Administration (OWWA) Regional Office, Department of Education (DepEd), Provincial Planning and Development Officer (PPDO), Provincial Special Projects Division, Administrative Officer of the Governor's Office, Technical Education and Skills Development Authority (TESDA) Provincial Director

Vice Governor of Antique (25 October 2012).

Provincial Planning and Development Coordinator: Juliana O. Cepe (25 October 2012).

FGD (25 October): Teachers Trained on CPTL-E and School Principal Antique National High School (6 women and 5 men).

International Organization for Migration (IOM) Field Coordinator (26 October 2012): Gemma Rose Pedregosa.

Manager of the Yamaha SSR Shop as one of the corporations participating in the On the Job Practices for Technical and Vocational training beneficiaries (26 October 2012).

### **Manila**

IOM (21 October): Ricardo Casco (Mission Coordinator/National Programme Officer Labour/Migration & Development Unit).

TESDA (5 November 2012): Director Marty Hernandez (TVET Systems Development Office Executive Director).

Agencia Española de Cooperación Internacional (AECID)/Oficina Técnica de Cooperación – OTC (5 November 2012): Vicente Sellés Zaragoza (Coordinador General).

UNICEF (6 November 2012): Grace Agcaoili (Social Policy Specialist/OIC), Ainhoa Larrea (Social Policy Officer), Jon Michael R. Villaseñor (Education Officer, Education Section), Anjanette T. Saguisag (Child Protection Officer), María Lourdes de Vera-Mateo (Chief, Education Section).

Department of Education/Bureau of Secondary Education-BSE (6 November 2012): Prudence Martinez (Education Programme Specialist and focal person for the JP YEM).

FGD (6 November 2012): DOLE/Bureau of Local Employment (BLE): Vic Oliver (Supervising Labour & Employment Officer). DOLE/NRCO: Jay Teves (technical staff). DOLE/Bureau of

Workers with Special Concerns (BWSC): Maribeth Casin (Chief Labour and Employment Officer), Cielo Cobalaturan. OWWA: Vivian F. Tornea (Director IV).

ILO JP YEM Team (6 November 2012): Roche Angon (National Project Coordinator), Ma. Concepcion Sardaña (Senior Programme Coordinator), LK Santos (Programme Assistant).

Philippine Overseas Employment Administration-POEA (6 November 2012): Nimfa D. de Guzman (Director Welfare & Employment Office), Maybelle Gorospe, Moira Lintoyan (Information Officer III and POEA focal person for the JP YEM).

ILO (22 October 2012 in Masbate and 7 November 2012 in Manila): Ruth Honculada (Joint Programme Coordinator).

UNFPA (7 November 2012): Rena Doña (Assistant Representative) and Mario B. Balibago (ASRH Programme Associate).

United Nations Development Programme-UNDP (8 November 2012): United Nations Resident Coordinator.

MDG-F (7 November 2012): María Fare (Joint Programmes Coordinator).

National Youth Commission-NYC (8 November 2012): Robin Espinoza (Chief of Planning Division).

#### **Masbate (22 October 2012-24 October 2012)**

FGD (22 October 2012): Tech Voc and Entrepreneurship trainees and Starter Kit recipients Mobo National High School (6 young women and 3 young men).

FGD (22 October 2012): Education Subsidy beneficiaries Mobo National High School (7 young women and 2 young men).

FGD (22 October 2012): Teachers trained on CPTL-E in Mobo National High School (6 men and 7 women).

IOM (23 October): Joy Alcantara-Tanay (Field Coordinator).

FGD (23 October 2012): Provincial agencies: PESO Manager, Provincial Social Welfare Officer, DOLE Provincial Officer, TESDA Provincial Coordinator, Provincial Planning and Development Office Coordinator.

FGD (23 October 2012): Esperanza Overseas Filipino Workers Organization Baleno Chapter (OBC) (8 women and 6 men).

#### **Maguindanao (29 October 2012-1 November 2012)**

FGD (29 October 2012): Education Subsidy recipients (9 young men and 5 young women) and Principal of the Buluan National High School.

FGD (29 October 2012): Entrepreneurship trainees and beneficiaries of the Start Your Own Business Training (3 young men and 1 young women).

Chief of Operations of TESDA ARMM (29 October 2012).

FGD (30 October 2012): TESDA Technical and Vocational Training beneficiaries (3 young

women and 3 men).

FGD (30 October): Provincial Agencies (3 women): Department of Interior of the Local Government, Provincial Planning and Development Office, School Administrator of one of the YEM schools.

FGD (30 October): Overseas Filipino Workers (OFW)/ Channelling Remittances for Economic Development (CRED) beneficiaries (6 women and 3 men): OFW Consumers Marketing Cooperative of Buluan, Tacurong City OFW Families Cooperative, Datu Paglas OFW Families Cooperative.

FGD (31 October 2012): Parang National High school: Principal, Assistant Principal and focal point for the programme, Administrative Officer, Head of the CPTL-E, Science teacher and two recipients of the education Subsidy (2 young women).

Sam Cobrado (31 October 2012). IOM Field Coordinator in Maguindanao since June 2012.

### **Agusan del Sur**

Although this province was not included in the final evaluation agenda because of time constraints, the evaluator had the possibility to meet the Field Coordinator (Sam Cobrado) during the visit to Maguindanao and to interview by conference call the PESO Manager (9 November 2012).

**SPEECH OF  
HIS EXCELLENCY BENIGNO S. AQUINO III  
PRESIDENT OF THE PHILIPPINES  
DURING THE MDG FUND JOINT PROGRAMME ON ALTERNATIVES  
TO MIGRATION: DECENT JOBS FOR FILIPINO YOUTH  
NEW WORLD HOTEL, MAKATI  
23 NOVEMBER 2012**

*(To be delivered by Labor Secretary Rosalinda Baldoz)*

I am honored to speak on behalf of our President today. Allow me to share with you his message on this occasion.

It is wonderful to see international organizations and government agencies collaborate for the advancement of a cause. Together, we share the vision of equitable progress for all nations. We know that by working hand in hand--by encouraging, empowering, and enhancing each other's capacities--we can build a better, brighter world for our peoples. Our work here today signifies our drive to find solutions to one of the great challenges of our time: youth unemployment.

About 200 million persons worldwide are without work. 75 million of them--three of every eight--are between 15 to 24 years old. Here in the Philippines, there are 1.46 million unemployed young Filipinos. Looking at DOLE's data, however, tells us that the problem lies not in the absence of opportunities. In fact, with the influx of new investments, there is an abundance of jobs in the local labor market. The challenge lies in matching the skillset of a majority of the youth today with current

market demands. Working stations remain unfilled; young Filipinos remain in their homes or venture overseas: prospects for national growth remain unrealized.

But as your hard work has shown, steps have been taken to rise to this challenge. Our gathering today marks the culmination of our three-year Joint Programme on Youth, Employment, and Migration-Alternatives-- a plan which has helped us outline strategies. Through skills development, entrepreneurship and technical vocational education, programs for youth employment facilitation and safe migration, we have helped uplift communities in Masbate, Antique, Maguindanao, and Agusan del Sur. These are the same communities that have historically, because of their geographical distance from economic hubs, been relegated to the margins of society.

Make no mistake: Our administration is determined to see the total development of our youth, especially with regard to maximizing opportunities in the market place. And we will achieve this goal not through a piecemeal, myopic approach but through a holistic strategy that engages the entire spectrum of governance.

To meet the number of years required for our children to learn and train in the classroom, we have restructured our basic education cycle so that our students will be able to compete with their counterparts

abroad. Our Commission on Higher Education, likewise, is currently reviewing and revising its policies, standards, and guidelines for engineering, maritime, architecture, and other board programs to align college curricula with the requirements of the labor market. For technical education, our Technical Education and Skills Development Authority has already completed 23 curriculum guides, teaching guides, and learning modules for technology and livelihood education for Grades 7 and 8. The agency has also gone on to implement its Training-for-Work Scholarship Program, which seeks to hone the craft of our youth in skills-related industries, like business process outsourcing, electronics, tourism among many others.

Moreover, our Department of Labor and Employment has created the PhilJobnet System, which links our jobseekers to partner employers. DOLE also organizes jobs fairs nationwide and continues to update its career guides. Add to this, DOLE works closely with our LGUs in establishing Public Employment Service Offices, the agency's arm for employment facilitation services at the community level. Our vision: to see local government units turn into centers of economic opportunity and activity, so that more of our youth can be trained to work for and in our country.

And in this endeavor, we have had the support of our international development partners, who through and through have believed in what the Filipino can do. On this note, I wish to extend my gratitude to the Spanish Government, the International Labour Organization, the International Organization for Migration, the United Nations Children's Fund, and the United Nations Population Fund.

Our mantra remains the same: reform breeds progress; curbing corruption means opening doors of opportunity for our people. We are eliminating corrupt practices and obstacles to development in our system. This ensures that basic services reach their intended beneficiaries; this ensures that the playing field is leveled; this ensures that our people are empowered with the right skills so that they may shape their destinies through their own hard work and talent. No one will be left behind on the straight path to progress. Together, we will step forward. Together, we will reach our communal aspirations.

It is my hope to leave as a legacy a Philippines where no one is forced to work abroad because of poverty or injustice. Working abroad should be a choice and never a necessity for our people. All of us here aspire to see a Philippines with equal opportunities for everyone, where hard work and determination are rewarded, where a child may dream and work towards that dream and realize that dream.

Thank you, and good day.

<p style="text-align: center;"><b>INSTRUCTIONS</b></p> <p>Please answer each question clearly and completely. Type or print in ink. Read carefully and follow all directions.</p>	 <p style="font-size: 1.2em; font-weight: bold;">UNITED NATIONS</p> <p style="font-weight: bold;">PERSONAL HISTORY</p>	<p>Do not Write in this Space</p>
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1. Family name <b>Carravilla Gregorio</b>	First name <b>Carlos</b>	Other names <b>Alberto</b>	Maiden name
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2. Date of birth 02/03/1969	3. Place of birth Valladolid. España	4. Nationality at birth Spanish	5. Present nationality Spanish	6. Sex Male
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7. Height 182 cm	8. Weight 84 kg	9. Marital status Single <input checked="" type="checkbox"/>	Married <input type="checkbox"/>	Separated <input type="checkbox"/>	Widow (er) <input type="checkbox"/>	Divorced <input type="checkbox"/>
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10. Entry into United Nations service might entail assignment and travel to any area of the world in which the United Nations might have responsibilities. Have you any disabilities, which might limit your prospective field of work or your ability to engage in air travel?  
 YES  NO  If "yes", please describe.

11. Permanent address c/Méndez Núñez, 25. 28223 Pozuelo de Alarcón. Madrid. Spain.	12. Present address Residencial Las Lomas, casa S 15. Managua. Nicaragua. +505 8432 7323	13. Permanent telephone no +34 917159772
		14. Present telephone no +505 8432 7323

15. Have you any dependants?  
 YES  NO  If the answer is "yes", give the following information:

NAME	Age	Relationship	NAME	Age	Relationship
Ariadna Carravilla Montes	1	Daughter			

16. Have you taken up legal permanent residence in any country other than that of your nationality? YES  NO   
 If answer is "yes", which country? Nicaragua and Bolivia

17. Have you taken any legal steps towards changing your nationality? YES  NO   
 If answer is "yes", explain fully:

18. Are any of your relatives employed by a public international organization? YES  NO   
 If answer is "yes", give the following information:

NAME	Relationship	Name of international organization

19. What is your preferred field of work? Management of the whole international cooperation project cycle with a gender focus: Evaluation, diagnosis, baseline studies, identification, formulation, monitoring.

20. Would you accept employment for less than six months? YES  NO  21. Have you previously submitted an application for employment with U.N.? If so, when? March 2011

22. KNOWLEDGE OF LANGUAGES. What is your mother tongue? Spanish

OTHER LANGUAGES	READ		WRITE		SPEAK		UNDERSTAND	
	Easily	Not easily	Easily	Not easily	Fluently	Not fluently	Easily	Not easily
English	X		X		X		X	
French	X			X		X		X

23. For clerical grades only  
 Indicate speed in words per minute

			Other languages	List any office machines or equipment you can use Advanced user of Microsoft Office and Office for Mac
	English	French		
Typing				
Shorthand				

**24. EDUCATION.****A. University or equivalent**

Name, place and country	Years attended		Degrees and academic distinctions	Main course of study
	From	To		
Universidad Politécnica. Ciudad Universitaria. Madrid. Spain.	September 1988	February 1996	Ingeniero Superior de Telecomunicación. Final thesis obtained a cum laude qualification.	Communications engineering.
Universidad de Comillas. Campus Tres Cantos. Madrid. Spain.	September 2001	June 2002	Master en Cooperación Internacional al Desarrollo.	International Cooperation for Development.
Institute Sector 3	October 2007	December 2007	Diploma en Enfoque integrado de Género en la Cooperación al Desarrollo.	Integrated Approach to Gender in International Cooperation for Development.
Universidad Oberta de Catalunya. Barcelona. Spain.	October 2010	January 2011	Técnico Especialista en Evaluación de Proyectos de Desarrollo.	Evaluation of International Cooperation for Development projects.
United Nations Department of Safety and Security	September 2011	September 2011	Basic Security and Advanced Security in the Field Diplomas.	Basic Security and Advanced Security in the Field.
United Nations Institute for Training and Research (UNITAR)	April 2012	May 2012	Especialista en Técnica y Práctica en la Negociación Internacional.	Technique and Practice in International Negotiation.

**B. Schools or other formal training or education from age 14**

Name, place and country	Type	Years attended		Certificates or diplomas obtained
		from	To	
La Salle. Madrid. Spain.	High school.	September 1983	June 88	Selectividad.

**25. List professional societies and activities in civic, public or international affairs**

Member of the Board of Management of El Col·lectiu d'Estudis sobre Cooperació i Desenvolupament (El Col·lectiu) <http://www.portal-dbts.org>: Non Governmental Organization dedicated to research and outreach in the field of international cooperation.

Member of the European Evaluation Society <http://www.ees2012.org/>

Member of the Learning Network on Capacity Development (LeNCD) <http://www.lencd.org/>

**26. List any significant publications you have written (Do not attach)**

Gestión del ciclo de las acciones de Cooperación Internacional al Desarrollo desde una perspectiva de género (Management of cooperation for development interventions from a gender perspective). Instituto Universitario de Desarrollo y Cooperación (IUDC). Universidad Complutense de Madrid. Publication during 2012 after editorial review.

Sistematización del componente de derechos económicos del Convenio para el Empoderamiento de la Mujer en Bolivia 2006-2010 Solidaridad Internacional Bolivia (Systematization of the economic component of the Programme for the Empowerment of Women in Bolivia 2006-2010). July 2011.

Análisis de las líneas de base con enfoque de género en programas de cooperación al desarrollo a partir de dos estudios de caso (Analysis of the elaboration of baselines from a gender perspective in development cooperation programs from two case studies). [http://www.portal-dbts.org/3\\_herramientas/lb/0807\\_lb\\_cast.html](http://www.portal-dbts.org/3_herramientas/lb/0807_lb_cast.html). Col·lectiu d'Estudis sobre Cooperació i Desenvolupament (El Col·lectiu). January 2008.

**27. EMPLOYMENT RECORD:**

From Month/Year	To Month/Year	Salaries per annum		Exact title of your post: Representative in Nicaragua (part time dedication).
		Starting	Final	
November 2012	Ongoing			
Name of employer: Col·lectiu d'Estudis sobre Cooperació i Desenvolupament (El Col·lectiu).				Type of business: International cooperation
Address of employer: Calle Sant Lluís 72, 2º 4ª, Barcelona, España.				Name of supervisor: Marta Tudela
				Number and kind of employees supervised by you: None
				Reason for leaving:

**DESCRIPTION OF YOUR DUTIES**

Maintaining partnership relations with Nicaraguan Civil Society organizations.

Identification and design of international cooperation proposals in the field of research and outreach.

Training Nicaraguan organizations to work under the Logical Framework approach with a gender perspective.

From Month/Year	To Month/Year	Salaries per annum		Exact title of your post: <b>External evaluator.</b>
		Starting	Final	
October 2012	December 2012			
Name of employer: United Nations Children's Fund (UNICEF) Philippines.				Type of business: International cooperation
Address of employer: 19th Floor, Yuchengco Tower, RCBC Plaza 6819 Ayala Avenue Makati City. Manila Metro.Philippines.				Name of supervisor: Lawrence Jeff Johnsson
				Number and kind of employees supervised by you : None
				Reason for leaving: End of consultancy.

**DESCRIPTION OF YOUR DUTIES**

**Final evaluation (quantitative and qualitative) of the Joint Programme funded by the Millennium Achievement Development Goals Fund in the Philippines: Alternatives to migration: decent jobs for Filipino youth (Youth, Employment and Migration Thematic Window).**

From Month/Year	To Month/Year	Salaries per annum		Exact title of your post: Representative in Bolivia (part time dedication).
		Starting	Final	
January 2010	September 2012			
Name of employer: Col·lectiu d'Estudis sobre Cooperació i Desenvolupament (El Col· lectiu).				Type of business: International cooperation
Address of employer: Calle Sant Lluís 72, 2º 4ª, Barcelona, España.				Name of supervisor: Marta Tudela
				Number and kind of employees supervised by you : None
				Reason for leaving: Reassignment to Nicaragua

**DESCRIPTION OF YOUR DUTIES**

Maintaining partnership relations with Bolivian Civil Society organizations.

Identification and design of two international cooperation proposals in the field of research and outreach: (1) Strengthening processes of reflection and collective action of popular subject Bolivia (this project was presented to the call for projects the City of Barcelona 2010 call obtained the best technical score), (2) the difficult question of being indigenous in the city (this project was presented to the call for projects the City of Barcelona call 2011 obtained the second highest technical score).

Training Bolivian organizations to work under the Logical Framework approach with a gender perspective: Design of objectives, results, indicators and activities; elaboration of annual operating plans; budgets elaboration; design and management of evaluations with a gender perspective. Some organizations trained: Centro de Documentación e Información de Bolivia, (CEDIB), Articulación de Mujeres por la Equidad y la Igualdad (AMUPEI), Centro de Desarrollo Integral de la Mujer Aymara (CDIMA), Centro de Promoción de la Mujer-Gregoria Apaza, Centro de Educación Popular Qhana, Red Nacional de Trabajadoras/es) de la Comunicación-Red ADA.

From Month/Year	To Month/Year	Salaries per annum		Exact title of your post: <b>External evaluator.</b>
		Starting	Final	
July 2012	September 2012			
Name of employer: United Nations Development Programme (UNDP) Lebanon.				Type of business: International cooperation.
Address of employer: Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.				Name of supervisor: Walid Nasr.
				Number and kind of employees supervised by you: None
				Reason for leaving: End of consultancy.

**DESCRIPTION OF YOUR DUTIES**

**Final evaluation (qualitative) of the Joint Programme funded by the Millennium Achievement Development Goals Fund in Lebanon: Conflict Prevention and Peace Building in North Lebanon (Conflict Prevention and Peace Building**

<b>Thematic Window).</b>				Exact title of your post: <b>External evaluator.</b>	
From	To	Salaries per annum			
Month/Year	Month/Year	Starting	Final		
July 2012	July 2012	Daily fee: 450 USD	Final		
Name of employer: United Nations Development Programme (UNDP) New York. Millennium Achievement Development Goals Fund.				Type of business: International cooperation.	
Address of employer: Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.				Name of supervisor: Adán Ruíz.	
				Number and kind of employees supervised by you: None.	Reason for leaving: End of consultancy.
<b>DESCRIPTION OF YOUR DUTIES</b>					
<b>Formulation of the evaluation questions corresponding to the evaluation matrix for the evaluation of the Conflict Prevention and Peace Building Thematic Window of the Millennium Development Goals Fund.</b>					

From	To	Salaries per annum		Exact title of your post: <b>Consultant, systematization of evidence of mid-term evaluations.</b>	
Month/Year	Month/Year	Starting	Final		
February 2012	March 2012	Daily fee: 450 USD			
Name of employer: United Nations Development Programme (UNDP) New York. Millennium Achievement Development Goals Fund.				Type of business: International cooperation.	
Address of employer: Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.				Name of supervisor: Sophie de Caen.	
				Number and kind of employees supervised by you: None	Reason for leaving: End of consultancy.
<b>DESCRIPTION OF YOUR DUTIES</b>					
<b>Systematization of evidence of mid-term evaluations of joint programmes funded by the Millennium Achievement Development Goals Fund.</b>					

From	To	Salaries per annum		Exact title of your post: <b>External evaluator.</b>	
Month/Year	Month/Year	Starting	Final		
November 2011	January 2012	26.000 USD			
Name of employer: United Nations Development Programme (UNDP) New York. Millennium Achievement Development Goals Fund.				Type of business: International cooperation.	
Address of employer: Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.				Name of supervisor: Sara Ferrer Olivela.	
				Number and kind of employees supervised by you: None.	Reason for leaving: End of consultancy.
<b>DESCRIPTION OF YOUR DUTIES</b>					
<b>Mid-term evaluation (qualitative) of the Joint Programme funded by the Millennium Achievement Development Goals Fund in Sudan: Creating Opportunities for Youth Employment in Sudan (Youth, Employment and Migration Thematic Window).</b>					

From	To	Salaries per annum		Exact title of your post: <b>External evaluator.</b>	
Month/Year	Month/Year	Starting	Final		
September 2011	November 2011	26.000 USD			
Name of employer: United Nations Development Programme (UNDP) New York. Millennium Achievement Development Goals Fund.				Type of business: International cooperation.	
Address of employer: Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.				Name of supervisor: Sara Ferrer Olivela.	
				Number and kind of	Reason for leaving:

	employees supervised by you: None	End of consultancy.
<b>DESCRIPTION OF YOUR DUTIES</b>		
<b>Mid-term evaluation (qualitative) of the Joint Programme funded by the Millennium Achievement Development Goals Fund in South Sudan: Creating Opportunities for Youth Employment in South Sudan (Youth, Employment and Migration Thematic Window).</b>		

From	To	Salaries per annum		Exact title of your post: <b>External evaluator.</b>
Month/Year	Month/Year	Starting	Final	
August 2011	September 2011	25.000 USD		
Name of employer: United Nations Development Programme (UNDP) New York. Millennium Achievement Development Goals Fund.				Type of business: International cooperation.
Address of employer: Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.				Name of supervisor: Regina Gallego.
				Number and kind of employees supervised by you: None.
				Reason for leaving: End of consultancy.

<b>DESCRIPTION OF YOUR DUTIES</b>				
<b>Mid-term evaluation (qualitative) of the Joint Programme funded by the Millennium Achievement Development Goals Fund in Guatemala: Consolidando la Paz en Guatemala mediante la prevención de la violencia y gestión del conflicto (Consolidating Peace in Guatemala through Violence Prevention and Conflict Management) (Conflict Prevention and Peace Building Thematic Window).</b>				

From	To	Salaries per annum		Exact title of your post: Consultant, trainer.
Month/Year	Month/Year	Starting	Final	
November 2011	November 2011			
Name of employer: Manos Unidas Bolivia.				Type of business: International cooperation.
Address of employer: Calle Colón nº 2 (esquina plazuela Cochabamba) Sucre, Bolivia.				Name of supervisor: Arantxa Ojinaga.
				Number and kind of employees supervised by you: None
				Reason for leaving: End of consultancy.

<b>DESCRIPTION OF YOUR DUTIES</b>				
Training partners of Manos Unidas (ConsorcioT'inki) and Manos Unidas Bolivia on diagnosis and formulation of projects according to the Logical Framework Approach (LFA) with a gender perspective: Gender analysis tools, objectives, outcomes, indicators sensitive to gender relations, activities, budgeting.				

From	To	Salaries per annum		Exact title of your post: Consultant, systematization of better practices.
Month/Year	Month/Year	Starting	Final	
October 2011	March 2011			
Name of employer: Solidaridad Internacional Bolivia.				Type of business: International cooperation.
Address of employer: C/ Méndez Arcos nº 785 (Sopocachi). La Paz. Bolivia.				Name of supervisor : Javier García de la Oliva.
				Number and kind of employees supervised by you: None
				Reason for leaving: End of consultancy

<b>DESCRIPTION OF YOUR DUTIES</b>				
Systematization of better practices in the field of women's economic rights in the Convenio for the Empowerment of Women in Bolivia and Peru. Work carried out in Bolivia with funding from Agencia Española de Cooperación Internacional (AECID).				

From	To	Salaries per annum		Exact title of your post: <b>External evaluator.</b>
Month/Year	Month/Year	Starting	Final	
August 2010	October 2010			
Name of employer: Instituto Sindical de Cooperación al Desarrollo (ISCOD) Bolivia.				Type of business: International cooperation.
Address of employer: Capitán Ravelo. Sopocachi. La Paz. Bolivia.				Name of supervisor: Pablo Manzanares.
				Number and kind of employees supervised by
				Reason for leaving: End of consultancy

	you: None	
DESCRIPTION OF YOUR DUTIES		
<b>Final evaluation (qualitative and quantitative) of the project: Formación de Trabajadores del Sector Fabril y Equipamiento de Radios Fabriles. This Work was carried out in Bolivia with funding from the Junta de Extremadura.</b>		

From	To	Salaries per annum		Exact title of your post: <b>External evaluator.</b>	
Month/Year	Month/Year	Starting	Final		
March 2010	July 2010				
Name of employer: Mundubat Bolivia				Type of business: International cooperation.	
Address of employer: Capitán Ravelo. Sopocachi. La Paz. Bolivia.				Name of supervisor: Antonio Montoro.	
				Number and kind of employees supervised by you: None	Reason for leaving: End of consultancy

DESCRIPTION OF YOUR DUTIES				
<b>Final evaluation (quantitative and qualitative) of the project Mejora de matriz tecnológico-productiva en los asentamientos de la Reforma Agraria Movimento dos Trabalhadores Rurais Sem Terra Brasil (MST). Fase I. Carried out in Brazil with Basque Country Government funding.</b>				

From	To	Salaries per annum		Exact title of your post: Consultant, gender diagnosis.	
Month/Year	Month/Year	Starting	Final		
March 2010	July 2010				
Name of employer: Movimento dos Atingidos por Barragens (MAB) Brazil				Type of business: International cooperation.	
Address of employer: São Paulo. Brazil.				Name of supervisor: Leonardo Bauer.	
				Number and kind of employees supervised by you: None	Reason for leaving: End of consultancy

DESCRIPTION OF YOUR DUTIES				
Intraorganizational gender diagnosis of MAB. Carried out in Brazil and funded by the Basque Country Government.				

From	To	Salaries per annum		Exact title of your post: Consultant, gender diagnosis.	
Month/Year	Month/Year	Starting	Final		
March 2010	July 2010				
Name of employer: Movimento dos Trabalhadores Rurais Sem Terra Brasil (MST)				Type of business: International cooperation.	
Address of employer: São Paulo. Brazil.				Name of supervisor: Daniel Sánchez Pereira	
				Number and kind of employees supervised by you: None.	Reason for leaving: End of consultancy.

DESCRIPTION OF YOUR DUTIES				
Intraorganizational gender diagnosis of MST. Carried out in Brazil and funded by the Basque Country Government.				

From	To	Salaries per annum		Exact title of your post: Technical coordinator (part time dedication).	
Month/Year	Month/Year	Starting	Final		
February 2010	December 2010				
Name of employer: Asociación para la Cooperación con el Sur (ACSUR) Asturias				Type of business: International cooperation.	
Address of employer: c/ Pintor Mariano Moré, 10, bajo derecha, 33212 Gijón, Asturias. Spain.				Name of supervisor: Carmen Jiménez.	
				Number and kind of employees supervised by you: None.	Reason for leaving: End of consultancy

DESCRIPTION OF YOUR DUTIES				
Technical assistance to the project Soberanía alimentaria y participación campesina en la Central Agraria Lambate, Municipio de Irupana, Bolivia: Reshaping of the project (results and indicators), planning and elaboration of reports.				
Training of the project staff in the design of projects according to the Logical Framework Approach (LFA) with a gender perspective				

From	To	Salaries per annum		Exact title of your post: Researcher.
Month/Year	Month/Year	Starting	Final	
October 2008	February 2009			
Name of employer: Instituto Universitario para el Desarrollo y la Cooperación de la Universidad Complutense de Madrid (IUDC) and Editorial Síntesis.				Type of business: International cooperation-research.
Address of employer: C/ Donoso Cortés 65 - 6º planta - 28015-Madrid. Spain.				Name of supervisor: Paloma Román.
				Number and kind of employees supervised by you: None.
				Reason for leaving: End of consultancy.
<b>DESCRIPTION OF YOUR DUTIES</b>				
Making of a chapter belonging to a manual for aid workers about the project cycle management from a gender perspective: Identification, design of objectives, results, activities and indicators according to the Logical Framework Approach (LFA) with a gender perspective; project management and monitoring; design of evaluations and baseline studies.				

From	To	Salaries per annum		Exact title of your post: <b>Consultant evaluator.</b>
Month/Year	Month/Year	Starting	Final	
October 2008				
Name of employer: Agroconsulting Internacional.				Type of business: Interventions focused on disadvantaged groups.
Address of employer: Carretera de la Coruña (A-6), Km 17,800 28232 Las Rozas de Madrid. Spain.				Name of supervisor: Teba Castaño.
				Number and kind of employees supervised by you: None.
				Reason for leaving: End of consultancy.
<b>DESCRIPTION OF YOUR DUTIES</b>				
<b>Evaluation of projects submitted to the call for proposals 2009 of Caja Madrid: Relevance, internal coherence, quality of the design, etc.</b>				

From	To	Salaries per annum		Exact title of your post: Project officer.
Month/Year	Month/Year	Starting	Final	
May 2008	September 2008			
Name of employer: Solidaridad Internacional Nicaragua				Type of business: International cooperation.
Address of employer: Col. Los Robles, de esquina sur de Monte de Los Olivos 5c. arriba, Casa nº 51, Managua. Nicaragua.				Name of supervisor: Jimena Montes.
				Number and kind of employees supervised by you: 2 (administrator and project technician)
				Reason for leaving: End of contract.
<b>DESCRIPTION OF YOUR DUTIES</b>				
Providing technical support to the Solidaridad Internacional intervention in Nicaragua. Responsible for the formulation and monitoring of projects and programs. Maintaining partnership relations with Civil Society organizations in Nicaragua following the strategic principles of the institution.				

From	To	Salaries per annum		Exact title of your post: <b>Consultant evaluator.</b>
Month/Year	Month/Year	Starting	Final	
January 2008	April 2008			
Name of employer: Solidaridad Internacional Nicaragua				Type of business: International cooperation.
Address of employer: Col. Los Robles, de esquina sur de Monte de Los Olivos 5c. arriba, Casa nº 51, Managua. Nicaragua.				Name of supervisor: Jimena Montes
				Number and kind of employees supervised by you: None.
				Reason for leaving: End of consultancy.
<b>DESCRIPTION OF YOUR DUTIES</b>				
<b>Ex-ante evaluation (quantitative and qualitative) and reshaping of the project Promoción del poder local para el desarrollo económico de Chinandega Norte (Nicaragua). Basque Country Government funding.</b>				

From	To	Salaries per annum		Exact title of your post: Technical coordinator
Month/Year	Month/Year	Starting	Final	
September 2003	December 2007			

Name of employer: Asociación para la Cooperación con el Sur (ACSUR).	Type of business: International cooperation.	
Address of employer: Altamira d'Este. De la Vicky 2 cuadras al sur, una al este y una al sur. Casa 512. Managua. Nicaragua.	Name of supervisor: Montserrat Julve.	
	Number and kind of employees supervised by you: None.	Reason for leaving: Personal decision. Change in professional interests.

#### DESCRIPTION OF YOUR DUTIES

Technical coordination of the intervention in Nicaragua: Identification, diagnosis, formulation, budgeting, preparation of annual operating plans and monitoring of projects and programs funded by: Spanish Agency for International Development Cooperation (AECID), European Commission (ECHO, DIPECHO, Block Grant, Ex-B7-6000), UNICEF, Community of Madrid, etc.:

- Design of the project: Fortalecimiento de la sociedad e instituciones públicas de salud ante la epidemia VIH y SIDA en los departamentos de León y Chinandega (Strengthening of society and public health institutions to HIV and AIDS epidemic in the departments of Leon and Chinandega).
- Coordination of the project: Apoyo a la seguridad alimentaria y mitigación de los efectos de la sequía del ciclo agrícola 2001-2002 en 12 comunidades del Municipio de Pueblo Nuevo, Estelí (Support to food security and mitigate the effects of drought in the 2001-2002 crop season in 12 communities in the municipality of Pueblo Nuevo, Estelí (Support to food security and mitigate the effects of Drought in the 2001-2002 crop season in 12 Communities in the Municipality of Pueblo Nuevo, Esteli).
- Coordination of the programme: Organización productiva rural, alfabetización y fortalecimiento institucional en el Municipio de Palacagüina, Departamento de Madriz. 2003-2006 (Rural productive organization, literacy and capacity building in the Municipality of Palacagüina, Department of Madriz. 2003-2006). Funded by the Community of Madrid.
- Coordination of the programme: Desarrollo social, económico y ambiental en Villa Reconciliación Norte, Managua. 2006-2009 (Social, economic and environmental development of Villa Reconciliación Norte, Managua. 2006-2009). Funded by the Community of Madrid.
- Design and coordination of the DIPECHO project DIPECHO Dipilto in Nicaragua.
- Design of the DIPECHO project: Fortalecimiento de la capacidad municipal y comunitaria para la preparación ante desastres en el Municipio de San Fernando, Nicaragua (Capacity building for municipal and community disaster preparedness in the municipality of San Fernando, Nicaragua).
- Design and coordination of the project: Construcción de una democracia participativa con equidad de género en el municipio de San Francisco Libre, Nicaragua (Construction of a participatory democracy with gender equity in the municipality of San Francisco Libre, Nicaragua).

**Internal ex-ante evaluation (quantitative and qualitative) and reshaping of the development program: Organización productiva rural, alfabetización y fortalecimiento institucional en el Municipio de Palacagüina, Departamento de Madriz. 2003-2006. Funded by the Community of Madrid.**

**Internal mid-term evaluation (quantitative and qualitative), first year, and internal mid-term evaluation (quantitative and qualitative), second year, of the previous programme.**

**Internal ex-ante evaluation (quantitative and qualitative), and reshaping of the programme: Desarrollo social, económico y ambiental en Villa Reconciliación Norte, Managua. 2006-2009. Funded by the Community of Madrid.**

From	To	Salaries per annum		Exact title of your post: Consultant.
Month/Year	Month/Year	Starting	Final	
June 2003	August 2003			
Name of employer: Asociación INHIJAMBIA.				Type of business: Civil Society.
Address of employer: Puente Larreynaga, 1 c abajo, 2 c al lago, 20 varas arriba. Managua, Nicaragua.				Name of supervisor: Mirna Sánchez.
				Number and kind of employees supervised by you: None.
				Reason for leaving: End of consultancy.

#### DESCRIPTION OF YOUR DUTIES

Elaboration of a five years strategy document and identification and formulation of a first project to be financed by international donors.

From	To	Salaries per annum		Exact title of your post: Project officer
Month/Year	Month/Year	Starting	Final	
October 2001	July 2002			
Name of employer: Acción Contra el Hambre.				Type of business: International cooperation.

Address of employer: C/Caracas, 6, 1° 28010 Madrid. Spain.		Name of supervisor: Mabrouk Brahmi.	
		Number and kind of employees supervised by you: None.	Reason for leaving: End of scholarship.
<b>DESCRIPTION OF YOUR DUTIES</b>			
Support in logistics and identification of a communications improvement project in rural areas of Mali and Niger.			
28. Have you any objections to our making inquiries of you present employer?		YES [ <input type="checkbox"/> ]	NO [ <input checked="" type="checkbox"/> ]
29. Are you now, or have you ever been, a permanent civil servant in your government's employ?		YES [ <input type="checkbox"/> ]	NO [ <input checked="" type="checkbox"/> ]
If answer is "yes", when?			
<b>30. REFERENCES:</b>			
FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION	
Adán Ruiz: <a href="mailto:adan.ruiz@undp.org">adan.ruiz@undp.org</a>	Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.	Adán Ruiz. Monitoring and Evaluation Advisor. Secretariat of the MDG-F.	
Graham Boyd: <a href="mailto:boyd@ilo.org">boyd@ilo.org</a>	UNDP Compound. Yuba. South Sudan.	Chief Technical Adviser UN Joint Programme on Youth Employment in South Sudan. International Labour Organization (ILO).	
Hjalmar Calderón: <a href="mailto:hjalmar_dcc@hotmail.com">hjalmar_dcc@hotmail.com</a>	Unidad de Coordinación de la Ventana de Paz. Ministerio de Gobernación. Ciudad de Guatemala.	Coordinador General del programa Consolidando la paz en Guatemala mediante la prevención de la violencia y gestión del conflicto. PNUD Guatemala	
Patricia Fernández-Pacheco <a href="mailto:patricia.fernandez-pacheco@undp.org">patricia.fernandez-pacheco@undp.org</a>	Headquarters of United Nations Development Programme. One United Nations Plaza New York, NY 10017 USA.	UN Coordination Specialist. Secretariat of the MDG-F.	
Walid Nasr: <a href="mailto:nwaleed@yahoo.com">nwaleed@yahoo.com</a>	African International Bank Bldg, Riad El Solh Street, Nejme, Beirut.	Programme Coordinator. United Nations Resident Coordinator Office in Lebanon.	
Ruth Honculada: <a href="mailto:rgonculada@yahoo.com">rgonculada@yahoo.com</a>	19th Floor, Yuchengco Tower, RCBC Plaza 6819 Ayala Avenue Makati City 1200. Philippines.	Programme Coordinator. International Labour Organization Country Office for the Philippines.	

**31. STATE ANY OTHER RELEVANT FACTS IN SUPPORT OF YOUR APPLICATION. INCLUDE INFORMATION REGARDING ANY RESIDENCE OUTSIDE THE COUNTRY OF YOUR NATIONALITY.**

I have twelve years of experience in the specific field of International Cooperation for Development, most of them as expatriate in Nicaragua and Bolivia. This experience covers working at the community level, using tools such as the Participative Rural Appraisal; at the municipal level, with the use of characteristic methodologies of capacity development; and at the governmental level, where the concepts like negotiation, legal and public policy framework development and also capacity building are essential. As a result I feel comfortable and confident when working on all the different planes that can be involved in a development intervention.

Extensive experience (nine years) in evaluation, identification, gender sensitive participatory appraisal, design, baseline studies budgeting, preparation of annual operating plans and monitoring of programs for a variety of funders and institutions: Spanish Agency for International Development Cooperation (AECID), European Commission (ECHO, DIPECHO, Block Grant, Ex B7-6000), UNICEF, UNDP, ILO, etc. Ability to work under the guidelines of the UNDP Manual: Handbook on planning, monitoring and evaluating for development results.

Two years and a half training organizations of the Bolivian Civil Society in the design of projects and programmes according to the Logical Framework Approach and using gender analysis tools (Harvard analytical Framework): Objectives, outcomes, indicators, activities, planning, budgeting by activity, and management and design assessments.

Publication about the elaboration of baseline studies: Analysis of the baselines from a gender perspective in development cooperation programs from two case studies: [http://www.portal-dbts.org/3\\_herramientas/lb/0807\\_lb\\_cast.html](http://www.portal-dbts.org/3_herramientas/lb/0807_lb_cast.html)

Publication on project cycle management: Managing the cycle of development cooperation activities from a gender perspective. Institute for Development and Cooperation of the Universidad Complutense de Madrid. 2012.

Full capacity to work in English and Spanish.

**32. HAVE YOU BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED FOR THE VIOLATION OF ANY LAW (excluding minor traffic violations)?** YES [ ] NO [ X]  
If "yes", give full particulars of each case in an attached statement.

**33. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization may result in the termination of the service contract or special services agreement without notice.**

DATE: 30 November 2012

SIGNATURE:

A handwritten signature in black ink, consisting of a large, stylized initial 'A' followed by a series of loops and a long horizontal stroke extending to the left.

**TOR FOR FINAL EVALUATION OF MDG-F 1942 JOINT PROGRAMME**  
**on ALTERNATIVES TO MIGRATION: DECENT JOBS FOR FILIPINO YOUTH**

**1. General Context: the MDG-F**

In December 2006, the UNDP and the Government of Spain signed a major partnership agreement for the amount of €528 million with the aim of contributing to progress on the MDGs and other development goals through the United Nations System. In addition, on 24 September 2008 Spain pledged €90 million towards the launch of a thematic window on Childhood and Nutrition. The MDG-F supports joint programmes that seek replication of successful pilot experiences and impact in shaping public policies and improving peoples' life in 49 countries by accelerating progress towards the Millennium Development Goals and other key development goals.

The MDG-F operates through the UN teams in each country, promoting increased coherence and effectiveness in development interventions through collaboration among UN agencies. The Fund uses a joint programme mode of intervention and has currently approved 128 joint programmes in 49 countries. These reflect eight thematic windows that contribute in various ways towards progress on the MDGs, National Ownership and UN reform.

The MDG-F M&E Strategy

A result oriented monitoring and evaluation strategy is under implementation in order to track and measure the overall impact of this historic contribution to the MDGs and to multilateralism. The MDG-F M&E strategy is based on the principles and standards of UNEG and OEDC/DAC regarding evaluation quality and independence. The strategy builds on the information needs and interests of the different stakeholders while pursuing a balance between their accountability and learning purposes.

The strategy's main objectives are:

1. To support joint programmes to attain development results;
2. To determine the worth and merit of joint programmes and measure their contribution to the 3 MDG-F objectives, MDGS, Paris Declaration and Delivering as one; and
3. To obtain and compile evidence based knowledge and lessons learned to scale up and replicate successful development interventions.

Under the MDG-F M&E strategy and Programme Implementation Guidelines, each programme team is responsible for designing an M&E system, establishing baselines for (quantitative and qualitative) indicators and conducting a final evaluation with a summative focus.

The MDG-F Secretariat also commissioned mid-term evaluations for all joint programmes with a formative focus. Additionally, a total of nine-focus country evaluations (Ethiopia, Mauritania, Morocco, Timor-Leste, Philippines, Bosnia-Herzegovina, Brazil, Honduras and Ecuador) are planned to study more in depth the effects of joint programmes in a country context.

MDG F 1942 Joint Programme on Alternatives to Migration: Decent Jobs for Filipino Youth

Of the total population of 94 million (NSO, 2010), the Philippines is known to have a dominantly young population of 18.2 million falling between 15 to 24 years old. The 2010 Labor Force Survey recorded the national unemployment rate in the country at 7.4 per cent, while youth unemployment

rate was twice as much at 17.6 per cent.<sup>1</sup> Of the estimated 3 million unemployed in the country, 50 per cent were youth. Young people in the Philippines are two times more likely to be unemployed than those in older age groups. This situation is further aggravated during economic recession because of the slow-down in hiring and seniority practices. Among those who are employed, 33.3 percent are in vulnerable forms of employment characterized by inadequate income, low productivity, and difficult conditions. This is of greater concern.

Education is a first step to decent work and employment opportunities second. In the Philippines, the drop-out rate at the public secondary education level is high. For every 10 students that enter first year, only four graduate and finish high school. Out-of-School Youths (OSY) and Students At Risk of Dropping-Out (SARDO) are forced to enter the labor force during their adolescent years, at the cost of dropping out of school to provide income for their poor families while women are faced with traditional child-rearing and housekeeping responsibilities that have also hindered young women from completing secondary education.

For those with tertiary level education, many cannot be absorbed by the labor market due to lack of skills or qualifications. Youth unemployment is also attributed to a combination of supply and demand factors of which is the mismatch between skills of the youth workers and those required by industry and the business sector. Furthermore, youth in rural areas are even more marginalized since they may not have access to information about jobs.

Meanwhile youth comprise about 35% of all Overseas Filipino Workers (OFWs) which translates to a significant “youth” share in the national financial inflows associated with migration. While migration brings significant economic benefits, it also entails social costs to children. Children of migrant workers are left in the care of surrogate parents and are reported to contribute to a high-drop-out rate due to a diminishing interest to finish school, work or build a career, and a tendency to be overly dependent on remittances and are enticed to join parents to work overseas. Young workers outside the country expose themselves to the risks of migration such as exploitation and human trafficking especially among women.

The *MDG F 1942 Joint Programme on Alternatives to Migration: Decent Jobs for Filipino Youth* under the thematic window of youth, employment and migration, better known as “JP YEM”, was developed and implemented by the UN Country Team agencies – International Labour Organization (ILO), International Organization for Migration (IOM), United Nations Children’s Fund (UNICEF) and United Nations Population Fund (UNFPA) together with the Department of Labor Employment (DOLE) as lead Implementing Partner from the Philippine Government. This joint programme is in support to the Philippine Government’s vision of a productive and competitive youth. It is also aligned with the Philippine Development Plan (2012 – 2016), DOLE’s Labor and Employment Plan (2012 – 2016), and the Philippine Youth Development Plan (2012 – 2016).

With the total approved budget of USD\$ 6 million, the joint programme targeted at least 10,000 disadvantaged youth (i.e. In-school, Out-of School, Students at Risk of Dropping Out, Youth Migrants, Family left behind by Overseas Filipino Workers, IPs, PWDS, etc.) through two outcomes and eight outputs over a period of three years (July 2009 – August 2012).

**Outcome 1.** Improved policy coherence and implementation on youth employment and migration through full stakeholder participation, in which the following outputs are expected:

Output 1.1 National Action Agenda formulated

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<sup>1</sup> In 2011, the youth unemployment rate in the Philippines was recorded at 16.3 per cent and 16 per cent in the second quarter of 2012 based on preliminary findings.

- Output 1.2 Localized policies and programmes on YEM through one-stop resource and support centers;
- Output 1.3 Model Mechanism to channel remittances for developing youth employment alternatives.
- Outcome 2.** Increased access to decent work for poor, young women and men, through the following:
  - Output 2.1 Public-private partnerships towards creation of youth, employment and entrepreneurship \-friendly environment
  - Output 2.2 Labor market responsive Technical and Vocational Education and entrepreneurship training.
  - Output 2.3 Gender-sensitive entrepreneurship education mainstreamed in public-secondary education
  - Output 2.4 Gender-sensitive career guidance, referral and tracking system in employment services
  - Output 2.5 Inclusive approaches to basic education

The Joint Programme aims to contribute to the attainment by the Government of the Philippines of the Millennium Development Goals: MDG 1 – Eradicate extreme poverty and hunger; MDG 3 – Promote gender equality and empower women; and MDG 8 – Develop a global partnership for development.

It aimed to provide direct services to at least 10,000 disadvantaged youth in the poorest regions of the country, focusing on four of the poorest provinces in the country with high incidences of out-of-school and poor youth, low enrolment rates, and where the MDGs, particularly Goal 1, are least likely to be achieved: Masbate (Region V), Antique (Region VI), Maguindanao (Autonomous Region in Muslim Mindanao), and Agusan del Sur (CARAGA Region).

The joint programme is implemented in partnership with national government agencies, namely the Department of Labor and Employment (DOLE) as lead Implementing Partner, the Department of Education (DepEd), Department of Trade and Industry (DTI), National Economic Development Authority (NEDA), Department of Social Welfare and Development (DSWD), Philippine Commission on Women (PCW), National Youth Commission (NYC), the Autonomous Region in Muslim Mindanao (ARMM), Provincial Governments of Agusan del Sur, Antique, Masbate, and Maguindanao, Private sector partners such as Employers Organizations/Chambers of Commerce/Business Associations, NGOs/Workers' Organizations, and Youth Organizations.

In June 2012, a Mid-Term Evaluation concluded that the design of the JP YEM addressed issues that are highly relevant to the problems of the youth in the Philippines and the provinces of its area of intervention. The ownership of the JP design by the participating national government agencies can be considered as high. The national government –especially DOLE-- was actively involved in the design of the program, and the authorities of the PLGUs participated in consultations to discuss the problems to be addressed by the program and the outputs and activities that were designed.

But the main weaknesses of the JP design are: (i) the lack of focus on the process of rural-urban migration within the Philippines, (ii) the lack of consideration of time for preparatory and start-up activities; and (iii) the lack of consideration of risks related with the political context. The JP also experienced a substantial delay in its implementation. Delays relate to the time spent during the first year in start up activities such as hiring of programme staff and setting up of office. In addition, the political context significantly affected the program during the first half of 2010 due to the May national and local elections.

Furthermore, the MTE stated that the relevance of the program to the current government policies, the active involvement in the program of government and UNCT agencies as well as of the PLGUs, and the good functioning of management and coordination mechanisms, make it possible to argue that the

program shows very good prospects of achieving its proposed outputs and of contributing in several ways to the issues of youth fair employment and safe migration. However, the delay during the first year of the program makes it unlikely that all the expected outputs and activities can be achieved by the current completion date. This suggests the need for an extension of the programme completion date, as well as the reduction of targets in specific outputs.

A request for a 6-month no-cost extension was proposed in February 2012 to include, among others, the conduct the Final Evaluation. This will include documentation and sharing of lessons learned and good practices. This request was approved by the MDG F Secretariat extending the programme duration to 27 January 2013.

As of June 2012, the joint programme was able to make significant gains in the implementation of the joint programme as follows:

1. *On Outcome 1:* Improved policy coherence and implementation of youth employment and migration initiatives
  - Policy Brief on Key Youth Employment and Migration Issues was developed through the Institute for Labor Studies. In addition, a national assessment on the situation of Filipino youth was prepared by the National Youth Commission and a paper on the Youth Employment and Migration Nexus was developed by the Scalibrini Migration Center. Finding of these documents, including a series of nationwide inter-government and multi-sectoral consultations served as the basis for the development of the *Strategy Paper on Alternative Pathways: Towards Charting an Actionable Framework for Youth Employment and Migration* adopted by the DOLE as part of the Labor and Employment Plan 2011-2016 and presented to President Benigno Aquino III during International Youth Day in August 2011. To operationalize the strategy paper, a National Action Plan for Youth Employment and Migration (NAP YEM) is in the final stage of development for adopted by the inter- agency Cabinet Cluster on Human Development and Poverty Reduction and National Youth Commission as an annex to the Philippine Youth Development Plan 2012-2016.
  - Provincial Labor Force Survey in Antique and Agusan del Sur is on-going and will be completed in July 2012; it supports NSO to generate provincial level estimates of key labor market data and decent work indicators.
  - Three (3) out of four (4) *One-Stop Shop Resource Centers* (OSRC), known locally as Youth and Migrant Centers, were renovated and refurbished and provided with computer equipment and training center. Two (2) of these OSRCs were formally created through local provincial ordinances endorsed by the *Sangguniang Panlalawigan*. This guarantees that full-time staff and resources will be allocated annually. In addition, a Memorandum of Understanding (MOU) agreeing to share time and space of the OSRC was signed by the key government agencies to provide services on case management of reports on illegal recruitment and trafficking, financial literacy for families left behind by OFWs, pre-employment orientation seminars (PEOS), and other services for disadvantaged youth, children and families left behind by OFWs, and other clients.
  - *Campaign Against Illegal Recruitment, Trafficking and Irregular Migration* (CAIRTIM) was launched in Antique, Masbate and Agusan del Sur. About 40 officers and staff of POEA enhanced their capacity and knowledge in carrying out CAIRTIM campaign. In addition, 68 trainers from Masbate and Antique were trained on PEOS and Training of Trainers; 123 prosecutors, police officers, media partners and government officials in Antique and Masbate benefitted from Law Enforcers' and Prosecutors' Training on Illegal Recruitment; and 749 students, out-of-school youths, family of OFWs, youth

entrepreneurship and and techvoc graduates benefitted from eight (8) PEOS conducted in Masbate and Antique.

- Four (4) pilot *Model Mechanisms* to channel remittances for local enterprises were developed among former OFWs and families left behind. Capacity building and linking activities were provided to returning OFWs and families as follows: 146 OFWs and OFW family members trained on group enterprise development initiatives (muscovado, rubber, water hyacinth, goat raising); and capacities of 75 local partners strengthened to improve business development services in Antique, Masbate and Agusan Del Sur.

2. Under **Outcome 2**: Increased access to decent work for poor young men and women

- Assessment of the Local Economy in the four (4) provinces have been completed with the conduct of the Local Economic Development (LED) Summit to identify partnerships with the private sector, civil society groups and micro-finance institutions. Four Public-Private Partnership (PPP) Fora conducted that resulted in 115 partnership agreements and 115 commitments made by public and private sectors to provide on-the-job training (OJT) and post training services for 2,000 OSYs trained.
- In partnership with TESDA, the Philippine Commission on Women (PCW) and Great Women Project of the Canadian International Development Authority (CIDA), the gender sensitive techvoc curriculum and training materials were finalized, and capacity of trainers on the use of the gender sensitive curriculum and training materials strengthened.
- Assessment of entrepreneurship potentials and technical vocational skills of disadvantaged youth in the 4 pilot provinces were completed. Results served as bases to design training programs of the on-going entrepreneurship and technical vocational skills training. The Trainer's Guide and Workbooks on Generate Your Business and Start Your Business (SIYB) were completed and for publication.
- 472 youth (196 female, 276 male) out of target 400 youth disadvantaged youth trained on entrepreneurship using SIYB in the four provinces; 101 youth out of 240 targeted disadvantaged youth with feasible business plans received starter kits; 139 youth to receive starter kits in July-August 2012; 79 youth out of 96 targeted disadvantaged youth established microenterprises; 2,000 out of 2,000 targeted youth provided with technical vocational skills training. 1,329 youth (543 female, 786 male) out of targeted 2,000 completed on-the-job training (OJT). 1,263 youth (486 female, 777 male) out of targeted 2,000, completed technical vocational skills training to include on-the job training; 725 to complete training by 1st week of August 2012. Out of 1,100 youth graduates (55% target of 2,000 trained), 154 have been employed (47 female, 107 male).
- Completion of the assessment of the local employment services for the four MAMA sites was completed which provided the basis for capacity building interventions towards institutionalization of the Public Employment Service Offices (PESOs) and the integration of One-Stop Shop Resource Center on migration as a core service of the PESO; and setting up a mechanism for coordinating and networking among employment and ensuring interconnectivity of PESOs. This supports advocacy of DOLE to institutionalize PESO as its key employment facilitation reform and to improve access to employment opportunities. Some 26 representatives (15 female, 11 male) of DOLE and PESO from 4 pilot provinces trained on basic employment services covering labor market information (LMI), referral and placement, guidance and counseling, and hands-on exercise on the Phil-JobNet Online System. Provincial and selected municipal PESO and DOLE provincial offices in four project sites were provided with equipment to set-up

database/operationalize Phil JobNet to match supply with job opportunities for youth trained in entrepreneurship and technical vocational skills.

- Total of 748 education subsidy slots were provided for SY 2010-2011 and SY 2011-2012 to 2<sup>nd</sup> year to 4<sup>th</sup> year high school students of which 641 are students at risk of dropping out, 74 are children of OFWs, and 33 are former out-of-school youth. 70 of the scholars were among the top 10 students in their class while 10 education subsidy scholars also availed of entrepreneurship training.

In preparation for the phase out and closure of the programme from August to January 2013, the joint programme will undertake a Final Evaluation and is seeking high-qualified consultants to conduct the final evaluation, of this joint programme

## 2. OVERALL GOAL OF THE EVALUATION

One of the roles of the Secretariat is to monitor and evaluate the MDG-F. This role is fulfilled in line with the instructions contained in the Monitoring and Evaluation Strategy and the Implementation Guide for Joint Programmes under the Millennium Development Goals Achievement Fund. These documents stipulate that **all joint programmes will commission and finance a final independent evaluation.**

Final evaluations are **summative** in nature and seek to:

1. Measure to what extent the joint programme has fully implemented their activities, delivered outputs and attained outcomes and specifically measuring development results.
2. Generate substantive evidence based knowledge, on one or more of the MDG-F thematic windows by identifying best practices and lessons learned that could be useful to other development interventions at national (scale up) and international level (replicability).

As a result, the findings, conclusions and recommendations generated by these evaluations will be part of the thematic window Meta evaluation, the Secretariat is undertaking to synthesize the overall impact of the fund at national and international level.

## 3. SCOPE OF THE EVALUATION AND SPECIFIC OBJECTIVES

The final evaluation will focus on measuring development results and potential impacts generated by the **joint programme**, based on the scope and criteria included in this Terms of Reference. This will enable conclusions and recommendations for the joint programme to be formed within a period between four and six months.

**The unit of analysis or object of study for this evaluation is the joint programme**, understood to be the set of components, outcomes, outputs, activities and inputs that were detailed in the joint programme document and in associated modifications made during implementation.

This final evaluation has the following **specific objectives**:

1. Measure to what extent the joint programme has contributed to solve the needs and problems identified in the design phase and to what extent the joint programme has addressed or acted upon the Mid-Term Evaluations' (MTE) recommendations.

2. To measure joint programme's degree of implementation, efficiency and quality delivered on outputs and outcomes, against what was originally planned or subsequently officially revised.
3. Measure to what extent the joint programme has attained development results to the targeted population, beneficiaries, participants whether individuals, communities, institutions, etc.
4. To measure the joint programme contribution to the objectives set in their respective specific thematic windows as well as the overall MDG fund objectives at local and national level. **(MDGs, Paris Declaration and Accra Principles and UN reform).**
5. To identify and document substantive lessons learned and good practices on the specific topics of the thematic window, MDGs, Paris Declaration, Accra Principles and UN reform with the aim to support the sustainability of the joint programme or some of its components.

#### **4. EVALUATION QUESTIONS, LEVELS OF ANALYSIS AND EVALUATION CRITERIA**

The evaluation questions define the information that must be generated as a result of the evaluation process. The questions are grouped according to the criteria to be used in assessing and answering them. These criteria are, in turn, grouped according to the three levels of the programme.

##### **Design level:**

- **Relevance: The extent to which the outcome, output of the MDG F 1942 joint programme Alternatives to Migration: Decent Jobs for Filipino Youth development intervention are consistent with the needs and interest of the people, the needs of the country and the Millennium Development Goals.**
- a) To what extent was the design and strategy of the development intervention relevant (assess including link to MDGs, UNDAF and national priorities, stakeholder participation, national ownership of design process)?
- b) How much and in what ways did the joint programme contributed to solve the (socio-economic) needs and problems identified in the design phase?
- c) To what extent was this programme designed, implemented, monitored and evaluated jointly as reflected in the MDG-F joint programme guidelines?
- d) To what extent was joint programming the best option to respond to development challenges stated in the programme document and the recommendations of the Mid-Term Evaluation?
- e) To what extent did the implementing partners participating in the joint programme have an added value to solve the development challenges stated in the programme document?
- f) To what extent did the joint programme design and implement the M&E strategy that contributed to measure development results?
- g) To what extend did the joint programme design and implement C&A strategy?
- h) If the programme was revised, did it reflect the changes that were needed? Did the JP follow the mid-term evaluation recommendations on the programme design.
- i) To what extent did the Joint Programme engage its beneficiaries in defining and situating their needs in relation to how they understood the Programme objectives?

**Process level**

- **Efficiency: Extent to which resources/inputs (funds, time, human resources, etc.) have been turned into results**
  - a) What was the progress of the JP in financial terms, indicating amounts committed and disbursed (total amounts & as percentage of total) by agency? Where there are large discrepancies between agencies, these should be analyzed.
  - b) To what extent did the joint programme's management model (i.e. Joint Programme Implementation Structure at the national and local level, Organizational Structure - Technical Working Group, Programme Management Committee, National Steering Committee, information flows among and between them; decision-making in management) was efficient in comparison to the development results attained?
  - c) How much of the implementation of the component interventions (as planned and defined in the project document or officially adjusted) been undertaken jointly in thematic as well as operative sense? How much has been done as parallel or sequential related activities?
  - d) To what extent did the governance of the fund at programme level (PMC) and at national level (NSC) contributed to efficiency and effectiveness of the joint programme? To what extent were these governance structures useful for development purposes, ownership, for working together as one? Did they enable management and delivery of outputs and results?
  - e) To what extent and in what ways did the joint programme increase or reduce efficiency in delivering outputs and attaining outcomes?
  - f) Has there been adequate opportunities for all target sites to interact with each other, share good practices and challenges, build networks and cross-fertilize development ideas geared for the youth?
  - g) What type of work methodologies, financial instruments, and business practices have the implementing partners used to increase efficiency in delivering as one?
  - h) What type of (administrative, financial and managerial) obstacles did the joint programme face and to what extent have this affected its efficiency?
  - i) To what extent and in what ways did the mid-term evaluation have an impact on the joint programme? Was it useful? Did the joint programme implement the improvement plan?
- **Ownership in the process: Effective exercise of leadership by the country's national/local partners in development interventions**
  - a) To what extent did the targeted population, citizens, participants, local and national authorities made the programme their own, taking an active role in it? Did they clearly see their stakes in the Joint Programme objectives? Did they take advantage to seize the opportunities to optimize their benefits? Did they sacrifice, invest time, and attention and share some equity of resources?

- b) What modes of participation have driven the process? Who or which institution or sector and at what level (national, local) were observed to take leadership or sense of championship for the programme's objectives?
- b) To what extent and in what ways has ownership or the lack of it, impacted in the efficiency and effectiveness of the joint programme?
- c) Is there a level of commitment or drive in the hierarchy of both the national and local governments to sustain the outputs of the Joint Programme? What indicators are observed?

### Results level

**- Effectiveness: Extent to which the objectives of the development intervention have been achieved.**

- a) To what extent did the joint programme contribute to the attainment of the development outputs and outcomes initially expected /stipulated in the programme document? (detailed analysis of: 1) planned activities and outputs, achievement of results)
- b) To what extent and in what ways did the joint programme contribute:
  1. To the Millennium Development Goals at the local and national levels?
  2. To the goals set in the thematic window on youth employment and migration?
  3. To the Paris Declaration, in particular the principle of national ownership? (consider JP's policy, budgets, design and implementation)
  4. To the goals of delivering as one at country level?
- c) To what extent were joint programme's outputs and outcomes synergistic and coherent to the development thrust of the country as officially articulated by the Philippine Development Plan (PDP) and responsible authority (ies)? What kinds of results were reached?
- d) The Joint Programme had aimed to direct the attention of the youth as well as the elders and duty bearers surrounding them to acquiring basic education and skills for competitiveness for decent jobs, rather than staying vulnerable or risking for work abroad. Did the activities and outputs of the Programme able to draw behavioural change in this regard?
- e) To what extent did the joint programme have an observable impact or change on the targeted citizens per output?
- f) Have any good practices, success stories, lessons learned or portable knowledge been identified? Please describe and document them.
- g) What types of differentiated effects are resulting from the joint programme in accordance with the sex, race, ethnic group, rural or urban setting of the beneficiary population, and to what extent?
- h) To what extent has the joint programme influenced the framework/design and/or contributed to the advancement of development processes and outcomes (e.g. the Philippine Development Plan (2011 – 2016), labor and employment agenda articulated in the DOLE Labor and Employment Plan (2011 – 2016), National Youth Commission's Youth

Development Plan (2012 – 2016) , Provincial-level development plans, programme thrusts such as public-private partnership, development convergence per region, UN Development Assistance Framework, etc.)

- i) To what extent did the joint programme help to increase stakeholder/citizen dialogue, networking and/or engagement on development issues and policies?

**Sustainability: Probability of the benefits of the intervention continuing in the long term.**

- a) To what extent the joint programme decision making bodies and implementing partners have undertaken the necessary decisions and course of actions to ensure the sustainability of the effects of the joint programme?

At local and national level:

- i. To what extent did national and/or local institutions support the joint programme?
- ii. Did these institutions show technical capacity and leadership commitment to keep working with the programme or to scale it up?
- iii. Have operating capacities been created and/or reinforced in national and local partners?
- iv. Have the partners been sensitized to mobilize resources and appropriate public funds to sustain the outputs of the programme?
- v. Were there efforts to enact laws and ordinances to help ensure sustainability?
- vi. Did the Joint Programme empower the career ranks of the public service to professionalize their services to provide services for the youth and migrants?
- vii. Did the Joint Programme sensitize the youth and the communities, the larger public in need as well as their support sectors to consolidate their collective, constructive pressure to demand services to stir decent job options for the youth, rather than be on the “victim end” of the situation with little or no option?

- b) To what extent will the joint programme be replicable or scaled up at national or local levels?
- c) To what extent did the joint programme align itself with the National Development Strategies and/or the UNDAF?

As a minimum requirement for development projects, including those supported by Official Development Assistance (ODA) funds in the Philippines, the consultant will also use the Gender and Development (GAD) Checklist for Project Monitoring and Evaluation.<sup>2</sup>

The following evaluation criteria is proposed.

- a) Does the project monitoring system include indicators that measure gender differences?
- b) Does the project database include sex-disaggregated and gender-related information?
- c) Are the gender equality and women’s empowerment targets being met?

<sup>2</sup> A complete guide is found in Box 17. GAD checklist for project monitoring and evaluation, Harmonized Gender and Development Guidelines for Project Development, Implementation, Monitoring and Evaluation, National Economic and Development Authority (NEDA), June 2009.

- d) Does the project address gender issues arising from or during its implementation?
- e) Do the project monitoring and evaluation processes involve or consult woman and man duty bearers and claimholders?

## 5. METHODOLOGICAL APPROACH

This final evaluation will use methodologies and techniques as determined by the specific needs for information, the questions set out in the TOR and the availability of resources and the priorities of stakeholders. In all cases, consultants are expected to analyse all relevant information sources, such as reports, programme documents, internal review reports, programme files, strategic country development documents, mid-term evaluations and any other documents that may provide evidence on which to form judgements. Consultants are also expected to use interviews, surveys or any other relevant quantitative and/or qualitative tool as a means to collect relevant data for the final evaluation. The evaluation team will make sure that the voices, opinions and information of targeted citizens/participants of the joint programme are taken into account.

The consultant should also look at target sources of information, monitoring and mission reports for feedback and must include the project managers, field coordinators, duty bearers/enablers, ultimate beneficiaries.

The methodology and techniques to be used in the evaluation should be described in detail in the desk study report and the final evaluation report, and should contain, at minimum, information on the instruments used for data collection and analysis, whether these be documents, interviews, field visits, questionnaires or participatory techniques.

## 6. EVALUATION DELIVERABLES

The consultant is responsible for submitting the following deliverables to the commissioner and the manager of the evaluation:

**Inception Report** (to be submitted within 15 days of the submission of all programme documentation to the evaluation team)

This report will be 10 to 15 pages in length and will propose the methods, sources and procedures to be used for data collection. It will also include a proposed timeline of activities and submission of deliverables. The desk study report will propose initial lines of inquiry about the joint programme. This report will be used as an initial point of agreement and understanding between the consultant and the evaluation managers. **The report will follow the outline stated in Annex 1 (page 19).**

**Draft Final Report** (to be submitted within 20 days after the completion of the field visit, please send also to MDG-F Secretariat)

The draft final report will contain the same sections as the final report (described in the next paragraph) and will be 20 to 30 pages in length. This report will be shared among the evaluation reference group. It will also contain an executive report of no more than 5 pages that includes a brief description of the joint programme, its context and current situation, the purpose of the evaluation, its methodology and its main findings, conclusions and recommendations. The draft final report will be shared with the evaluation reference group to seek their comments and suggestions. This report will contain the same sections as the final report, described below.

**Final Evaluation Report** (to be submitted **within 10 days after receiving the draft final report with comments**, please send also to MDG-F Secretariat)

The final report will be 20 to 30 pages in length. It will also contain an executive summary of no more than 5 pages that includes a brief description of the joint programme, its context and current situation, the purpose of the evaluation, its methodology and its major findings, conclusions and recommendations. The final report will be sent to the evaluation reference group. **This report will contain the sections establish in Annex 2.**

## 7. EVALUATION REPORT QUALITY STANDARDS

The following UNEG standards should be taken into account when writing all evaluation reports<sup>3</sup>:

1. The **final report should be logically structured, containing evidence-based findings**, conclusions, lessons and recommendations and should be free of information that is not relevant to the overall analysis (S-3.16).

***NOTE: Using evidence implies making a statement based on valid and reliable facts, documents, surveys, triangulation of informants' views or any other appropriate means or techniques that contribute to create the internal validity of the evaluation. It is not enough to just state an informed opinion or reproduce an informant's take on a specific issue.***

2. **A reader of an evaluation report must be able to understand:** the purpose of the evaluation; exactly what was evaluated; how the evaluation was designed and conducted; what evidence was found; what conclusions were drawn; what recommendations were made; what lessons were distilled. (S-3.16)

3. In all cases, evaluators should strive to **present results as clearly and simply as possible** so that clients and other stakeholders can easily understand the evaluation process and results.(S-3.16)

4. **The level of participation of stakeholders in the evaluation** should be described, including the rationale for selecting that particular level. (S-4.10)

5. **The Executive Summary should “stand alone”**, providing a synopsis of the substantive elements of the evaluation. The level of information should provide the uninitiated reader with a clear understanding of what was found and recommended and what was learned from the evaluation. (see Outline in Annex 2 for more details). (S-4.2)

6. **The joint programme being evaluated should be clearly described** (as short as possible while ensuring that all pertinent information is provided). It should include the purpose, logic model, expected results chain and intended impact, its implementation strategy and key assumptions. Additional important elements include: the importance, scope and scale of

<sup>3</sup> See UNEG Guidance Document “Standards for Evaluation in the UN System”, UNEG/FN/Standards(2005). [http://www.uneval.org/papersandpubs/documentdetail.jsp?doc\\_id=22](http://www.uneval.org/papersandpubs/documentdetail.jsp?doc_id=22)

the joint programme; a description of the recipients/ intended beneficiaries and stakeholders; and budget figures. (S-4.3)

7. The **role and contributions of the UN organizations and other stakeholders** to the joint programme being evaluated should be clearly described (who is involved, roles and contributions, participation, leadership). (S-4.4)

8. **In presenting the findings, inputs, outputs, and outcomes/ impacts should be measured to the extent possible (or an appropriate rationale given as to why not)**. The report should make a logical distinction in the **findings, showing the progression from implementation to results with an appropriate measurement** (use benchmarks when available) and analysis of the results chain (and unintended effects), or a rationale as to why an analysis of results was not provided. Findings regarding inputs for the completion of activities or process achievements should be distinguished clearly from outputs, outcomes. (S-4.12)

9. Additionally, reports should **not segregate findings by data source**. (S-4.12)

10. **Conclusions need to be substantiated by findings** consistent with data collected and methodology, and represent insights into identification and/ or solutions of important problems or issues. (S-4.15)

11. **Recommendations should be firmly based on evidence and analysis**, be relevant and realistic, with priorities for action made clear. (S-4.16)

12. **Lessons, when presented, should be generalized beyond the immediate subject being evaluated** to indicate what wider relevance they might have. (S-4.17)

13) Follow adherence to Style and Usage Manual of the International Labour Organization (ILO), ISBN and copyright, layout based on ILO and MDG F guidelines

## **8. KEY ROLES AND RESPONSIBILITIES IN THE EVALUATION PROCESS**

There will be 3 main actors involved in the implementation of MDG-F final evaluations:

1. The **Resident Coordinator Office** as **commissioner** of the final evaluation will have the following functions:
  - Lead the evaluation process throughout the 3 main phases of a final evaluation (design, implementation and dissemination)
  - Convene the evaluation reference group
  - Lead the finalization of the evaluation ToR
  - Coordinate the selection and recruitment of the evaluation team by making sure the lead agency undertakes the necessary procurement processes and contractual arrangements required to hire the evaluation team
  - Ensure the evaluation products meet quality standards (in collaboration with the MDG-F Secretariat)
  - Provide clear specific advice and support to the evaluation manager and the evaluation team throughout the whole evaluation process
  - Connect the evaluation team with the wider programme unit, senior management and key evaluation stakeholders, and ensure a fully inclusive and transparent approach to the evaluation

- Take responsibility for disseminating and learning across evaluations on the various joint programme areas as well as the liaison with the National Steering Committee
- Safeguard the independence of the exercise, including the selection of the evaluation team

**2. The Programme Coordinator as Evaluation Manager will have the following functions:**

- Contribute to the finalization of the evaluation TOR
- Provide executive and coordination support to the reference group
- Provide the evaluators with administrative support and required data
- Liaise with and respond to the commissioners of evaluation
- Connect the evaluation team with the wider programme unit, senior management and key evaluation stakeholders, and ensure a fully inclusive and transparent approach to the evaluation
- Review the inception report and the draft evaluation report(s);
- Ensure that adequate funding and human resources are allocated for the evaluation

**3. The Programme Management Committee that will function as the evaluation reference group, this group will comprise the representatives of the major stakeholders in the joint programme**

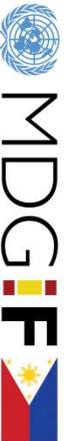
- Review the draft evaluation report and ensure final draft meets the required quality standards.
- Facilitating the participation of those involved in the evaluation design
- Identifying information needs, defining objectives and delimiting the scope of the evaluation.
- Providing input and participating in finalizing the evaluation Terms of Reference
- Facilitating the evaluation team's access to all information and documentation relevant to the intervention, as well as to key actors and informants who should participate in interviews, focus groups or other information-gathering methods
- Oversee progress and conduct of the evaluation the quality of the process and the products
- Disseminating the results of the evaluation

**4. The MDG-F Secretariat that will function as a quality assurance member of the evaluation in cooperation with the commissioner of the evaluation**

- Review and provide advice on the quality the evaluation process as well as on the evaluation products (comments and suggestions on the adapted TOR, draft reports, final report of the evaluation) and options for improvement.

**5. The evaluation team will conduct the evaluation study by:**

Fulfilling the contractual arrangements in line with the TOR, UNEG/OECD norms and standards and ethical guidelines; this includes developing an evaluation matrix as part of the inception report, drafting reports, and briefing the commissioner and stakeholders on the progress and key findings and recommendations, as needed



MDG ACHIEVEMENT FUND

MDG 1942

Joint Programme on Alternatives to Migration:  
Decent Jobs for Filipino Youth

9. EVALUATION PROCESS: TIMELINE

Evaluation Phase	Activities	Who	When
Design	Establish the evaluation reference group	CE*	6 months before the end of the programme
Design	General final evaluation TOR adapted	ERG**	
Implementation	Procurement and hiring the evaluation team	EM***	7 days
Implementation	Provide the evaluation team with inputs (documents, access to reports and archives); Briefing on joint programme	EM, ERG	
Implementation	Delivery of inception report to the commissioner, the evaluation manager and the evaluation reference group	ET****	15 days
Implementation	Feedback of evaluation stakeholders to the evaluation team.	CE, EM, ERG	10 days
Implementation	Agenda drafted and agreed with evaluation team	ET, EM, CE, ERG	20 days
Implementation	In country mission	ET	20 days
Implementation	Delivery of the draft report	EM, CE, ERG	20 days
Implementation	Review of the evaluation draft report, feedback to evaluation team.	MDG-FS*****	15 days
Implementation	Fact-checking revision by MDG-FS, to be done at the same time as the ERG (5 business days)	EM, CE, ERG, MDG-FS, ^NSC	10
Implementation/Improvement	Delivery of the final report	EM, CE, ERG, NSC	10
Dissemination/Improvement	Dissemination and use plan for the evaluation report designed and under implementation	EM, CE, ERG, NSC	10

\*Commissioner of the evaluation (CE) \*\*Evaluation Reference group (ERG) \*\*Evaluation manager (EM)

\*\*\*Evaluation team (ET) \*\*\*\*MDG-F Secretariat (MDG-F-S) ^National Steering Committee

## 10. USE AND UTILITY OF THE EVALUATION

Final evaluations are summative exercises that are oriented to gather data and information to measure to what extent development results were attained. However, the utility of the evaluation process and the products goes far beyond what was said during the field visit by programme stakeholders or what the evaluation team wrote in the evaluation report.

The momentum created by the evaluations process (meetings with government, donors, beneficiaries, civil society, etc) it's the ideal opportunity to set an agenda on the future of the programme or some of their components (sustainability). It is also an excellent platform to communicate lessons learnt and convey key messages on good practices, share products that can be replicated or scale up in the country as well as at international level.

The commissioner of the evaluation, the reference group, the evaluation manager and any other stakeholders relevant for the joint programme will jointly design and implement a complete plan of dissemination of the evaluation findings, conclusions and recommendations with the aim to advocate for sustainability, replicability, scaling up or to share good practices and lessons learnt at local, national or/and international level.

## 11. ETHICAL PRINCIPLES AND PREMISES OF THE EVALUATION

The final evaluation of the joint programme is to be carried out according to ethical principles and standards established by the United Nations Evaluation Group (UNEG).

- **Anonymity and confidentiality.** The evaluation must respect the rights of individuals who provide information, ensuring their anonymity and confidentiality.
- **Responsibility.** The report must mention any dispute or difference of opinion that may have arisen among the consultants or between the consultant and the heads of the Joint Programme in connection with the findings and/or recommendations. The team must corroborate all assertions, or disagreement with them noted.
- **Integrity.** The evaluator will be responsible for highlighting issues not specifically mentioned in the TOR, if this is needed to obtain a more complete analysis of the intervention.
- **Independence.** The consultant should ensure his or her independence from the intervention under review, and he or she must not be associated with its management or any element thereof.
- **Incidents.** If problems arise during the fieldwork, or at any other stage of the evaluation, they must be reported immediately to the Secretariat of the MDGF. If this is not done, the existence of such problems may in no case be used to justify the failure to obtain the results stipulated by the Secretariat of the MDGF in these terms of reference.
- **Validation of information.** The consultant will be responsible for ensuring the accuracy of the information collected while preparing the reports and will be ultimately responsible for the information presented in the evaluation report.
- **Intellectual property.** In handling information sources, the consultant shall respect the intellectual property rights of the institutions and communities that are under review.

• **Delivery of reports.** If delivery of the reports is delayed, or in the event that the quality of the reports delivered is clearly lower than what was agreed, the penalties stipulated in these terms of reference will be applicable.

## 12. QUALIFICATIONS OF THE CONSULTANT/TEAM OF CONSULTANTS

This section will be drafted by the commissioner/or manager of the evaluation based on the needs identified and budget available for the evaluation and taking into account the following guidelines<sup>4</sup>:

The evaluation should be conducted by a well-qualified evaluator/s. (UNEG standard 3.13)

The consultant/s should be selected on the basis of competence, and by means of a transparent process. (UNEG S3.13)

The evaluator should have at least 5 years of recognized expertise in conducting or managing evaluations, research or review of development programmes, and experience as main writer of an evaluation report.

In the case of hiring more than one evaluator, one consultant should be experienced in the sector or technical areas addressed by the evaluation, or have a sound knowledge of the subject to be evaluated. The other should be an evaluation specialist and be experienced in using the specific evaluation methodologies that will be employed for that evaluation. (UNEG S3.13)

### Academic:

Master's degree in Development Management, Public Administration, Economics, International Studies, Business Administration and/or other relevant field

### Experience:

- Preferably with 8 year experience in undertaking national and international monitoring and evaluation projects of foreign funded official development assistance (ODA) programmes;
- Experience in the area of youth employment and migration, gender and rights-based approaches are highly appreciated;
- Relevant country experience, preferably prior working experience in youth employment and/or migration;
- Relevant background in social and/or economic development;
- Experience in the design, management and evaluation of development projects, in particular with policy level work, institutional building and local development projects;
- Experience facilitating Focus Group Discussions and workshops for evaluation findings;
- Has excellent analytical, written and communications skills;
- Fluency in English is essential but with knowledge of local languages in the field visit areas is an asset;
- Good interpersonal communication skills; ability to communicate technical issues effectively and persuasively;
- A strong team player with excellent interpersonal skills and the ability to work in a high profile, fast-paced environment;
- Experience in the UN system or similar international development experience desirable;

<sup>4</sup> See UNEG Guidance Document "Standards for Evaluation in the UN System", UNEG/FN/Standards (2005). [http://www.uneval.org/papersandpubs/documentdetail.jsp?doc\\_id=22](http://www.uneval.org/papersandpubs/documentdetail.jsp?doc_id=22)

- Experience within Philippines context is required and able to travel to Antique, Masbate, Agusan Del Sur and Maguindanao.

## **11. DISSEMINATION AND COMMUNICATION STRATEGY**

Results of the Final Evaluation will be processed and shared with the members of the Programme Management Committee (PMC). After which, this will be shared with the Implementing Partners both at the national and local level, the development community and youth organizations during the National End-of Programme Lessons Learnt Conference that will be held in the last quarter of the year. This will also be shared to a wider audience composed of Local Government Chief Executives during the planned joint event under the UN Resident Coordinator's Office in December.

A copy of the Final Evaluation will be produced for public dissemination and uploading to the different Implementing Partners websites.

## **12. REQUIREMENTS FOR SUBMISSION**

Letter of Interest should be addressed to:

Ruth Honculada-Georget  
MDG F 1942 Joint Programme Coordinator  
Joint Programme on Alternatives to Migration: Decent Jobs for Filipino Youth  
19/F Yuchengco Tower I, RCBC Plaza, Ayala Avenue corner Sen. Gil Puyat Avenue,  
Makati City  
Tel No.: +63 2 580-9941  
Fax No. +63 2 856-7597  
E-mail: [georget@ilo.org](mailto:georget@ilo.org)  
Mobile: 0917-5436738

with the following:

- CV, Credentials with contact details
- Detailed Proposal and Budget
- Excerpt/full report of an evaluation report conducted or website link to find previous evaluation work conducted

**DEADLINE for submitting the requirements below is on 30 September 2012.**

**Presentation of proposals and budget will be made the following week on 3 October 2012.**

## 13. ANNEXES

### ANNEX 1 – OUTLINE OF INCEPTION REPORT

#### I. Introduction

1. Background to the evaluation: objectives and overall approach
2. Identification of main units and dimensions for analysis and possible areas for research
3. Main substantive and financial achievements of the joint programme
4. Methodology for the compilation and analysis of the information
5. Criteria to define the mission agenda, including “field visits”

### ANNEX 2 - DRAFT & FINAL REPORT OUTLINE

- **Cover Page**  
Including JP title, thematic window, report date, name of the evaluator/s.
  - **Table of contents**  
Including page references for all chapters & annexes.
  - **Acronyms page**
  - **Executive Summary**  
No more than 2 pages. Summarize substantive elements of the report, including a brief description of the joint programme, purpose and objectives of the evaluation, evaluation methodological approach, key findings and conclusions, main recommendations.
1. **Introduction**  
Explain why the evaluation is being conducted, including the following content:
    - **Background**  
MDG-F, thematic window, joint programme on youth employment and migration
    - **Purpose, Goals and Methodology of Evaluation:**  
Purpose and goal of the evaluation, methodologies used (including evaluation criteria, scope), constraints and limitations on the study conducted.
    - **Description of the development intervention**  
Provide sufficient detail on the joint programme so that the readers of the report can easily understand the analysis done in the next chapter.
      - Context**  
Social, political, economic, institutional factors that affect the JP.)
      - JP description**  
Title, timeframe, intervention logic, objectives, intended outcomes/outputs, scale of the intervention, total resources, geographic location, etc.)
  2. **Levels of Analysis**  
This section should be evidence based, guided by the evaluation criteria and questions.
    - **Design | Relevance**  
Include a description of the initial concept and subsequent revisions, and all pertinent information for the reader to clearly understand the analysis done in this section. Assess the design relevance and address all evaluation questions (including link to MDGs, UNDAF and national priorities, stakeholder participation, national ownership design process, M&E framework and communications strategy and implementation of mid-term evaluation recommendations).

- **Process | Efficiency, Ownership**

Include a description of the JP's governance structure, coordination mechanisms, administrative procedures, implementation modalities, UN coordination, national ownership in the process and all pertinent information to clearly understand the analysis done in this section. Address all evaluation questions (including JP's level of financial progress and implementation of mid-term evaluation recommendations).

- **Results | Effectiveness, Sustainability**

Assess the level of attainment of the development results compared to what was initially expected. Show progression of implementation with an appropriate measure and analysis of the results chain (organized by outcome, and distinguishing findings on completion of activities and outputs from outcomes). If some of this analysis is not included, explain why it is not. Also, include an analysis of the effect of the mid-term evaluation on the JP's results achievement. For sustainability, please mention availability of financial resources and examples of or evidence for replicability and scale up of JP. Address all evaluation questions.

**3. Conclusions**

**4. Lessons Learned**

Define the scope of each lesson (joint programme, national policy, local intervention, etc.)

**5. Recommendations**

Prioritized, structured and clear. The scope and relevant stakeholder should be clearly defined for each recommendation.

**6. Annexes**

**14. DOCUMENTS TO BE REVIEWED**

MDG-F Context

- MDGF Framework Document
- Summary of the M&E frameworks and common indicators
- General thematic indicators
- M&E strategy
- Communication and Advocacy Strategy
- MDG-F Joint Implementation Guidelines

Specific Joint Programme Documents

- Joint Programme Document: results framework and monitoring and evaluation framework
- Mission reports from the Secretariat, Joint Programme Coordinator, Programme Managers
- Quarterly color-coded reports
- Bi-annual monitoring reports
- JP YEM Annual work plans
- Baseline Study
- Mid-Term Evaluation (MTE)
- MTE Improvement Plan
- Evaluations, assessments or internal reports conducted by the joint programme
- Knowledge Products developed under the JP YEM to include case studies, feature stories, manuals, tool kits, etc.
- JP YEM Joint Field monitoring reports
- Minutes of JP YEM Programme Management Committee Meetings

- Progress Reports of JP YEM Implementing Partner
- Memorandum of Understanding (MOU) with PLGUs and other national or provincial Implementing Partners (i.e. OSRC)
- National Agency Memorandum Circulars (i.e. DOLE, DepEd)
- Provincial Ordinances
- Articles, Newsletters, Press Releases and social media network sites

Other in-country documents or information

- Relevant documents or reports on the Millennium Development Goals at the local and national levels
- UN Development Assistance Framework (UNDAF) (2011 – 2016)
- Philippine Development Plan (2011 – 2016)
- DOLE Labor and Employment Plan (2011 – 2016)
- Philippine Youth Development Plan (2012 – 2016)
- Relevant documents or reports on the implementation of the Paris Declaration and the Accra Agenda for Action in the country
- Relevant documents or reports on One UN, Delivering as One