

Innovations in Impact Evaluation: What Have We Learned?

Insights from the Gender-Sensitive Risks and Options Assessment for Decision Making (ROAD) to Support Work-in-Freedom Phase 2

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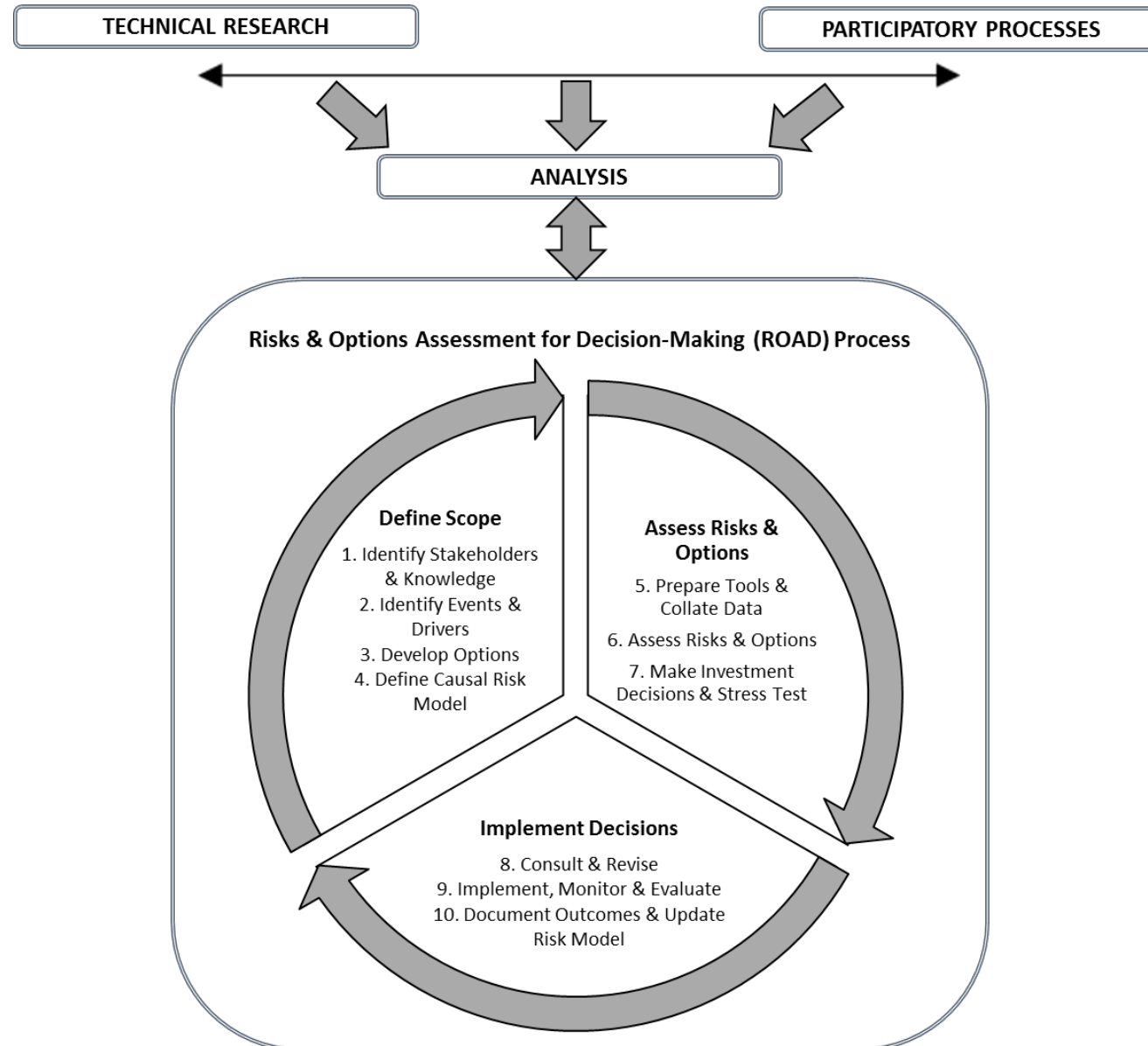
Intervention and Evaluation

- WiF-2 project: ILO reduces vulnerability to trafficking and forced labour of women and girls from South Asia across migration pathways leading to the care and garment sectors in Arab States
- ROAD migration evaluation: How are female migrants' options shaped by gender and what is the potential of empowerment intervention to reduce trafficking and forced labor?
- Geographies: Countries of origin: Bangladesh & Nepal; Destination countries: Jordan & Lebanon

Innovative methods in the ROAD migration evaluation

1. ROAD process application to migration: Migration actor networks (using Net-Map analysis)
2. ROAD causal risk diagrams: risk events, drivers, triggers, impacts, controls and mitigants for a broader understanding of entry points for vulnerability reduction
3. Development of the Women's Empowerment in Migration Index (WEMI) to support program interventions focused on areas of disempowerment
4. Training of women migrant domestic workers as researchers who implement qualitative fieldwork & fieldwork with elderly employers

The ROAD Process



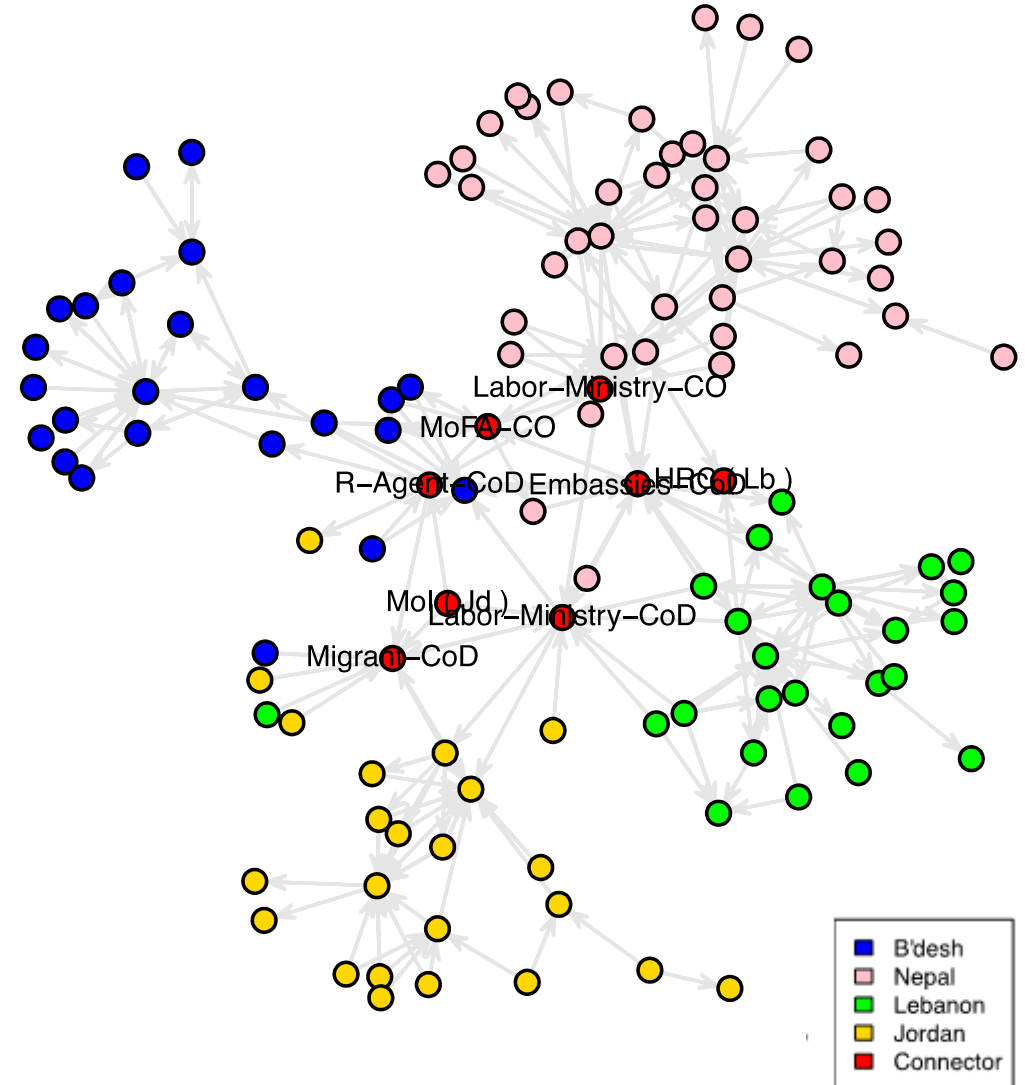
1) ROAD (Risks and Options Assessment for Decision-making) process:

Net-Map

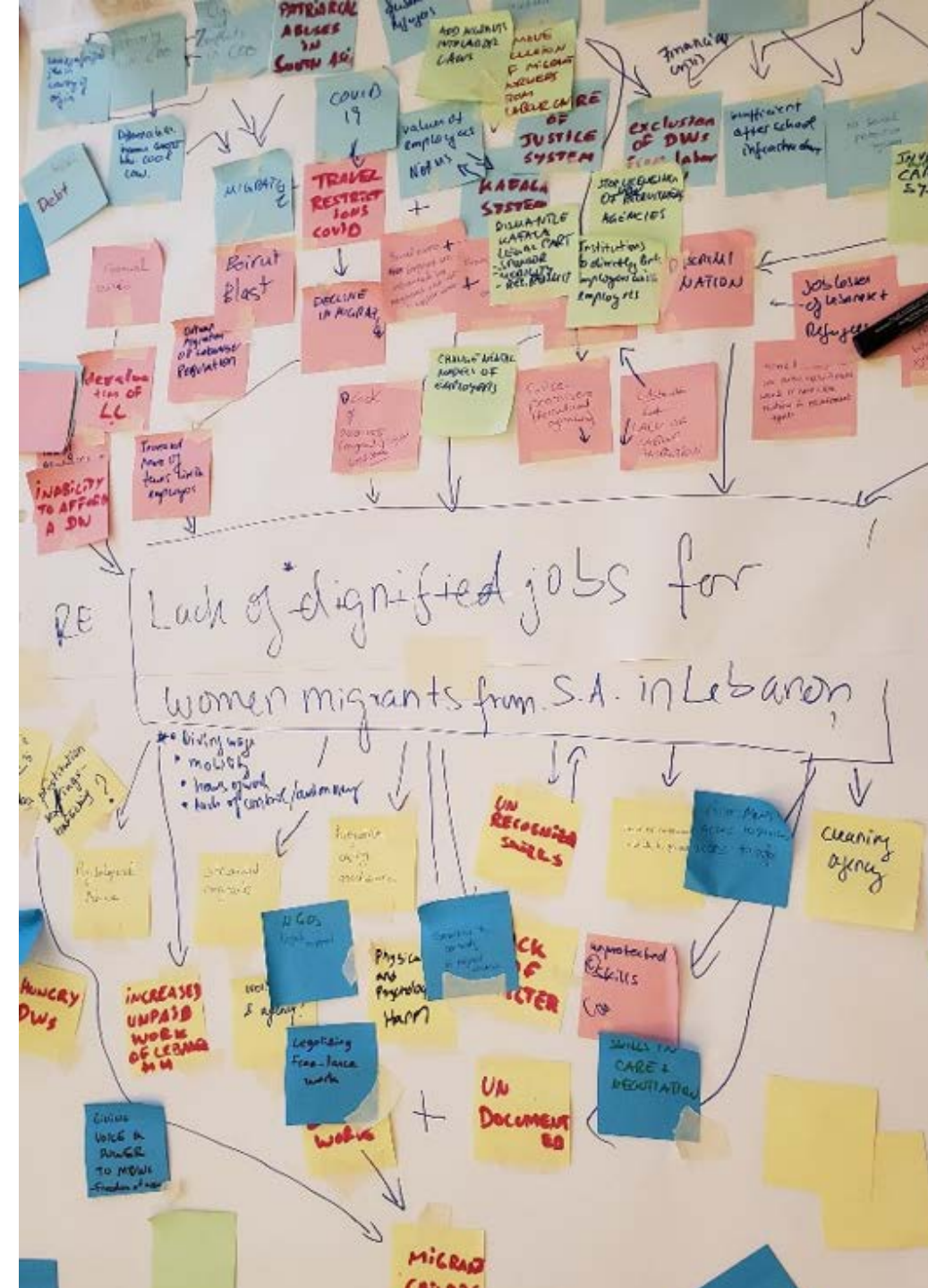


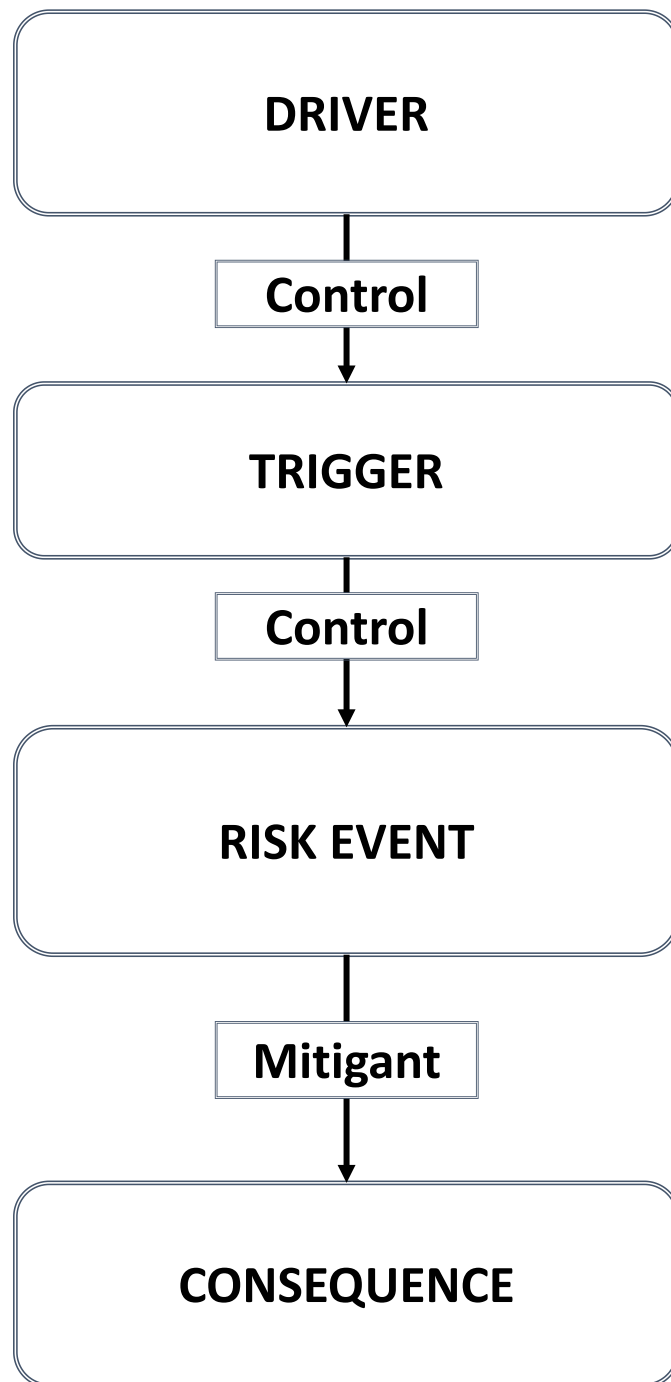
Net-Map

1. Eight core connecting actors across 4 countries:
 - Ministries of Labor (country of origin and destination)
2. Destination countries
 - Ministries of Foreign Affairs
 - Ministries of Interior
 - Recruitment agencies
 - Embassies
 - Human rights commissions
 - Migrants



2) ROAD (Risks and Options Assessment for Decision-making) process





A threat, trend or other risk source causing a trigger to occur

An action that modifies the likelihood of a driver causing the policy intervention outcomes being inconsistent with policy vision

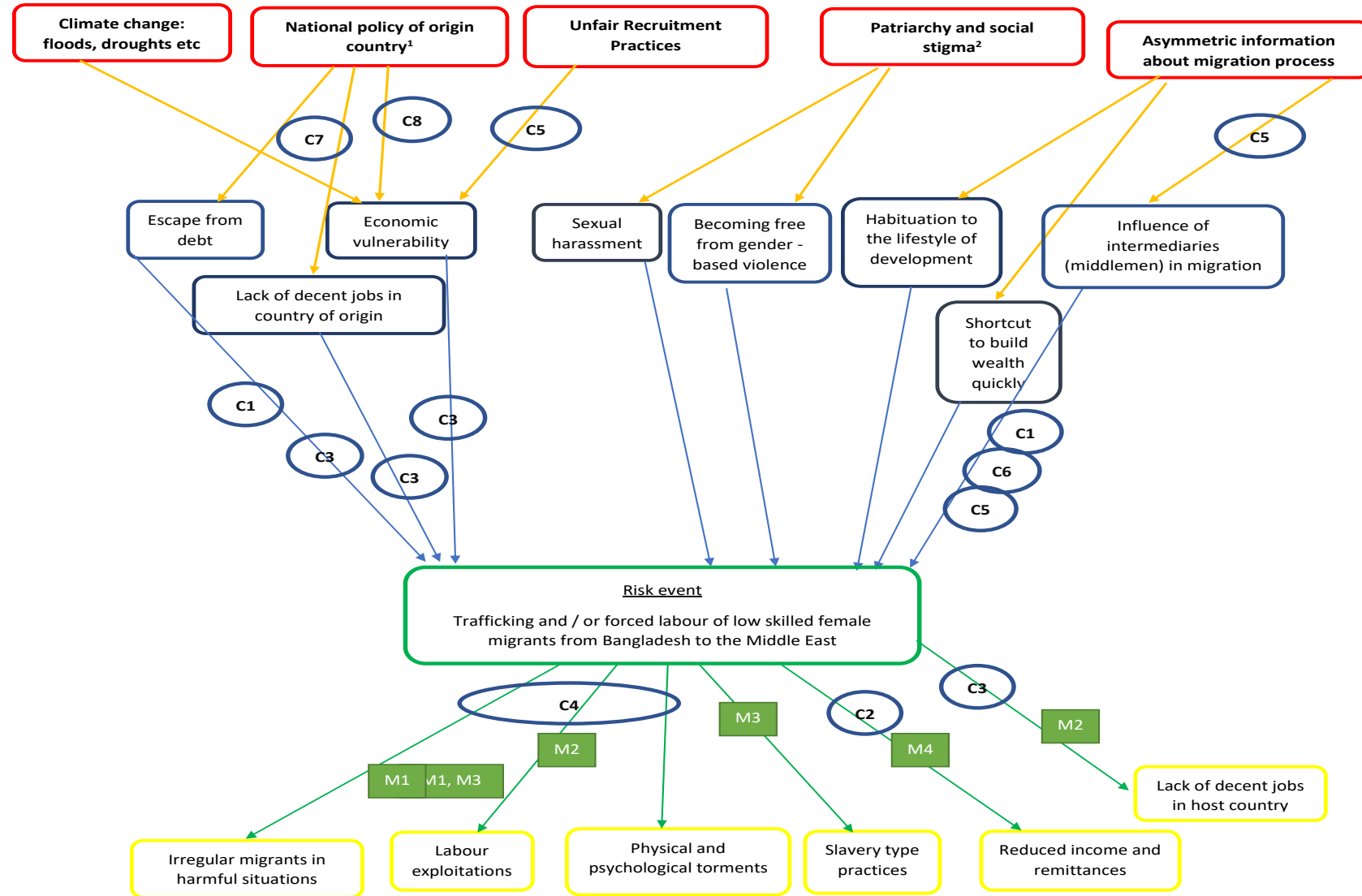
An event that is the immediate cause of a risk event

An action that modifies the likelihood of a trigger causing the risk

An event with uncertain consequences: forced labour and trafficking or other adverse events experienced by female workers across the entire migration chain

An action that modifies the likelihood of the policy intervention causing the consequence

Outcome of a risk event affecting objectives



Causal Risk Diagram Bangladesh Breakout Room Group 1

Triggers and Drivers: Bangladesh & Nepal (in red)

	Economic	Social
Triggers	<ul style="list-style-type: none"> • Shortcut to build wealth • Poverty/ Economic vulnerability/ Escape from debt/Lack of decent jobs • Materialistic enticements/ Allurement of better lifestyle • Extreme workload/ Family responsibilities for single women • Huge demand from the Middle-Eastern countries/ Sudden increase in employment opportunities • Sudden death of family members/male earning members 	<ul style="list-style-type: none"> • Freedom from Gender-Based Violence • Violence Against Women • Influence of intermediaries • Social pressure: Social stigma for single/divorced women • Good experience of previous undocumented migrants (friends and relatives) • No access to get information about safe migration
Drivers	<ul style="list-style-type: none"> • Climate change & 2015 earthquake • Patriarchy & Gender-Based Violence/ Lack of recognition of women's work • Caste-based discrimination • Lack of participatory governance • Female headed household and lack of social capital • Demand and supply in the global market 	

Triggers and Drivers: Lebanon & Jordan (in red)

	Economic	Social
Triggers	<ul style="list-style-type: none"> Declining capacity of employers to afford a domestic workers Financial crisis Failing state & Corruption Aspirations for better life / Economic opportunities Supporting family/poverty reduction / Indebtedness Children's education 	<ul style="list-style-type: none"> Social norms Lack of awareness Cultural legacies Escape from Interpersonal violence (including domestic violence)/ Escape forced marriage Hearing about previous experiences of female workers Discrimination / Racial and religious prosecution Contact with recruiters in countries of origin Reputation issues (can work in factory in other country but not home country)
Drivers	<ul style="list-style-type: none"> Kafala System Weak role of the Ministry of Labour in proposing legislation Absence of translated contracts Patriarchal abuses in South Asia/ Stereotyping of women who migrate War & conflict / Seeking refuge Economic situation, security & stability in Jordan/ Strong currency in Jordan Good legislative environment in Jordan/Perception of decent work 	

Controls and Mitigants

	Bangladesh	Lebanon
Controls	<ul style="list-style-type: none">• Agreement with destination locations beyond contracts to ensure better working conditions• Skill development of women including soft and life skills• Collaborative effort of GO and NGO for ethical / informed migration• Improved wage structure at home and source country• Social policies & protection• Follow up with destination country authority and create opportunities (better active collaboration and create spaces)	<ul style="list-style-type: none">• Dismantle kafala system• Add migrants into labour laws• Adoption of a unified labour contract in line with international standards• Strengthening and activating the role of the Ministry of Labour in legislation and oversight
Mitigants	<ul style="list-style-type: none">• Hotline and resource centres in home country• Certification of skills gained in host country• Ensure savings through local bank accounts for migrants• Reintegration at home with family: Psycho-social integration, economic integration (micro-business collaboration with Government and NGOs, availability of loans and information)• Regular monitoring of human rights situation at destination• Media interventions and media role in portraying migrant women	<ul style="list-style-type: none">• Legalizing freelance work• Strengthening the community of migrant workers• Dismantle kafala system• Inclusion of domestic work in the labour law

3) WEMI (Women's Empowerment in Migration Index)



Why calculate empowerment

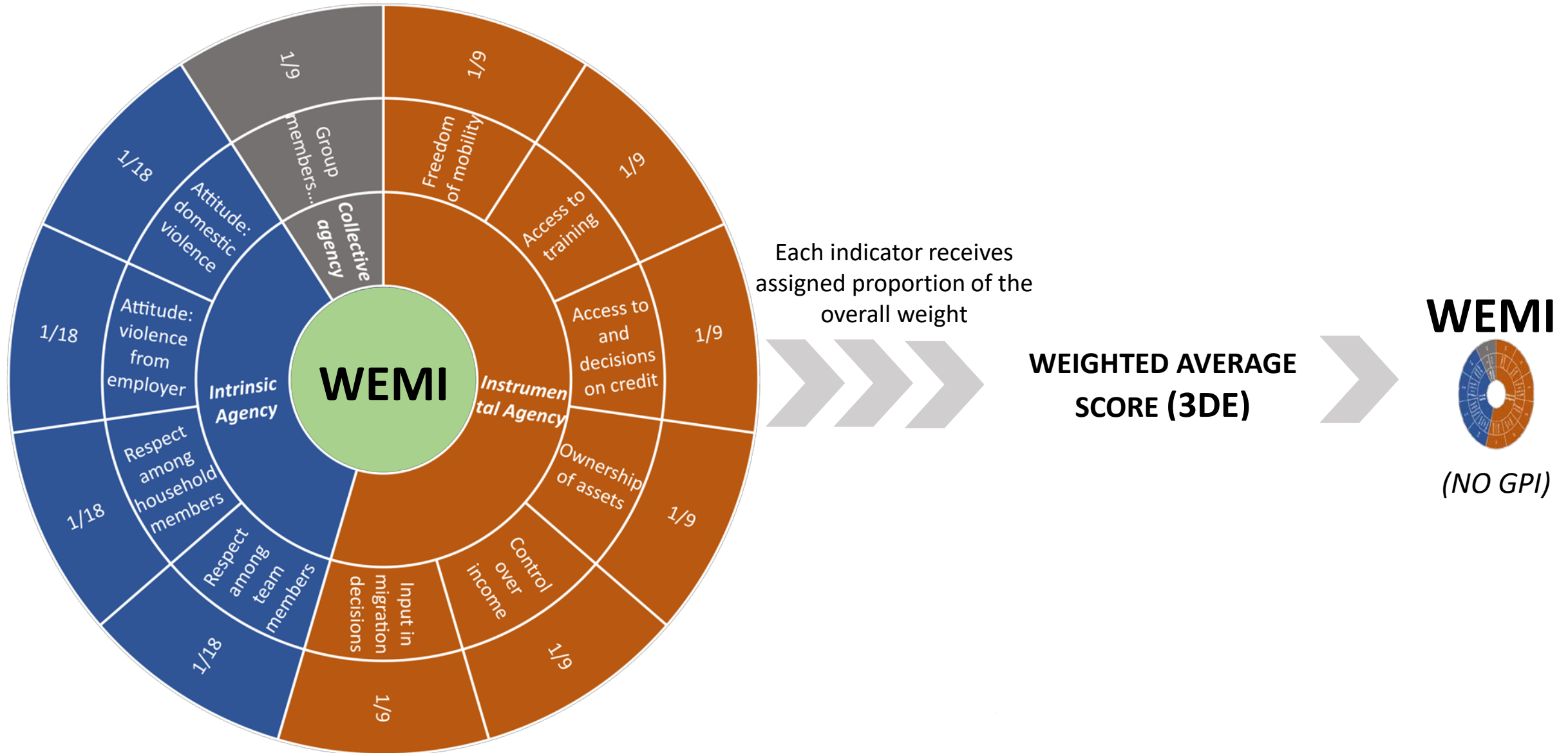
- Study how migration affect women's empowerment: *"Does migration make women more empowered"*?
- Women's Empowerment in Migration Index (WEMI) is a **standardized measure** to assess the empowerment of women who migrate
- Based on the Pilot study conducted in Bangladesh in 2022 for returnee migrants , we identify:
 - **sources of disempowerment**
 - how **migration specific interventions** targeted to *reduce forced labour and or trafficking of women* affect their empowerment



Contributions of WEMI

- How and to what extent **access to information (A2I)**, created through **training** and **social networks** influence agency?
 - **Access to training**
 - **Bonding, Bridging and Linking Social Capital**
- **Agency in the work**
 - **Attitude towards violence from employer**
 - **Respect between employee and supervisor**
- Defining psychological wellbeing and life satisfaction as a dimension of achievement

Index Construction



Results

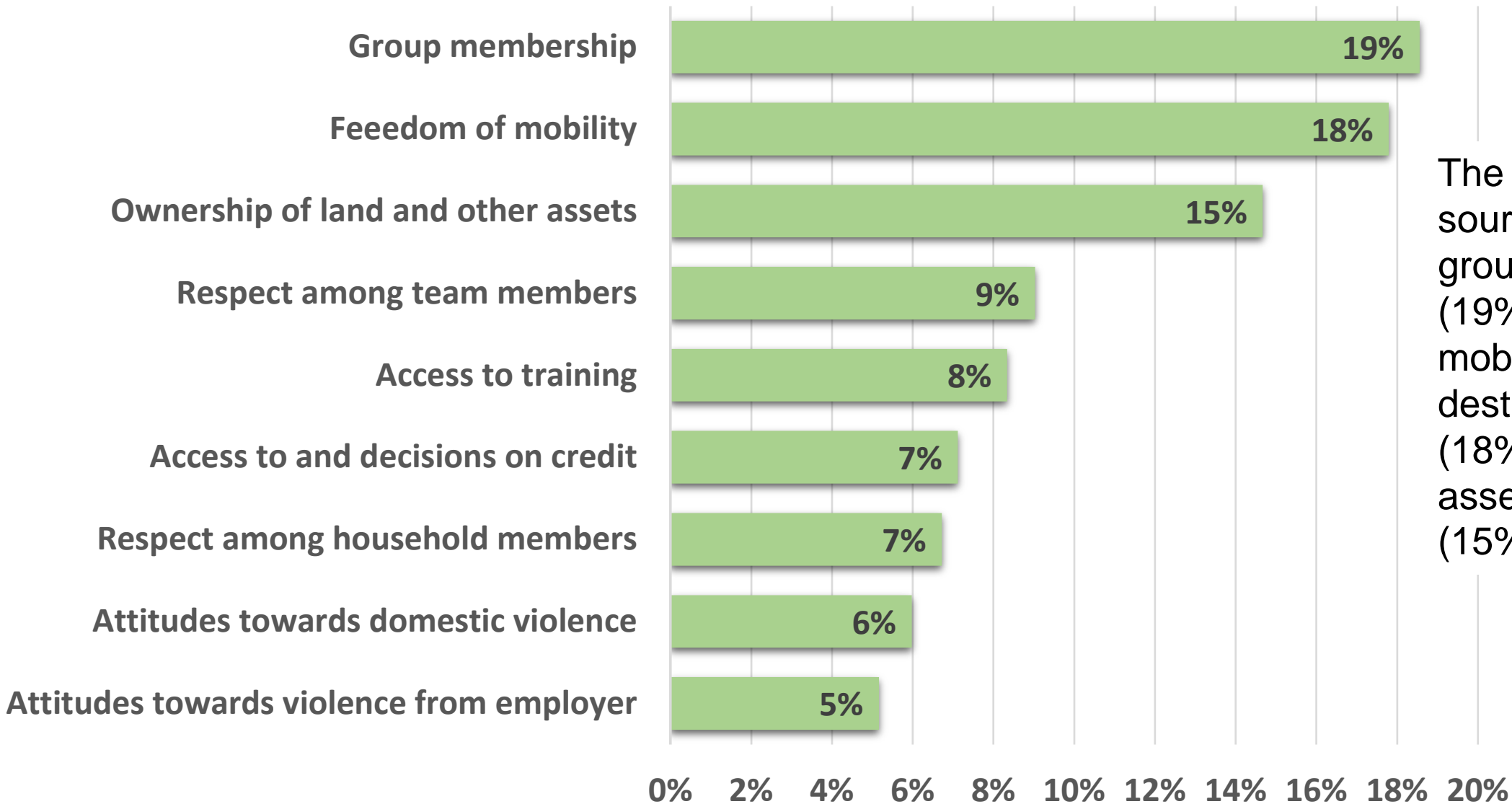
Table 1. WEMI Results (using 75% cut off-score)

Indicator	Women
<i>Number of observations</i>	<i>1018</i>
3DE score	0.60
Disempowerment score (1 – 3DE)	0.40
% achieving empowerment	0.14
% not achieving empowerment	0.86
Mean 3DE score for not yet empowered	0.53
Mean disempowerment score (1 – 3DE)	0.47
WEMI score (3DE score)	0.60

WEMI=3DE

*Adequacy is said to be achieved when the individual WEMI score is above 0.75 out of a total 1 (following the Pro-WEAI methodology).

Results: Sources of disempowerment



The largest sources are lack of group membership (19%), restricted mobility in the destination country (18%) and lack of asset ownership (15%).

Robustness & Limitations

- **Validation analysis**- WEMI positively associated with objective welfare & life satisfaction, psychological health, attitudes towards migration.
- **Sensitivity analysis** different weights & cut-offs don't make a difference
- Empowerment is context specific (*Destination* vs *Home* country); Generalized index will not be able to capture country specific nuances
- Retrospective answers for pilot study (***recall bias***); (Respondents: *Returnee* vs *Current* migrants)
- However, possibility of ***Selection Bias*** if current migrants are interviewed at the destination country (*more empowered women available for interviews*)

4) Women migrants implementing research (Lebanon)



Implementation

- Participatory action research (PAR)
- 9 WMDWs (Bangladesh, Ethiopia, Kenya, Nepal, Philippines, Sri Lanka) as co-researchers
- How do WMDWs maintain social networks and organize collectively to reduce their risk to exploitation and poor labor conditions? → **How do WMDWs try to improve their situation, whether through work alone or working together, to help others or themselves in their communities or different nationalities?**

Helping Theme

- Individual or through community networks
- Through embassy or advocacy/ social service organizations
- Giving and receiving help across national boundaries (preferred in some cases)
- Community activists who are the go-to for others when they need help
- Types of help
- Instrumental (money, shelter)
- Advice to demand rights from employer
- Social support “building each other”

Conclusions: What can these methods tell us that existing methods could not?

- ROAD process facilitates the identification of a broader set of triggers/drivers and options (controls/mitigants) than traditional approaches, thus suitable for systemic risk assessment
- Migration actor networks elevate focus on poor policies and policy processes
- Quantification of Women's Empowerment through WEMI not only yields important complementary insights to qualitative research, but also allows to identify sources of disempowerment
- Engaging with migrants as researchers helps elevate their own perspectives

Conclusions: What difference could these methods make to evidence being relevant to decision-makers?

- Decision-makers and other key actors (donors/embassy staff / migrants) are in the room, knowledge exchange through engaging with other actors / with researchers
- Evidence to ILO on broader factors affecting vulnerability to migration
- WEMI provides quantified evidence whose changes can be monitored over time, or following interventions

Conclusions: How could we promote the uptake of these methods by researchers?

- Providing summaries of methodologies in easily-accessible ways
- Outreach on methods through journal articles, policy briefs, blog pieces and conferences like the CEDIL event
- Engagement of younger researchers, including PhD students and recent graduates in the study team