

ENDLINE EVALUATION OF THE
**PROJECT ON PREVENTION OF
FORCED MIGRATION AND
TRAFFICKING** IN WOMEN
AND GIRLS IN NIGERIA

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ACRONYMS

CSO	Civil Society Organization
CEO	Chief Executive Officer
GERAAS	Global Evaluation Reports Assessment and Analysis System
EMG	Evaluation Management Group
ERG	Evaluation Reference Group
FCT	Federal Capital Territory
GAR	Gender Audit Report
ILO	International Labour Organization
IOM	International Organization for Migration
LGA	Local Government Area
M & E	Monitoring and Evaluation
NAPTIP	National Agency for the Prohibition of Trafficking in Persons
NHRC	National Human Rights Commission
NIS	Nigeria Immigration Service
NSCDC	Nigeria Security and Civil Defence Corp
SoSiN	Stamp out Slavery in Nigeria
SoTiN	Stamp out Trafficking in Nigeria
TiP	Trafficking in Persons
ToR	Terms of Reference
UN	United Nations
UNEG	United Nations Evaluation Group
UNHCR	United Nations High Commissioner for Refugees
UNODC	United Nations Office on Drugs and Crime
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAPP	Violence Against Persons Prohibition Act
VAWG	Violence Against Women and Girls
VoT	Victim of Trafficking
WLO	Women-led Organization

Executive Summary

This report sets out the findings of the final evaluation of UN Women's project on Preventing Forced Migration and Trafficking in Women and Girls in Nigeria, implemented from June 2019 to February 2022. The main goal of the project was to prevent forced migration and trafficking of women and girls through economic empowerment and resilience-building, and facilitate the reintegration of women and young women returnees.

Purpose, objectives, and scope of the evaluation

The overall objective of the final evaluation was to assess the extent to which the project for Preventing Forced Migration and Trafficking in Women and Girls in Nigeria achieved the intended outcomes, provide an in-depth analysis and understanding of why certain intended or unintended outcomes have or have not occurred, analyze the challenges encountered, learn from the current COVID-19 crisis, and document lessons for improving future projects in the area. This has been done with specific emphasis on the analysis of the relevance of the project's implementation strategy and approaches, assessment of the effectiveness and efficiency of the project's implementation strategy and approaches, assessment of the impact, coherence and sustainability of results achieved, a documentation of the lessons learnt, and the provision of recommendations for a possible second phase of the project, as required.

Evaluation Process and Methodology

The evaluation reflected the priorities of UN Women on gender-responsive evaluation (2015) and followed the provisions of UN Women's Global Evaluation Reports Assessment and Analysis System (GERAAS) (2019) which is in alignment with the revised United Nations Evaluation Group (UNEG) norms and standards (2016) that specified the guidelines and code of conduct for conducting evaluations in the UN system. It followed an inclusive, participatory process right from the inception phase in March 2022 to the drafting of the final report in April 2022, and the finalization of the report in June under the supervisory and review lens of the Evaluation

Management Group (EMG) and the Evaluation Reference Group (ERG). Methodologically, a mixed-method approach was adopted involving the use of primary and secondary data. It involved a desk review of project and other relevant documents as well as field data collection from all categories of stakeholders in the focal states of Edo and Lagos. The main limitation of the evaluation included the planning of the evaluation coming back-to-back with the end time of the project. The operational performance period of the evaluation was between March and June and the evaluator worked assiduously and brought his experience and skill to deliver the final evaluation report summarized in this section and fully presented thereafter.

Main Findings

Relevance

The project objectives were clearly laid out just as the results framework and they bear relevance to the theory of change. It was found that the project outputs were delivered in relation to objectives, with the involvement of key stakeholders, although the design of the project was not fully participatory (Findings 1 & 2). The evaluator found that coordination, consultation and collaboration with major partners were key features of the implementation of the project. The project met the needs of key partners especially the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) in terms of capacity-building to support its operations and institutionalize the legal and policy frameworks and women-led organizations in terms of

funding support for their activities in the areas of capacity-building, building synergies with other women-led organizations and awareness-creation to prevent the trafficking in women and girls (Findings 3). Also, it was found that the project prioritized the inclusion of human rights and gender issues in its project design and implementation which were well aligned with the legal framework for the protection of women and girls from trafficking and violence against persons (VAP) as enshrined in national and international laws as well as conventions including the ILO Forced Labour Convention (Convention No. 29 of 1930), the UN Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949), and the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, 2003 (Findings 4 & 6). Nonetheless, the evaluator found no evidence of the involvement of beneficiaries in the design of the project activities and no evidence of UN Women and IOM's collaboration in tackling the priority issues of trafficking in humans using the comparative advantage of each agency. These weak points on the relevance of the project are issues that need to be tackled in order to improve the performance of similar projects in the future.

Effectiveness

The evaluator found that the project was highly rated in terms of effectiveness. The project has a detailed results framework with monitoring indicators and output targets and made significant contributions in terms of providing an enabling gender sensitive policy environment that addresses forced migration and increasing gender-sensitive information to contribute to the prevention of women's irregular migration and trafficking in line with the results framework and articulated the theory of change which are the major outcome areas under the project (Findings 7 & 8). The evaluator found that the project produced innovative results such as the Gender Policy and Gender Audit Reports

which provided new knowledge in support of the prevention of irregular migration and which ultimately can lead to better results in the prevention of trafficking of women and girls. Despite these achievements, project implementation faced a number of challenges which were mainly externally induced but which the implementers (UN Women and CLEEN Foundation) were able to surmount by making necessary adjustments and adopting workable options. The challenges caused delays in the implementation of the project leading to the request and approval of a no-cost extension for a period of eight months to allow the project to perform and achieve its targets. However, the effect of the delay on the overall level of project implementation effectiveness (in terms of the extent to which the project targets were achieved at the time the project was finally completed) does not seem to be highly significant judging by the results of the analysis of output performance (Findings 7, 8 & 10).

Efficiency

On the basis of the review of the project document, the analysis of financial records and field interviews the evaluator found that the delivery of services under the project was cost-effective. Analysis of the financial records revealed that the project was delivered strictly on budget. In other words, on completion of the project, the funds allocated for each of the budget lines were fully drawn down. The delivery rate of the project was a 100 per cent. Even though there was an adjustment in the work plan to ensure that expected results were achieved in the aftermath of the COVID-19 pandemic, efficiency was adversely affected insofar as the timeliness of output delivery is concerned. Rather than delivering the project outputs in 24 months as designed, the project was completed in 32 months. However, from the micro-level assessment of output delivery in the focal states during the field interviews, the evaluator found that with the rescheduling of activities and necessary adjustments in the work plan, all respondent types expressed satisfaction with the timeliness of the delivery of outputs. Assessing efficiency with regard to the allocation of resources, it was found that whereas the allocation of human resources for the overall management of the project was

appropriate and adequate, there seems to have been an imbalance in the allocation of financial resources when the outputs achieved are compared with the allocated resources in the two outcome areas (Findings 11, 12 & 13). From the review of project documents and interviews with project implementers the evaluator found a well-laid out project implementation and organizational structure with the necessary managerial support and coordination mechanism as well as the active participation of duty bearers and rights holders that drove the processes leading to the achievement of project targets (Findings 14 & 15). Moreover, the evaluator found that activities of monitoring and evaluation were being carried out simultaneously with project implementation in accordance with the monitoring plan. However, the extent to which the monitoring information was used for management actions and decision-making was limited due partly to the weakness in the quantitative content of the information (Finding 18). The assessment of efficiency based on the review of documents and interviews with stakeholders and beneficiaries revealed an overall rating of B. On the flip side, the evaluator found that the design of the project was devoid of clear analysis of the contextual, programmatic, implementation and other risks that could affect the achievement of the intended results. Invariably, no mitigation measures were articulated at the design stage. In other words, if proper mitigation measures had been designed for political risks, for instance, the project would have been more decisive, proactive and expeditious in implementing remedial measures to avoid the untimely delivery of the project. In addition, the project did not actively pursue the few operational opportunities that emerged during the course of the implementation (Findings 19 & 20).

Impact

The evaluator found that raising the level of awareness and knowledge of the public on forced migration and trafficking which was achieved under the project contributed to the prevention of trafficking in Edo and Lagos states. Also, based on interviews conducted with Law Enforcement Agencies (LEAs) and Ministries, Departments and Agencies (MDAs)

the evaluator found narrative evidence of NAPTIP receiving trafficking complaints at a level higher than what it was before the implementation of the project on account of the awareness interventions embarked upon under the project (Findings 21 & 22). Moreover, from the field interviews with stakeholders and beneficiaries (NAPTIP, male champions) the evaluator found that greater support for gender equality and human rights has been achieved while referrals of cases have risen due to the implementation of this project especially on account of deeper penetration of schools with anti-trafficking campaigns (Findings 25, 26 & 28). The fact that there was no hard data to validate the satisfaction expressed by beneficiaries in respect of the aforementioned changes leads to an overall rating of B as far as progress towards impact is concerned. The unavailability of quantitative data as a means of verification of the impact of the project makes it advisable to improve the M & E framework to incorporate the collection of hard data that can be used for periodic assessments of progress and ultimately for project evaluation.

Sustainability

The project fostered strong ownership of the interventions (as evidenced by partners' leadership, commitment, support and buy-in) which indicates the likelihood of sustaining the gains derived from the implementation of the project (Findings 29). The stakeholders expressed satisfaction that the prospects for sustainability are bright on account of these factors, with an overall rating of B. Part of the strengths of the project in the area of sustainability is the generation of innovation and outputs which stakeholders will continue to rely on in their efforts to tackle the menace of forced migration and TiP. In this regard the Gender Audit Report (GAR) was highly relevant especially because it highlighted the inherent gaps in the victim protection arrangements and other recommendations which are already being addressed by NAPTIP. Nonetheless, there are two areas of weakness that need to be emphasized. First is the issue of funding the welfare and livelihood-improving interventions for the victims of trafficking which was not integrated into the

design and implementation of the project. Second relates to the complaints by partners about the limited extent to which partners' financial capacity can maintain project benefits as well as the generation of new knowledge and practices for better results. If the desired impact and sustainability of the project is to be fully achieved, these weaknesses should be rectified and possibly be given priority in future interventions (Finding 32).

Coherence

The evaluator found that the design and implementation of the project were in alignment with national and international frameworks for Gender Equality and Women's Empowerment (GEWE). This was evidenced by the following: the incorporation of the Violence Against Persons Prohibition (VAPP) Act in Nigeria and some of the international instruments into the training materials used in the various capacity-building activities; the production of a report on the policy review of Edo State legal instruments and institutional framework on trafficking and forced migration and the amended Edo State VAPP Act which was assented to by the Governor of the State on the 17th of June 2021 (see Findings 4 & 36). In addition, the project used partners - MDAs, Civil Society Organizations (CSOs) and Women-Led Organizations (WLOs) in project implementation and media campaigns (Blind Voyage) to raise awareness and challenge social norms that facilitate irregular migration. These approaches were similar to the partnership with the government and CSOs to build a stronger evidence-based response to irregular migration, and the media campaign to discourage people from irregular migration (the "Not for Sale" campaign) and to strengthen the communications function of Nigerian anti-trafficking institutions, which were the approaches applied by the Stamp Out Slavery in Nigeria (SoSiN) in Edo State in 2018. These approaches were used to achieve the common goal of preventing irregular migration. It was also found that sister organizations participated in the project but to a limited extent. Whereas based on the satisfaction of respondents the coherence is considered to have an overall rating of B, better performance could have been achieved if there had been better collaboration with a sister organization

like the IOM in tackling the priority issues of trafficking in humans using the comparative advantage of each agency and leveraging joint resources to provide assistance for VoT to create an impact on the livelihoods of the project beneficiaries.

Gender Equality and Human Rights

There was the integration of gender and human rights concerns in the project design and implementation. Gender equality and human rights issues were reflected in activities relating to gender policy and gender mainstreaming, the VAPP Act review and amendment, the gender audit as well as knowledge and awareness creation activities implemented by the project based on the understanding of the interconnectedness of gender equality and human rights. The evaluator found that the project has stimulated the interest of stakeholders on the importance of gender in the prevention of forced migration and trafficking in Nigeria by encouraging them to prioritize gender issues in the fight against forced migration and women trafficking in the focal states (Findings 37 & 38). However, in spite of the satisfaction of stakeholders and project beneficiaries with the performance regarding gender and human rights (GHR) with an overall rating of B, there is an important gap in fully addressing the GHR concerns in the project. This gap is the inadequacy of funds to meet the needs of the victims of trafficking to ensure that the desired benefits from the protection of their rights are derived in the form of access to economic empowerment opportunities.

Disability Inclusion

The evaluator found that PWDs participated in project activities such as capacity-building workshops for WLOs and Townhall meetings and the project always made efforts to address the physical barriers facing the participants. The project contributed to meeting the needs of PWDs in terms of knowledge creation and raising awareness about the menace of forced migration and the trafficking of women and girls including PWDs leading to an overall rating of C. This level of performance is due to (i) the non-integration of disability inclusion into the design of the project (ii) the low level of participation of PWDs, (iii) the fact that the

provision of support to PWDs for effective participation in training workshops and Town Hall meetings, especially the provision of interpreters to assist PWDs who are hearing impaired, was not prioritized and (iv) the lack of interventions targeted at improving the quality of life of the PWDs (Findings 41, 42 & 43).

Conclusions

Relevance – The project delivered outputs in relation to the clearly specified objectives and in a manner consistent with the results framework and the theory of change. It also met the needs of key partners (NAPTIP, WLO, LEA) to a significant extent (see Finding 3). The building of relationships and partnerships under the project was a reflection of the favourable perception of UN Women’s comparative advantage to lead the implementation of the project arising from its reputation as a renowned organization with a mandate to champion the course of GEWE (Finding 5). Nevertheless, it is worthwhile to stress that the design of the project was not fully participatory as it failed to involve key stakeholders in the articulation of the activities that were carried and the outcome areas in which results were expected. Out of nine possible categories of stakeholders (see Table 1) only one (LEAs – NAPTIP and the Nigeria Police Force (NPF)) was contacted by CLEEN Foundation to secure a letter of partnership that was submitted together with the proposal for implementing the project. If the key partners and stakeholders had been fully involved, the glaring omission of livelihood-improving interventions would have been avoided and in the end the project would have been more impactful.

Effectiveness - The implementation of the project was very effective. The project had an effective implementation structure which provided solid support for the activities carried out and services delivered. It also had a detailed results framework with monitoring indicators and output targets in each of the two outcome areas (Finding 7). The project created

new knowledge and practices – the Gender Policy, Gender Audit Report – which generated wide interest among stakeholders on the importance of preventing the trafficking of women and girls in Nigeria and the need for gender-responsive service delivery and whose potential benefits are being increasingly recognized by policy actors (Finding 9). Although implementation faced a number of externally induced challenges it was possible for the project to overcome them by making necessary adjustments and adopting workable options (Finding 10). Despite the adjustments however, the challenges (COVID-19 pandemic and political turmoil in Edo state) somewhat adversely affected the timing of output delivery.

Efficiency – The project achieved a reasonable level of efficiency with inherent strengths and weaknesses. Whereas the project was cost-effective with a total delivery rate devoid of deficit or surplus spending (Finding 11) it floundered in terms of overall timeliness of project delivery on account of delays caused by the COVID-19 pandemic and the political turbulence in Edo state (Finding 12). Whereas the allocation of human resources for the overall management of the project was appropriate and adequate there were imbalances in the financial allocation of resources which tended to curtail the efficiency of the project (Finding 13). Although the project had a well-laid out implementation and organizational structure with necessary managerial support and a coordination mechanism and active participation of duty bearers and rights holders that contributed to the achievement of project targets (Finding 14, 15 and 16), it was still bedeviled with a number of weaknesses. These include the belated design of the composition and numerical strength of the steering committee charged with coordination function, and the delay in the commencement of the committee’s work. Consequently, the few opportunities that arose (Finding 20) were not actively pursued and recommendations emanating from monitoring activities were not acted upon due partly to the lack of quantitative content of the monitoring information that could support evidence-based decision making (Findings 17 and 18). The project would have been more decisive, proactive and expeditious in implementing

remedial measures in order to make reasonable progress according to the work plan as delays were encountered, but for the lack of proper assessment of risks and mitigation measures at the design stage of the project (which should have provided appropriate lead) (Finding 19). This negatively affected the efficiency of the project as far as overall timeliness of project delivery was concerned.

Impact - The extent to which the project is on track to achieve the desired impact is quite significant judging by the changes that have occurred as a result of the project's achievement. The results achieved by the project in terms of raising the level of awareness and knowledge of the public contributed to rising levels of public complaints about human trafficking cases, and referrals and prevention of trafficking in Edo and Lagos states as potential victims of trafficking took actions to evade the antics of traffickers (Findings 21, 22, 23, 26 and 27). Awareness creation about forced migration and trafficking in secondary schools has tended to reduce human trafficking as the project's activities changed students to a 'higher level rights holders' who were actively engaged in anti-trafficking campaigns among colleagues. In Edo state, in particular, it would have been possible for the project's success in awareness creation to result in the establishment of anti-trafficking clubs in secondary schools but for the absence of guidance and counselling units. This indicates the advisability of involving school management committees, who are responsible for approving the provision of such units, in the awareness-raising activities of the project rather than focusing only on students (Finding 24). By and large, assessment of the progress made by the project towards achieving the desired impact would have been more definitive but for the paucity of statistical data. This is a gap which future interventions must bridge by way of allocating resources to capture the collection of relevant statistical data as part of the monitoring and evaluation framework.

Sustainability – The project had strong ownership arrangements which suggest that gains derived from the project are likely to be

sustained. Nonetheless, the extent to which sustainability can be achieved and the type of activities and achievements that are likely to be sustained vary among the partners (Findings 29 and 30). The MDAs are likely to sustain the gains so far made because they have been able to work with other partners under this project to tackle irregular migration and have gained better understanding of anti-trafficking issues. However, the activities relating to policy reforms, especially VAPP policies in other states and the upscaling of innovations such as gender audit reports are well beyond what can be sustained due to financial limitations and will require accommodation under future project interventions (Findings 32 and 33). The large WLOs can leverage alternative sources of funds with a high likelihood to continue the fight against irregular migration whereas the small organizations are going to be less able to sustain the tempo due to limited financial capacity (Finding 31).

Coherence - The project demonstrated a considerable level of coherence. It was designed in line with the broad goal of the Italian government (that funded the project) which was to fight trafficking within the larger resolve of Italy to curb migration and it has correspondence with national and international frameworks for GEWE (Finding 36). The approaches used by the project were similar to those used by other international organizations to achieve a common objective of preventing irregular migration in Nigeria. (Finding 34). However, other than the participation in meetings by sister organizations and the informal relationship that was established, no sister organization played a significant role in terms of joint implementation of components of the project or leveraging expertise and experience in bridging identified implementation gaps in order to make the project more effective and impactful. A more result-oriented collaboration would have been helpful in strengthening the remarkable area of weakness observed in the implementation of the project relating to the lack of interventions to economically empower the project beneficiaries so as to improve their quality of life (Finding 35).

Gender Equality and Human Rights -

Gender equality and human rights were reflected to a significant extent in the design and implementation of the project. (Finding 37). Gender and human rights concerns were also reflected to a large extent in the delivery of project services (Finding 38). The project contributed to enhancing the decision-making power of excluded groups vis-à-vis policies that affect their lives and has created avenues for increased dialogues and participation of these groups with local and national governments in relation to the policies. Nonetheless, the project failed to provide access to economic empowerment opportunities to VoT and to the women and girls that were the targets of the project's activities so as to have a change in their quality of life (Finding 40). This is a major weakness in the design and implementation of the project.

Disability Inclusion – The project paid emphasis on disability inclusion by ensuring that PWDs participated in project activities in the focal states. However, the level of participation was quite low (Finding 41). This is not unconnected with the inability of the project to provide all the necessary support for their effective participation at project activities. As far as the project outputs and achievement of results were concerned, however, the project contributed to meeting the needs of the PWDs. Nonetheless, there are two major weaknesses as far as disability inclusion is concerned. Firstly, there was the non-consideration of disability inclusion in the results framework and secondly, there was the inability of the project to provide interventions to assist PWDs in the improvement of their quality of life.

Lessons Learnt

Lesson 1 - Demand-driven interventions tend to be result-oriented

It was learnt during the course of the evaluation that project interventions were demanded by partners (Donor/Funder, UN Women, NAPTIP) who have critical roles to play in tackling the menace of forced migration, and the prevention of trafficking in women and girls. There was a strong demand (by partners) for the flagship products – Gender Policy, Amended VAPP Act, Gender Audit Reports – whose production was enthusiastically pursued to be put to use rather than being shelved as has always been the case with many policy documents in the past. These are lessons learnt from the review of documents and interviews with stakeholders during the course of the evaluation which should be incorporated as part of the sustainability mechanisms in future anti-trafficking projects.

Lesson 2 - Strong partnership and collaboration can strengthen ownership.

The leadership and high level of commitment demonstrated by key partners (NAPTIP,

WLO, LEAs) defined the strength of ownership achieved under the project. This strength has resulted from the partnership arrangements, stakeholder consultations and frequent engagement during the course of implementation of this project. Indeed, the hope that the benefits of this project will be sustained and that future anti-trafficking activities will be supported by the government is contingent upon the approach by UN Women of ensuring that the buy-in of key partners was secured in carrying out project activities. The lesson is that these factors must weigh heavily on decisions about replication of the benefits and up-scaling of innovations of a follow-on project.

Lesson 3 - Success in realizing the benefits of capacity-building interventions depend largely on clear identification of duty bearers and rights holders.

This lesson derives from the design and implementation of the project. It reflects clearly in this project starting from the recognition by the Donor Partner (Italian Government) at the design stage that UN Women, as the bearer of primary

responsibility in the implementation of this project, has a comparative advantage as a champion in promoting GEWE. In addition, the design and delivery of technical support to government and non-government organizations must be borne out of a clear assessment of needs so as to be effective in filling existing gaps and have significant contribution to the achievement of set targets under the project. Thus, a proper assessment and understanding of the needs of the project beneficiaries should be an integral part of a future anti-trafficking project.

Lesson 4 - Partnering with partners of complementary characteristics is a success factor

The rights holders that participated in the project have a common focus on fighting irregular migration but differ on account of scale/size of operation, operational experience and access to funds. This mix is a feature that can be supportive of networking activities which in the long run can facilitate project sustainability. The lesson learned during the course of evaluation is that the larger organizations have better financial capacity to sustain the gains of interventions than the small organizations. This should be factored into the capacity-building activities for partners in a future project.

Lesson 5 – Maintaining Donor’s support in the life of a project can enhance effectiveness

Maintaining close and effective communication with partners and donors is an important factor in achieving the project outcomes. This lesson is derived from the implementation of the project in which donors attended some flagship activities such as the launching of the GAR and HeForShe campaigns which they considered a means of assessing commitment of project beneficiaries and the success of the project. This practice is worthy of continuation in a future project. It is apt to influence the donor to take a positive decision in a situation

where a follow-on project is recommended as is the case in this evaluation.

Lesson 6 - Purposeful monitoring is key in project implementation

The use of monitoring information for management decision-making, reprogramming and reprioritization featured prominently in the implementation of this project and can be helpful in finetuning progress. The lesson to be carried on into future projects is that project management must consider monitoring information and consider the recommendations vis-à-vis progress towards attaining project targets and making the project more impactful.

Lesson 7 - Inter-agency collaboration can strengthen the referral system

Strengthening coordination among CSOs, WLOs, law enforcement agencies and other key actors in the project’s interventions in addressing TiP tends to improve the referral system. It also has the tendency to improve the quality of service delivery in the shelters, strengthen government ownership and facilitate the sustainability of derived benefits. This is an important lesson derived from the way UN Women had designed the capacity-building activities and forged collaboration between NAPTIP and other LEAs leading to a successful preparation of SOPs to guide their joint operations. This is a lesson that can be incorporated into future projects because of its potential positive effects on the effectiveness of project implementation

Lesson 8 - Inter-governmental cooperation tends to strengthen policy and legal reforms

The most critical duty bearer (NAPTIP) is a federal agency which needs the support of MDAs at the state-level to succeed in tackling irregular migration. In addition, government support and buy-in are critical for realizing necessary policy and legal reforms which are major activities of the project. The lesson learnt is that inter-agency support and cooperation are important levers

for the successes achieved in this project in forging partnerships with critical government stakeholders such as the Nigerian Police Force, NAPTIP, the National Human Rights Commission (NHRC) and other law enforcement bodies and achieving results relating to Gender Policy and VAPP Act amendment. This form of support needs to be embedded in the design and implementation of a follow-on project.

Lesson 9 - Relationship between implementation success and duration is non-linear

An important lesson learnt during the course of this evaluation is that the relationship

between success in project implementation and the duration of the project is non-linear. This project has generally been successful and yet it is of a short duration. There are projects having a duration of up to 5 years that can record successes and generate the desired impact but such results cannot be guaranteed all the time in a dynamic society with unpredictable behavioural, political, economic and social changes that can disrupt implementation plans. It therefore means that conscious efforts must be made to strike a balance between the duration of the project and the number of outcome areas when designing anti-trafficking projects in the future.

Recommendations

S/N	Recommendations	Responsible Agency	Priority
1	<p>Design a second phase for this project</p> <p>For better appreciation of the value for money, robust and measurable impact, the evaluator recommends that the project should be repackaged for a second phase. This is necessary in order to upscale the innovations and practices generated under the project and bridge the benefit gaps resulting from the lack of interventions to improve the quality of life of VoT (Findings 7, 8, 17, 18, 29 and 33). Designing a second phase can be realistically achieved since views from stakeholders during the course of the evaluation suggest that they are favourably disposed to a follow-on (Finding 14).</p>	UN WOMEN/Italian Government	Immediate
2	<p>Ensure that resource allocation is consistent with targeted results</p> <p>In view of the observed imbalance in the allocation of financial resources in the context of output targets, the designers and implementers of a future anti-trafficking project should ensure better allocation of financial resources so that allocated funds are better aligned to the desired results for improved efficiency. Essentially, activities that have the potential to yield greater impacts should be prioritized in the allocation of funds (Finding 13).</p>	UN WOMEN/Italian Government	Short-term
3	<p>Expand the pool of stakeholder MDAs</p> <p>The Ministries of Education, Culture and Local Government Affairs need to be incorporated into the partnership of a future anti-trafficking project in view of the need to take the fight to the grassroots level. (Finding 16).</p>	UN WOMEN	Short-term
4	<p>Expand sensitization outreach to rural areas.</p> <p>Community leaders in the rural areas together with local government officials should be brought into the partnership arrangements for the implementation of future sensitization interventions in far more local government areas than the limited number (less than five) covered under this project in each of the focal states (Finding 16).</p>	UN WOMEN	Short-term
5	<p>Incorporate livelihood-improving initiatives in a future project</p> <p>A future anti-trafficking project should include livelihood initiatives. Victims of trafficking and vulnerable groups should be exposed to entrepreneurship training where they will acquire various skills. Provision should be made for starter packs to enable them be self-employed and possibly grow into employers of labour in the long run. (Findings 17, 18, 35).</p>	UN WOMEN/Italian Government	Short-term
6	<p>Provide finance and infrastructural support for shelter development</p> <p>A future anti-trafficking project should strategize on providing technical assistance to develop public-private partnerships (PPP) for shelter development in support of victims of trafficking. This will assist in upgrading the level of infrastructural and psycho-social support for survivors, leading to improvements in their quality of life (Findings 17, 18 and 35).</p>	UN WOMEN	Short-term
7	<p>Multiply school targets for better outreach</p> <p>There should be greater diversity in the targeting of beneficiaries of school engagements in a future anti-trafficking project (Finding 18).</p>	UN WOMEN	Immediate
8	<p>Use monitoring information in decision-making for improved performance</p>	UN WOMEN	Immediate

	The management of future projects should be sensitive to the outcome of monitoring exercises and duly consider them for improving interventions in terms of components and procedures. This also requires that the quantitative content of the monitoring information should be improved, and that relevant quantitative indicators are incorporated into the M & E framework (Finding 18).		
9	Incorporate risk assessment into project design Future interventions should adequately address the risks the project is likely to face and suggest mitigation measures. This is apt to put project managers in a better state of preparedness to cope when the project encounters challenges during implementation (Finding 19).	UN WOMEN	Immediate
10	Respond proactively to emerging opportunities Future projects should be proactive and responsive to emerging opportunities that can lead to progress in achieving expected results. Once an opportunity presents itself, project management should prepare an MOU that charts the course for realizing the inherent gains (Finding 20).	UN WOMEN	Immediate
11	6.11 Complement rising referral with better prosecution results In a future project there is need to build NAPTIP's capacity in the area of prosecution. It is also necessary to build the capacity of judges to fast track cases, and advocate for special courts to handle human trafficking cases (Findings 26 and 32).	UN WOMEN	Immediate
12	6.12 Ensure implementation of the newly developed (2022) Action Plan NAPTIP should ensure the effective implementation of the National Action Plan on Human Trafficking in Nigeria 2022–2026. A future project should be consistent with the provisions of the Plan and NAPTIP should bring the knowledge gained in the just-completed project to bear on the implementation of the Action Plan (Finding 33).	NAPTIP	Immediate
13	Ensure result-oriented collaboration with sister organizations The role of relevant sister organizations should be identified at the design stage of future projects and be made results-oriented during the course of implementation (Finding 35).	UN WOMEN/ (Italian Government)	Immediate
b14	Provide for better disability inclusion Provision should be made in future projects for disability inclusion explicitly at the design of the project, so that it is not treated as an after-thought. This implies that performance indicators should be included in the results framework and resources made available to effectively meet their needs while participating in project activities. It is further recommended that involving PWDs at organizational levels (rather than at the level of individuals) may have a multiplier effect that will ensure wider participation (Finding 44).	UN WOMEN	Immediate

I. Introduction

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) concluded the implementation of a project on the prevention of forced migration and the trafficking of women and girls in Nigeria: Build resilience, promote sustainable development, in February 2022 and engaged a consultant evaluator to independently evaluate the project. The evaluation covered the period from March to May 2022 and used UN Women evaluation guidelines including, the UN Evaluation Group (UNEG) Norms and Standards for evaluations and the Global Evaluation Report Assessment and Analysis System (GERAAS). An internal Evaluation Reference Group (ERG) and Evaluation Management Group (EMG) were established to provide quality assurance for the evaluation process. The overall goal of the project was to enhance gender equality by enabling a gender-sensitive policy environment to prevent forced migration and the trafficking of women and girls through economic empowerment, resilience building, and facilitating the reintegration of women and young women returnees. The project was implemented from 2019 to February 2022 in the Federal Capital Territory (FCT), Edo and Lagos states with funding from the Government of Italy and in partnership with the CLEEN Foundation.

The project implementation targeted activities to support women's organizations in their efforts aimed at preventing and addressing the effects of forced migration and trafficking with the collaborative efforts of women-led organizations and security agencies who served as important stakeholders in designing and implementing prevention and response efforts. The project has complemented and built on the recent efforts of the Nigerian government to address trafficking and irregular migration concerns, including the implementation and review of major policies in the field including the (Violence Against Persons Prohibition) VAPP Act. It has also strengthened the gender-responsiveness of interventions by the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) to facilitate the prevention of trafficking, the protection of trafficking victims and the prosecution and punishment of traffickers. Further to the completion of the project, the process of conducting a participatory end-line evaluation started from early March and ended in early May, 2022.

1.1 Background and context

Nigeria is simultaneously a country of origin, transit and destination for all streams of migration and for trafficking. According to the International Organization for Migration (IOM) Migration Profile (2009) and the World Bank

remittances report on Nigeria (2010), the country's increasing out-migrating population ranges between 836,832 and 1,041,284 (see UN Women Project Document, 2019). Although North America and Europe remain the largest receiving continents, countries within the ECOWAS sub-region also host a significant number of the migrant population from Nigeria. Males tend to dominate this movement, especially to the USA. However, Italy, the UK, Ireland, Canada and Burkina Faso host more Nigerian women than men. Beyond irregular migration, Nigeria also experiences a number of cases of trafficking. Women and children constitute the majority of those trafficked. A large proportion of poor women migrants and women trafficked to Europe, especially Italy, are from Nigeria (UNODC/UNICRI, 2003). Other important European and African destination countries for both undocumented migration and trafficking include the Netherlands, the Czech Republic, Spain, France, Gabon, Cameroon, Equatorial Guinea, Senegal and Benin. Nigerian women have also irregularly entered or have been trafficked into the Middle East, including Saudi Arabia under the guise of holy pilgrimage to Mecca. Important source sites of forced documented and undocumented migration and trafficking include Edo State, the Delta and some Northern states such as Kwara State and Kano State (for women trafficked to the Middle East).

Primary sectors into which poor low-skilled documented and undocumented women migrants work or are trafficked into are domestic work, the sex sector, and plantations. Most movement of Nigerian women and girls is facilitated either formally through agents, or informally through family and acquaintances. Criminal gangs and networks operating in Nigeria, Libya and Italy are increasingly involved in trafficking. The trafficking of women and girls is part of both the continuum of labour exploitation and the continuum of Violence Against Women and Girls (VAWG), as there are forms of VAWG that are faced by many female migrant workers. For survivors of VAWG and trafficking, services (including health services, justice and policing services and social services) are not well equipped to meet their needs and more broadly are frequently not well-coordinated among institutions, including labour inspection, policing, criminal justice, health and social welfare actors. Patterns of Nigerian women's mobility triggered by force of circumstance may be (a) very short term, temporary, cyclical or permanent; (b) independent, or with family; and (c) internal or international. Women's decisions to move are mediated by the nature of the situation, event and impact (a trajectory of declining resources/livelihoods, sudden, slow onset, recurrent, long-term and irreversible with long-term negative impacts); level of resources and capacity to adapt; cultural factors such as the degree of independence, freedom in mobility and interaction etc; Moreover there are enough instances in which men migrate and women are left behind to take care of the family.

A number of interventions have been adopted by the Nigerian government to address these concerns. Indicators include the additional responsibilities given to the National Commission for Refugees (NCFR) in 2009 to oversee issues relating to migration and internally displaced persons (IDPs), ongoing dialogue with the European Union, the planned projects under the National European Union Development Fund (EDF) and the appointment of a Senior Special Assistant to the President on Diaspora Affairs. The Government of Nigeria has adopted two migration policies – the National Labour Migration Policy in 2014

and the National Policy on Migration in 2015 aimed at managing labour migration and mobilizing the diaspora for national development, establishing three Migrant Resource Centers – Abuja, Lagos and Benin City, supported by the IOM. In 2015, as a result of the new trends in the crime of trafficking in persons and the need to further strengthen the institutional framework, the Trafficking in Persons (Prohibition), Enforcement and Administration Act, was enacted with the aim of further strengthening the National Agency for the Prohibition of Trafficking in Persons (NAPTIP). The agency was established by the Federal Government of Nigeria as an integral part of efforts to address the scourge of trafficking in persons in Nigeria and its attendant human rights abuses in its entire ramification. It is also a fulfilment of Nigeria's international obligations under the Trafficking in Persons Protocol supplementing the United Nations Convention against Transnational Organized Crime (UNTOC) (see Project Document, UN Women, 2019).

Despite steps taken by the government to address forced migration and trafficking, mainstream interventions often tend to be gender blind and do not necessarily take into account the differences in the migration and trafficking experiences of men, women, boys and girls, or develop tailored responses targeted at their particular concerns, leaving the demand side of these phenomena relatively unaddressed. Interventions tend to be underscored by law and order and morality paradigms that place poor documented or undocumented migrants and survivors of trafficking at the margins of society and reinforce the victim blaming syndrome. Such interventions also tend to lack multi-sectoral coordination and collaboration for issues that are multi-disciplinary in their orientation. What is more, limited investments have been made in auditing the protection services that are delivered to victims of forced migration and trafficking from a gender perspective. A gender audit of the sector would be important in this case to support a move away from the often reactive welfare-oriented service delivery initiatives, to ones where the empowerment of women and girls is highlighted, as a strategy to also reduce the potential for their re-

engagement in this phenomenon. A gender audit of preventive activities would also be critical to ensure that the interventions and key messages and strategies employed are better-targeted and effective.

In designing and implementing the project it was recognized that the potential for women's organizations to support efforts aimed at preventing and addressing the effects of forced migration and trafficking remained under-utilized. Yet women's organizations and networks are well-suited to play a critical role in supporting advocacy and awareness-raising interventions and can also enhance efforts to support the reintegration of trafficked victims in

more sustainable ways. Their role in collaborating with security agencies as important stakeholders in designing and implementing prevention and response efforts was also recognized, thus necessitating the focus on women-led organizations as key partners in the implementation of the project. It was also recognized that in view of the regional nature of the problem of forced migration and trafficking, the potential of women's organizations in Nigeria to collaborate and build effective alliances with other women's regional organizations at the regional level in West Africa could be harnessed to support the country-level efforts.

Overview of the project

The main goal of the project, "Prevention of forced migration and trafficking in women and girls in Nigeria: Build resilience and promote sustainable development" was to prevent forced migration and the trafficking of women and girls through economic empowerment and resilience-building, and to facilitate the reintegration of women and young women returnees. The project had a budget of one million euros for the 2-year duration (2019-2021) as it was originally designed. The project duration was later extended at no cost for 8 months, bringing it to an end in February 2022 for a total of 32 months beginning from June 2019. Implementation of the project involved partnerships with government agencies, the private sector and civil society organizations (CSOs). Key government agencies included the National Agency for the Prohibition of Trafficking in Persons (NAPTIP), federal and state Ministries of Women Affairs and Social Development, the Nigeria Police Force (NPF), the Nigeria Immigration Service (NIS), the National Commission for Refugees, Migrants and Internally Displaced Persons (NCFRMI), the Ministry of Finance, Budget and National Planning, the Ministry of Justice, the Ministry of Labour and Employment and the National Bureau of Statistics. The key partners from the civil society community were the Network of Civil Society Organizations Against Child Trafficking, Abuse and Labour (NACTAL), Pathfinders Justice Initiative and Girls Power Initiative; the academia, media organizations and networks were the key partners within the private sector. The project sought to accomplish two outcomes:

Outcome 1: *An enabling gender sensitive policy environment that addresses forced migration and trafficking is in place, whose design and implementation is influenced by women and girls' rights organizations in source migration trafficking sites*

Output 1.1 Gender-sensitive policy instruments on migration and trafficking are formulated or adapted

Output 1.2 Capacity of targeted institutions strengthened to provide gender-friendly protection services that address the needs of women and girls survivors in source migration trafficking sites

In this result area, the project supported the review of existing policies, laws and plans on migration-trafficking and ensured that these are gender-responsive. It facilitated multi-stakeholder policy dialogues to elaborate priority legal and policy interventions to strengthen fair and safe migration for women and prevent trafficking. Furthermore, it supported capacity-building interventions, including training and technical support services to government, UN and NGO partners, to implement gender-responsive, survivors-centred policies and services for women migrants and survivors of trafficking. The project also facilitated a gender audit of

protection services within existing shelters and safe homes and supported the development of tools and training to enhance gender-responsive service delivery by frontline service providers including the security, health and justice sector agencies.

Outcome 2: *Increased gender-sensitive information and awareness-raising in source migration-trafficking sites contribute to the prevention of women's irregular migration and trafficking*

Output 2.1 Collaboration and networking among women's organizations and targeted government institutions managing forced migration issues, including the security sector is enhanced.

Output 2.2 Increased awareness-raising and engagement with men and boys and traditional leaders in migration sites

The key activities that contributed to the results focused on community-based interventions for raising awareness and changing social norms. Recognizing the importance of collective action, the project established and strengthened networking among women at national and regional levels and provided capacity-building support to women's organizations to lead and strengthen anti-trafficking efforts. The project supported the building of a knowledge base on the perceptions of women migrant/trafficking survivors, and violence they experience, and promoted an understanding of good practices in strengthening fair and safe migration, taking particular note of the voices and opinions of women themselves. Additionally, it strengthened opportunities for women migrant workers to organize at the regional and national levels to advocate for strengthened fair and safe labour migration options. The project also supported public awareness campaigns through traditional and social media and Nollywood engagement, to highlight the risks of trafficking and violence faced by women migrants. It also engaged men and boys as well as traditional and religious leaders to serve as champions and partners in support of strategies that promote and protect the rights of women and girls.

1.2 Purpose, objectives and scope of the evaluation

Overall, the evaluation has assessed the extent to which the project has achieved the intended and/or unintended outcomes, provided an in-depth analysis and understanding of why certain intended or unintended outcomes have or have not occurred, analyzed the challenges encountered, learned from the current COVID-19 crisis, and documented lessons for improving future projects in the area. In specific terms the evaluation has: (i) analyzed the relevance of the project's implementation strategy and approaches with a special focus on the gender review of legal frameworks on migration and trafficking, and the increase in gender-sensitive information and awareness-raising in source migration-trafficking sites; (ii) assessed the project's effectiveness and organizational efficiency in the implementation of the project, (iii) assessed the impact of the project in two states and the extent to which the cross-cutting issues of gender and human rights were mainstreamed in the project implementation, (iv) assessed the mechanisms put in place for the sustainability of the project's results, including the level of local ownership, accountability, capacities, partnerships and coordination in target states, (v) determined the efficiency of strategies for ensuring the effective and efficient implementation of the project, including in the context of the COVID-19 crisis in target states and the country at large. (vi) documented lessons learned, best practices, success stories and challenges to inform the implementation of future programming for UN Women in the area of preventing forced migration and trafficking in women and girls and (vii) provided recommendations for a possible second phase of support based on the findings. We hope the evaluation will be used for decision-making to capitalize on the next strategy note and retroactive decisions to support greater accountability for effectiveness and learning.

1.2.1 Intended uses and users of the evaluation

UN Women and different stakeholders are to use the information generated by the evaluation to

- Contribute to building the evidence base on effective strategies for strengthening the support to the government, security agencies, NAPTIP, women-led organizations and other stakeholders to tackle human trafficking in Edo and Lagos states, and Nigeria at large; and
- Facilitate strategic reflection, learning and further planning for programming in the areas of strengthening the capacity of the Government of Nigeria, national stakeholders and structures on HT with the aim of increasing relevant workable solutions

The main evaluation users include the UN Women Country Office in Nigeria, the Government of Nigeria (including Edo and Lagos states), the Government of Italy (Project donor), and national stakeholders - mainly NAPTIP and NGO implementing partners. Other users will include stakeholders involved in the prevention of trafficking and forced migration (law enforcement agencies) as well as those involved in service delivery to victims and perpetrators' accountability. When disseminated by UN Women, other implementing agencies should find the lessons and recommendations useful for making decisions on similar interventions. In particular, the donor partner should find the results to be a useful evidence base for making a decision regarding embarking on a second phase of the project.

1.2.2 Scope of the evaluation

The final evaluation covered the key components of the project on Preventing Forced Migration and Trafficking in Women and Girls in Nigeria, namely formulating and adopting gender-sensitive policy instruments on migration and trafficking; strengthening the capacity of targeted institutions to provide gender-friendly protection services that address the needs of women and girls

survivors in source migration trafficking sites; enhancing the collaboration and networking among women organizations and targeted government institutions managing forced migration and trafficking issues including the security sector; and increasing the awareness and engagement with men and boys and traditional leaders nationwide and in migration sites.

The evaluation focused on assessing the implementation of the project between June 2019 and February 2022, and reviewed the project documents, reports, and other relevant documents. The participatory approach to the evaluation involved mobilizing key stakeholders, partners and target beneficiaries (such as implementing agencies, the donor, government agencies, law enforcement agencies, CSOs, the media, service providers, schools, male champions as well as religious and community leaders) to respond to set questions and share the benefits, good practices, challenges and lessons learnt from the project. Gender and human rights criteria were also integrated in compliance with the gender-responsive nature of the evaluation. The geographic scope of the evaluation included key stakeholders and beneficiaries' representatives at the federal and state level (target states are Edo and Lagos states). The evaluation included field missions to these states, particularly Benin city in Edo state and Ikeja in Lagos state. The locations of the study areas are shown in Annex 1.

1.3 Applicable theory of change

The evaluation was guided by a theory-based approach inherent in the theory of change on which the project itself was predicated and which stipulates that if (1) an enabling gender sensitive policy environment that addresses primary and tertiary prevention of forced migration and trafficking is in place; if (2) integrated gender-responsive preventive services in source migration-trafficking sites are effectively designed and implemented; and if (3) women and girls (supported by men and boys) effectively influence the design and implementation of enabling policies and

gender-responsive preventive and reintegration services for effective access; (4) then forced migration and trafficking will be prevented; because (5) barriers to women's empowerment, resilience and participation in inclusive development will be addressed. These assumptions remain valid and supportive of the evaluation to address the key questions, analyse the responses and achieve the purpose and objectives as intended.

2. Evaluation Process and Methodology

The evaluation maintained the priorities of UN Women on gender-responsive evaluation (2015) and followed the provisions of UN Women's Global Evaluation Reports Assessment and Analysis System (GERAAS) (2019) which is in alignment with the revised UNEG norms and standards (2016) specifying the guidelines and code of conduct for evaluation in the UN system. The evaluation adopted a mixed-methods approach involving

the use of primary and secondary data. The evaluation was conducted in an inclusive, participatory and interactive manner, involving major stakeholders and beneficiaries.

2.1 Stakeholder Inclusion in the Evaluation

Twelve categories of stakeholders were included in the evaluation based on their roles and responsibilities in the implementation of the project, prioritization of their importance in the evaluation as well as the nature and stages of their participation. High priority of involvement was accorded to the duty bearers (UN Women, Italian Government, MDAs), implementing partners (CLEEN Foundation, security agencies), UN sister organization (IOM), and rights holders (CSOs, and women-led organizations). Other stakeholders included with medium priority were the secondary duty bearers (male champions, community leaders, schools and media) and the service providers (Table 1).

Table 1: Stakeholder Involvement in the Evaluation

S/N	Stakeholder	What role in the intervention	Why involvement is important	How involved in the evaluation	When involved	Priority of involvement in the evaluation
1	UN Women	Duty bearer with direct responsibility for project implementation	Bears project implementation, management, and decision-making responsibilities	Evaluation Management Group (EMG), Evaluation Reference Group (ERG), Logistics, Virtual meetings	<ul style="list-style-type: none"> Inception Reviews Data collection Validation of findings Dissemination 	High
2	Italian Government	Duty bearer with funding responsibility		FGDs ¹	<ul style="list-style-type: none"> Data collection Validation 	High
3	MDAs (see Annex 6)	Duty bearer with decision-making authority over the project		FGDs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation Dissemination 	High
4	CLEEN Foundation	Main implementing partner	Instrumental to achievement of project objectives	FGDs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	High
5	Security Agencies (NPF, NAPTIP, NSCDC, NIS,	Implementing partners	Change of mindset, law enforcement,	FGDs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	High

¹ Focus group discussions

	NHRC, NCFR) see Annex 6		justice for survivors			
6	Media (print and electronic) see Annex 6	Secondary duty bearers	Awareness-raising	FGDs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	Medium
7	Schools (see Annex 6)	Secondary duty bearers	Change of mindset	FGDs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	Medium
8	CSOs/ Women-led Organizations (see Annex 6)	Rights holders	Major beneficiaries	FGDs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	High
9	Consultants (gender audit, trainers, policy/law review)	Service providers	Capacity-strengthening and policy reform	KIIs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	Medium
10	Male Champions (HeForShe Initiative)	Secondary duty bearers	Advocates and agents of change in efforts to achieve gender equality and prevent trafficking	KIIs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	Medium
11	Community Leaders (see Annex 6)	Secondary duty bearers	Advocates and agents of change in efforts to achieve gender equality and prevent trafficking	KIIs Virtual meetings	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	Medium
12	UN Sister Organizations (IOM)	Duty bearer with collaborative decision-making responsibilities	Supportive and synergetic role in achieving project objectives	KIIs Virtual meeting	<ul style="list-style-type: none"> Data collection Validation of findings Dissemination 	High

2.2 Evaluation criteria and elaboration of key questions

The evaluation applied the standard OECD/DAC evaluation criteria: relevance, effectiveness, efficiency, sustainability and coherence and included additional standalone criteria such as gender equality and human rights, and disability inclusion in recognition of the gender-responsive perspective of the evaluation. The evaluation questions and sub-questions relating to each of the criteria are detailed in Annex 2.

2.3 Indicators for measuring results

The main indicators for measuring the performance of the project according to the project's results framework are presented in Table 2.

Table 2: Project Performance Indicators

Result Area	Indicator
<i>Outcome 1</i> An enabling gender sensitive policy environment that addresses forced migration and trafficking is in place, whose design and implementation is influenced by women and girls' rights organizations in source migration trafficking sites.	
<i>Output 1.1</i> Gender-sensitive policy instruments on migration	1.1: Number of policy instruments formulated or adapted

and trafficking are formulated or adapted.	
<i>Output 1.2</i> Capacity of targeted institutions strengthened to provide gender-friendly protection services that address the needs of women and girls survivors in source migration trafficking sites.	1.2 a. Number of service providers trained
	1.2 b. Number of gender-audit of protection services conducted.
<i>Outcome 2</i> Increased gender-sensitive information and awareness-raising in source migration-trafficking sites contribute to the prevention of women's irregular migration and trafficking	
<i>Output 2.1</i> Collaboration and networking among women organizations and targeted government institutions managing forced migration and trafficking issues, including the security sector is enhanced.	2.1 a: Number of women's organizations engaging with concerned government institutions to prevent forced migration and trafficking in the targeted states.
<i>Output 2.2</i> Increased awareness-raising and engagement with men and boys and traditional leaders in migration sites	2.2a: Number of media campaigns conducted to sensitize the traditional leaders, and men and boys
	2.2b: Number of male champions engaging in activities to prevent forced migration and trafficking

2.4 Evaluation design (method of data collection and analysis)

The evaluation methodology deployed a participatory mixed methods approach, involving the use of secondary and primary data which took into consideration the complexity of gender relations and ensured participatory and inclusive processes that are culturally appropriate. The secondary data collection was based on extensive desk review of project and other relevant documents and bibliographical materials, while the primary data collection focused on focus group discussions (FGDs) and key informant interviews (KIIs).

2.4.1 Focus Group Discussions and Key Informant Interviews

Participants in FGDs were drawn from the stakeholders identified in the stakeholder analysis. FGDs were conducted virtually and during the field missions to the project locations. Virtual meetings were held particularly in the case of stakeholders in remote locations in Edo and Lagos states. Data obtained during the FGDs and KIIs was basically evidence and means of verification of the situation in respect of relevance, effectiveness, efficiency, impact, sustainability, coherence, gender and human rights and

disability inclusion. It also supported the triangulation of findings across the categories of respondents included in the evaluation. Target participants for KIIs were drawn from service providers, donor partners, religious leaders, community leaders and male champions.

The FGDs provided an opportunity to gather information from different respondents within a category of stakeholder and assess the validity of the information based on the convergence or divergence of views on the evaluation questions relating to each of the evaluation criteria. While a particular group from a category of stakeholders was being interviewed, views from other groups from other stakeholders were also cross-checked as appropriate to ensure robustness and the reliability of information. The FGDs also served to bridge gaps in the secondary data obtained from the review of project reports especially insofar as achievements and impact of the project were concerned. Some weaknesses and lessons that were not apparent or completely absent from secondary sources especially in connection with engagements with schools and community leaders were uncovered during KIIs and these added value to the findings, conclusions and

recommendations that emanated from the evaluation.

2.4.2 Method of analysis

The analysis was largely qualitative on account of the preponderance of the qualitative nature of available information. Efforts were made to strengthen the validity of the data collected through triangulation by way of bridging information gaps from the documentary review using primary data from the field and cross-checking facts among project implementers, partners and beneficiaries as the evaluation progressed. Additional information was requested and obtained from implementing partners to strengthen the analysis as the evaluation report was being drafted. The analysis focused on providing answers to each of the evaluation questions through a qualitative analysis of the evidence obtained from the interviews in combination with the means of verification gathered from relevant documents as provided in the evaluation matrix (see Annex 3).

The eight evaluation criteria were used as the key thematic codes juxtaposed with responses from relevant stakeholder categories included in the evaluation. The findings from the analysis, the conclusions and lessons drawn provided the basis for the recommendations. In addition, the analysis involved performance ratings of the project based on the perception of beneficiaries' satisfaction with the delivery of the project as intended.

This aspect of the analysis involved rating the project in respect of each of the evaluation criteria based on the degree of satisfaction depending on whether beneficiaries/stakeholders were A. Very satisfied (no complaints/no changes in delivery plan), B. Satisfied (minor complaints/minor changes in delivery plan) C. Fairly satisfied (few complaints/slight changes in delivery plan) and D. Not satisfied (major complaints/major changes in plan).

2.5 Sample and sampling design

A purposive sampling method was adopted in selecting the sample of respondents for this

evaluation. From the database provided by the implementing partners, the respondents were grouped into 12 types: (i) Ministries, Departments and Agencies (MDAs), (ii) Law Enforcement Agencies, (iii) Civil Society Organizations (CSOs) particularly women-led organizations, (iv) Secondary Schools, (v) Media (vi) Service Providers, (vii) community leaders including traditional and religious leaders, (viii) male champions (ix) UN Women, (x) UN sister organizations, (xi) the Implementing Partner, and (xii) Funding Agency. The purposive sampling was based on 5 important considerations: (i) functional responsibility (e.g. participating media representative selected rather than reporter of an event), (ii) likelihood of availability for interview (desk officer selected rather than chief executive officer), (iii) gender balance (not limiting selection to only one sex where male and female stakeholders were available), (iv) smallness of size of available participants (where the number of stakeholders available in a particular category was not more than 5 all of them were selected usually for gender balance, geographical spread, and adequacy of information), and (v) coverage of multiple interests. This necessitated, for instance, the making of selections from all formations within the security sector which had different types of LEAs.

Altogether a total of 106 respondents were included in the field interviews and discussions. This consisted of 69 respondents from Edo state (26 males and 43 females) and 37 from Lagos state (9 males and 28 females) (Table 3). The number of available respondents in the database in various categories did not exceed five (with the exception of CSOs, media and law enforcement agencies) and in such cases they were all included in the sample. In Edo state 7 respondents were interviewed across the respondent types (4 males and 3 males) while 62 were involved in FGDs (22 males and 40 females). In Lagos state, 9 respondents were interviewed (4 males and 5 females) while 28 were involved in FGDs (Table 4). Whereas 7 interviews were conducted in Edo state and 9 interviews in Lagos state, the number of FGDs was slightly higher in Edo than Lagos state. There were 7 FGDs in Edo (3 males and 4

females) while 6 FGDs (2 males and 4 females) were held in Lagos. This gives a total of 16 KIs and 13 FGDs conducted in this evaluation (Table 5).

Table 3: Sample Distribution of Stakeholders for Primary Data Collection

a	Type	Stakeholder	Edo		Lagos		Total
			Male	Female	Male	Female	
1	MDAs	MDAs (Women/Justice/Labour)	2	1	0	3	6
2	Law Enforcement Agency	National Agency for the Prohibition of Trafficking in Persons (NAPTIP)	4	5	1	0	10
		National Human Rights Commission (NHRC)	3	2	1	0	6
		Nigeria Immigration Service	2	3			5
		Nigeria Police Force (The Gender Desk and Anti-trafficking Units)	3	4	0	1	8
		Edo state Anti-trafficking task force team	0	5			5
		Nigeria Security and Civil Defence Corps	0	4	0	1	5
		National Drug Law Enforcement Agency	0	2	0	1	3
		National Commission for Refugees, Migrants & IDPs			1	0	1
		Federal Road Safety Commission	3		0	1	1
3	CSOs	Women-Led Organizations	0	10	1	9	20
4	Schools	Secondary Schools	0	5	1	4	10
5	Media	Print and Electronic	7	1		5	13
6	Service Providers	Legal, Policy and Training Consultants	1	1	0	1	3
7	Community Leaders	Traditional and Religious Leaders	3		3	1	7
8	Male Champions	HeForShe Advocates	1			1	2
9	Sister Organizations	Major Collaborators			1		1
	Total		26	43	9	28	106

Table 4: Sample Size of respondents by Method of Data Collection

S/N	Respondent Category	Edo State				Lagos State				Total
		KII		FGD		KII		FGD		
		Male	Female	Male	Female	Male	Female	Male	Female	
1	MDA	2	1				3			6
2	LEA			12	25			3	4	44
3	CSO				10	1			9	20
4	Schools				5	1			4	10
5	Media		1	7					5	13
6	Service Provider	1	1				1			3
7	Community Leaders			3			1	3		7
8	Male Champions	1				1				2
9	Sister Organization					1				1
	Total	4	3	22	40	4	5	6	22	106

Table 5: Design of KIIs and FGDs by Study Location

S/N	Respondent Category	Edo State				Lagos State			
		KII		FGD		KII		FGD	
		Male	Female	Male	Female	Male	Female	Male	Female
1	MDA	2	1				3		
2	LEA			1	2			1	1
3	CSO				1	1			1
4	Schools				1	1			1
5	Media		1	1					1
6	Service Provider	1	1				1		
7	Community Leaders			1			1	1	
8	Male Champions	1				1			
9	Sister Organization					1			
	Total	4	3	3	4	4	5	2	4

2.6 Limitations to the evaluation

The evaluation did not encounter constraints on the scope of the evaluation nor the quality and reliability of information obtained. However, the process of gathering the primary data was encumbered by myriads of challenges during the field mission. These included (i) the demand for official letters of approval from heads of organizations, (ii) the decline of interview invitations due to ongoing West African Examinations Council (WAEC) examinations (iii) some respondents have no email accounts, thus limiting the chances for covering many respondents in virtual meetings, (iv) some of those who have email accounts have incorrect addresses, (v) some of those with correct addresses failed to respond even when the emails were successfully delivered, (vi) some

respondents have no WhatsApp contact and no response to google calendar invites, (vii) some respondents failed to respond to SMS even with delivery report confirmations, (viii) some respondents did not answer telephone calls even when repeatedly made at intervals, (ix) some respondents were unable to join virtual meetings due to other commitments, internet disruptions, electricity outages or poor network services, (x) some respondents joined online meetings but dropped off due to internet connectivity challenges and (xi) and all of the above led to the escalation of personal expenses on the evaluation on account of numerous calls, repeated calls, reminders, and the data cost of online meetings. Nonetheless, the field mission was successful as efforts were made to conduct necessary interviews and discussions to obtain the required data.

To achieve these interviews and discussions, measures were taken to mitigate the challenges including the (i) conduct of telephone interviews for those without email and WhatsApp accounts, (ii) conduct of WhatsApp group discussions, (iii) rescheduling of in-person meetings, (iv) rescheduling of some virtual meetings, (v) rescheduling of some WhatsApp group discussions and (vi) rescheduling of telephone conversations on request.

2.7 Ethical and gender-sensitivity considerations

The evaluation ensured sound ethical considerations and took all reasonable steps to ensure that respondents were not adversely affected by taking part in the evaluation. Specifically:

- The evaluator ensured that data collection instruments did not reflect any sensitive information like the organizational mode of operations, which could later pose a threat to the performance of the organizations participating in the evaluation.
- Respondents were informed about the purpose of the evaluation and their consent was sought prior to the commencement of the data collection exercise.
- To maintain anonymity/confidentiality the names of respondents were not disclosed in any of the evaluation documents e.g. evaluation tools and reports.
- The time of interviews was mutually agreed upon so as not to impinge on respondents' time allocation preferences. The evaluator yielded to requests for the rescheduling of appointments to suit the convenience of key informants.
- During interviews, questions were asked without disregard for the respondents' personality and interests.
- There was sensitivity to the gender-responsive nature of the evaluation even at the data collection phase such that, where applicable, FGDs were conducted separately for males and females in deference to the culturally and ethically mandated gender relationships and practices.
- The evaluator complied with the ethical procedures of ensuring that respondents are referred to by role, job title and location without the disclosure of their names.
- The evaluator kept responses confidential, and where the cross-checking of facts was involved, the evaluator maintained the confidentiality of the original sources of information being triangulated.
- Respondents were assured that data collected would be properly and carefully kept in a storage system designated for this evaluation where leakages of any sort would not be allowed.
- In line with the principle of "Do no Harm", efforts were made to guard against the insecurity of stakeholders participating in the evaluation. For instance, the evaluator often yielded to the request for telephone or virtual interviews by respondents who raised security concerns about travelling long distances to meet appointments.

3. Findings

3.1 Relevance

The evaluation of the relevance of the project is contingent upon six factors: (i) clarity of objectives, output and outcome specification, (ii) outputs delivered in relation to objectives, (iii) evidence of meeting needs of key partners, (iv) inclusion of human rights priorities in project design and implementation, (v) perception of UN Women's comparative advantage by project partners and (vi) evidence of coordination and collaboration with relevant partners

Finding 1: From the review of the project document to examine the specification of objectives, outputs and outcomes the evaluator found that the project objectives were clearly laid out, just as the results framework.

The objectives bear relevance to the theory of change which continued to remain valid during the course of the implementation of the project. There were 2 outcome areas and the outputs were clearly articulated with specific targets (see Table 3). From the review of project documents, it was evident that the conceptualization of output delivery was consistent with the stated objectives.

Finding 2: The evaluator found that project outputs were delivered in relation to objectives with the involvement of key stakeholders although the design of the project was not participatory.

The project has delivered outputs in relation to the specified objectives. All respondent types confirmed delivery of various outputs but none was involved in the design of the project activities.

The evaluator found that during the field interviews in Edo State and Lagos State, inadequate coverage of the type of participants for school engagement, and lateness to the venue of capacity-building workshops on account of the choice of venues not being centrally located (in Edo State) were some of the effects of the non-involvement of stakeholders in the design of activities. Nonetheless, participation in the various project activities was widespread among the key stakeholders. For instance, NAPTIP was a major duty bearer under the project. Not only did personnel from the Agency

participate in several activities (awareness creation, policy, capacity-building), but NAPTIP remained a critical motivator of many of the project's interventions on account of its primary mandate for the prevention of TIP. The women-led organizations (WLOs) participated in capacity-building workshops on gender and human trafficking and legal documents, cinema documentaries showing the people that travel abroad, training for CSOs and security agents; meeting to review human trafficking, radio programmes and school engagements. Community leaders participated as panelists in a radio programme on human trafficking and forced labour and in Town Hall meetings. LEAs participated in virtual and in-persons training workshops on trafficking for LEAs, school sensitization to raise awareness on trafficking, documentary sessions on the ills and dangers of human trafficking, and irregular migration and meetings on SOPs. The media representatives participated in a training workshop on how to curb migration and what the government should do. They have gone ahead to apply the knowledge gained. One of the respondents highlights the nature of the application as follows:

I have applied the knowledge gained in the area of reportage. My first experience in this regard was about documentaries in our local stations. I was a facilitator at a programme on building effective communication strategies and investigative skills in curbing human trafficking. We talked about communication especially with regards [sic] to victims which they call survivors; necessary skills when speaking to them, the kind of language to use; the place of a minor; the issue of consent, investigative journalism and reportage on issues relating to human trafficking.

Male champions in the focal states participated in documentaries, radio programmes and town hall meetings. The Lagos male champion gave a vivid account of his participation:

I participated in the CLEEN Foundation programme. When they brought it, I partook in the stakeholders meeting and also on radio to speak to people on the issue of trafficking; I have been to television houses to speak. I was one of the people that go [sic] round all the Lagos State - one of the persons that go to LGAs² in Lagos State. We went to do the advocacy in all our LGAs. We took it to community levels. I am a man but I have 4 girls so I am interested in my children. When I was protecting them, I was protecting women because I know what women can do. So I have reasons at home, I have reasons everywhere. I know they bring them as house-girls.

Finding 3: The project was found to have met the needs of key partners especially NAPTIP and Women-led organizations and the project beneficiaries.

The evaluation found that the project has met the needs of stakeholders and beneficiaries in different ways. In order of significance, it has met the needs of the funding partner, NAPTIP, women-led organizations (WLOs) and other beneficiaries. In terms of the nature of needs and how they were met it is apt to highlight the fact that NAPTIP was overwhelmed in meeting the statutory responsibility of preventing trafficking in persons and was desirous of capacity-building to support its operations and institutionalize the legal and policy frameworks. The project designed capacity-building activities and trained NAPTIP officials according to the results framework in order to fulfill these needs. Moreover, the project supported the production of a Gender Policy for NAPTIP and developed a 'training of trainers' manual for the agency to assist in building the capacity of its personnel. To

discharge its responsibilities effectively NAPTIP was expected to work with other law enforcement agencies (LEAs) in its operations, and the project had been able to fulfill this expectation. Under the project it has been possible for NAPTIP to work with other law enforcement agencies - immigration, civil defence, the Police, and the taskforce in human trafficking (Lagos) - to have a common understanding and appreciation of various roles involved in tackling the menace of forced migration and TiP. This was facilitated through the various meetings, trainings and outputs designed and implemented by the project, as stipulated in the results framework. Besides, the essence of protection in the work of NAPTIP is to create awareness down to the grassroots level. This has also been achieved under the project by bringing community leaders together to sensitize the grassroots about the ills of trafficking in persons. LEAs have also been trained in key areas of focus of the Agency such as gender mainstreaming, shelter improvement, policy, prevention, protection, prosecution and partnerships so that NAPTIP can better deliver on its mandate.

The women-led organizations (WLO) were key stakeholders that participated in the implementation of this project. They were already involved in their normal call of duty in anti-trafficking campaigns, advocacy and capacity-building. They had great expectations that their participation in this project would fulfil their needs in terms of funding support for their activities in the areas of capacity-building, building synergies with other women-led organizations and awareness creation to prevent the trafficking in women and girls. By design, the WLOs formed the fulcrum around which the implementation of capacity-building activities and awareness creation of the project revolved. The evaluator found that the aforementioned expectations and needs for support were met in Edo and Lagos states. From the field interviews WLOs expressed the

² Local Government Areas

view that one of the ways of fighting trafficking in persons (TiP), which the project has emphasized, is “getting to work with one another, liaising with agencies and building synergy with other women-led organizations and other agencies working on women equality and empowerment which was perfectly in line with their understanding and aforementioned expectations”. During the implementation of the project, these expectations had been met through their participation in various activities including capacity-building, Town Hall meetings, engagement with schools, and other collaborative meetings.

The media representatives expressed the fact that an information gap existed in tackling the TiP menace. They needed an information and communication strategy to sensitize the public against irregular migration. It was found that the project met some of their requirements of bridging the aforementioned gap through the project’s design of outcome and specific targets in the area of awareness creation as evident in the results framework. During the project’s implementation, media representatives participated actively in capacity-building activities including training in anti-trafficking awareness creation and information dissemination strategies. Participation of the media was evident in terms of their running of media campaigns, their participation in training activities, and their covering of project workshops for the purpose of disseminating reports of such activities to the public. According to a media respondent in Lagos:

I covered many of their programmes. There was one taking the battle of irregular migration to Badagry and Alimosho in 2020. A two-day training for women-led NGOs was held in August 2021 which I attended. And in December 2021, there was a workshop on standard operating procedures (SOPs) for security agencies, police, immigration, correctional officers, etc. about the problem of trafficking. There was also the meeting on Gender Auditing facilitated by CLEEN foundation which focused on forced migration and trafficking in persons.

Another media representative in Lagos had this to say:

“The media is playing a major role in this particular issue. We have a big gap between the people who needed the information and the providers of this information. They need media orientation and the gap must be bridged using the media. Benefits lies [sic] in the proper use of the media....we have sent the message from all the programmes through the opportunities provided by this project”.

Emphasizing their satisfaction with the approach adopted to bridge the information gap, another media representative pointed out that:

They tried to reach community leaders and women-led organizations and those were the people who relate with the community and the grassroots directly. The WLOs were able to reach the grassroots. Bringing law enforcement agencies is also a good approach....taking the battle to Baales and Council officials. At the Alimosho visit, the Baales were there and these are the people who will go back to their communities to explain to them...“*traffickers are not taking your children out for better life, they are taking them for prostitution*” – I think that is direct; you cannot get closer to the people than that.

The needs of the MDAs (Ministry of Justice, Ministry of Women Affairs) have also been met through the activities delivered by the project. Such needs included building synergies for anti-trafficking operations, the prosecution of traffickers, support for victims of trafficking, and inter-agency collaboration to prevent the trafficking in women and girls. For instance, an MDA respondent in Lagos pointed out the relevance of the project’s support as follows:

There was a workshop in December, 2021 basically on the support for Lagos State task force on human trafficking to take forward outcomes from the advocacy workshop on the presentation of the findings of the gender audit for the victims of trafficking and forced migration. We were able to form a committee to provide guidelines on the issues of rescue, arrest and prosecution. When we say rescue, we

are looking at freedom from being confined. We also looked at [the] issue of arrest in which someone who has committed a crime [and] also looked at the issue of prosecution in which [a] legal representative was being provided for the victim. At the end we came up with SOP [sic]. We were able to earmark exactly what each MDA can actually do. For instance, apart from Ministry of Justice having its own various directorate, we also work hand in hand with the legal hub for human trafficking at the University of Lagos and we work with the domestic and sexual violence agency; we work hand in hand to provide legal representation. So we were able to come up with operational procedures - like the Ministry of Justice, they do a lot of information sharing, referrals, free legal services to victims. In the same vein, the legal hub also do [sic] information sharing, awareness and free legal services. We also work in collaboration with NAPTIP which has the mandate to look into the criminal aspect of human trafficking generally.

Finding 4: The evaluator found that the project prioritized the inclusion of human rights and gender issues in the project design and implementation.

It was found that the project was well-aligned with the legal framework for the protection of women and girls from trafficking and violence against persons (VAP) as enshrined in international laws and conventions as well as Nigerian laws. Under the project, key partners were exposed to several international instruments on TIP which have served as legal contexts upon which most countries like Nigeria drew their inspiration in adopting national laws to combat TIP and VAP. Specifically, the major human rights and gender issues addressed by the project were (a) protection of human rights of victims of trafficking and (b) ensuring gender-responsiveness of anti-trafficking interventions and policies. The project's concern underscored the emphasis placed on human rights issues which were included in the design and implementation of the project. These issues and the relevant instruments, conventions, charters and protocols supporting the rights of women and girls which

are evident from the review of documents include the following: (i) trafficked girls are sometimes victims of forced labour which is a violation of the ILO Forced Labour Convention (Convention No. 29 of 1930) and its 2014 Protocol which defines forced or compulsory labour, and the ILO Abolition of Forced Labour Convention (Convention No. 105 of 1957), (ii) the prevention of human trafficking which is in line with the UN Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949), (iii) the trafficking of girls is a violation of the rights of children as enshrined in the Convention on the Rights of the Child (1989) and the Optional Protocol on the Sale of Children, Child Prostitution, and Child Pornography (2000), (iv) the prevention of trafficking in women and girls is in line with the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, 2000, (v) trafficked women and girls are sometimes victims of sexual exploitation which is a violation of the African Charter on Human and Peoples Rights (with its emphasis on human rights) that prohibits all forms of exploitation and (vi) the trafficking in women and forced migration are infringements of the rights of women and violations of the Protocol to the African Charter on Human and People's Rights that focused on the Rights of Women in Africa.

In addressing these issues, the project supported and strengthened the gender responsiveness of interventions by the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) to facilitate prevention, protection, prosecution and partnerships during the course of implementation. This was achieved through (i) the production of a situation analysis (review) report from the review of Federal and States' Legal Instruments and Institutional Frameworks on Human Trafficking and Forced Migration in Nigeria, (ii) the production of a report on the Policy Review of Edo State Legal Instruments and Institutional Framework on Trafficking and Forced Migration and (iii) the amended Edo State VAPP Act which was assented to by the

Governor of the State on the 17th of June 2021. In addition, the VAPP Act in Nigeria and some of the international instruments were incorporated into the training materials used in the various capacity-building activities involving LEAs, CSOs and WLOs. Key elements of the legal provisions in the relevant documents were integrated into the project activities in the form of training on human rights violations associated with TiP, gender mainstreaming, and sexual and gender-based violence (SGBV) and capacity-building activities involving the major partners.

Finding 5: The evaluator found that project partners have a favourable perception of UN Women's comparative advantage. This is important in verifying the issue of relevance in terms of ensuring the correspondence between those with primary responsibility for project implementation and their competence, experience and areas of expertise.

The evaluator found that the key project partners in the focal states (the National Agency for the Prohibition of Trafficking in Persons (NAPTIP), the Edo state Task Force on anti-human trafficking, the Gender Unit of the Nigeria Police Force, the National Human Rights Commission, Nigerian Immigration Service, the Nigeria Custom Service, the Nigeria Security and Civil Defence Corps, the National Drug Law Enforcement Agency and the Nigeria Correction service) have a favourable perception of the comparative advantage of UN Women in assuming full responsibility for the implementation of this project. The perception that UN Women is highly capable of handling issues relating to the trafficking of women and girls is based on the respondents' understanding that UN Women has considerable experience and expertise where women issues are concerned and it is a widely recognized organization that has a mandate of championing the cause of the equality and empowerment of women all over the world. From the field interviews, the evaluator found that this perception triggered their trust and confidence in UN Women and reinforced their cooperation with the

implementing partners during the course of the implementation of the project.

Finding 6: The evaluator found that coordination, consultation and collaboration with major partners were key features of the design and implementation of the project.

Soon after the launch of the project, UN Women and UNODC met with the Edo State Task Force Against Human Trafficking, the Governor's Team Leader of Investigators and the Commissioners of Gender and Justice. The meeting was intended to create effective coordination and ascertain current priorities, gaps, and expectations as the project implementation commenced.

In recognition of the potential synergies, UN inter-agency collaboration and coordination was established following the conduct of several strategy meetings. In addition, an informal working group composed of UN Agencies (UN Women, UNHCR, IOM, ILO and UNODC) was created to share best practices, and formulate joint recommendations on national policies related to gender mainstreaming, forced migration and trafficking in persons. UN Women worked closely with these agencies, especially the ILO, and the designated consultant for the review of the National Policy on Labour Migration with UN Women ensuring that a gender perspective was entrenched in the reviewed policy.

In sum, the stakeholders and beneficiaries expressed satisfaction with the relevance of the project with an overall rating of A, indicating that they were very satisfied since they have only minor or no complaints about the clarity of project objectives, outputs delivered, the extent to which their needs were met, the comparative advantage of the UN Women in bearing primary responsibility for the project, and the extent of coordination and collaboration with relevant partners in implementing the project. Even though these factors constitute main strengths of the project in terms of relevance, the evaluator found the following weaknesses based on the review of documents and field interviews: (i) There was

no evidence of full involvement of stakeholders in the design of the project outputs and outcomes prior to the articulation of implementation procedures, (ii) There was no evidence of UN Women and IOM's collaboration in tackling priority issues

concerning the trafficking in humans using the comparative advantage of each agency. These weak points on the relevance of the project are issues to tackle to improve the performance of similar projects in the future.

3.2 Effectiveness

The assessment of project effectiveness is based on five major yardsticks: (i) project implementation structure and support for project delivery, (ii) contributions to results as outlined in the project plan and articulated in the theory of change, (iii) existence of performance monitoring indicators, mechanisms and plan, (iv) evidence of new knowledge and practices for better results and (v) constraints on project implementation performance, all in accordance with the evaluation questions and dictates of the evaluation matrix.

Finding 7: The evaluator found that the project has a detailed results framework with monitoring indicators and output targets in each of the two outcome areas.

The two performance monitoring reports produced during the life of the project were guided by the monitoring indicators. With a well-laid out implementation structure and monitoring plan, it has been possible for the project to make significant contributions in line with the results framework.

With regard to Outcome 1, the number of policy instruments formulated exceeded the target. The project was on target in respect of the number of service providers trained and the number of gender audits of protection services conducted. As regards Outcome 2, the project was on target in respect of the number of male

champions engaged in activities to prevent forced migration and trafficking while it exceeded the target in the case of the number of women's organizations engaged with concerned government institutions to prevent forced migration and trafficking in the targeted states. However, the number of media campaigns conducted to sensitize the traditional leaders, and men and boys was a little less than the target (Table 6). In the case of Outcome 1, the actual output is higher than the target due to the high interest of stakeholders in reforming policies to prevent TiP. As regards Outcome 2, high interest in collaboration between women's organizations and government institutions in preventing and responding to TiP was responsible for the actual output being greater than the target.

Table 6: Matrix of Results as at June 2021

Result level	Indicator	Baseline	Annual		
			Target	Actual	Difference
Goal:					
Outcome 1: An enabling gender sensitive policy environment that addresses forced migration and trafficking is in place, whose design and implementation is influenced by women and girls' rights organizations	Indicator 1.1: Number of policy instruments formulated or adapted	0	2	8	6
	Indicator: 1.2 a. Number of service providers trained	0	1000	1000	0
	Indicator 1.2 b. Number of gender audits of	0	4	4	0

Result level	Indicator	Baseline	Annual		
			Target	Actual	Difference
in source migration trafficking sites	protection services conducted				
Outcome 2: Increased gender-sensitive information and awareness-raising in source migration-trafficking sites contribute to the prevention of women's irregular migration and trafficking	Indicator 2.1 a: Number of women's organizations engaging with concerned government institutions to prevent forced migration and trafficking in the targeted states	0	20	85	65
	Indicator 2.2a: Number of media campaigns conducted to sensitize the traditional leaders, and men and boys	0	60	56	-4
	Indicator 2.2b: Number of male champions engaging in activities to prevent forced migration and trafficking	0	200	200	0

Source: Underlying data from UN Women – Final Project Report June 2019 – February 2022.

Finding 8: The evaluator found that the project has made significant contributions in terms of providing an enabling gender sensitive policy environment that addresses forced migration and increasing gender sensitive information to contribute to the prevention of women's irregular migration and trafficking in line with the results framework and articulated theory of change.

This finding derives not only from the output performance in Table 6 but also from the detailed contributions and specific outputs summarized in Table 7.

Table 7: Summary of Results Achieved by the Project

Result Areas	Summary of Results Achieved
Outcome 1 - An enabling gender sensitive policy environment that addresses forced migration and trafficking is in place	
Output 1.1 Gender-sensitive policy instruments on migration and trafficking are formulated or adapted.	<ul style="list-style-type: none"> • Established strong partnerships with NAPTIP and key stakeholders in Edo State to facilitate smooth implementation and support long-term ownership and sustainability of the project's outcomes • Produced a Gender Policy and a 3-year Implementation Strategy for NAPTIP • Produced a Situation Analysis (review) report from the review of Federal and States' Legal Instruments and Institutional Frameworks on Human Trafficking and Forced Migration in Nigeria • Produced a report on the Policy Review of Edo State Legal Instruments and Institutional Framework on Trafficking and Forced Migration • The Amended Edo State VAPP Act was assented to by the Governor of the State on the 17th of June 2021 • The following gender-responsive policies and legal frameworks on human trafficking were made available to guide relevant institutions after a complete review and validation: <ul style="list-style-type: none"> ✓ The 2008 National Policy on Protection and Assistance to Trafficked Persons in Nigeria ✓ The National Action Plan on Trafficking in Persons (2021-2025) ✓ Strategic Framework for the Development of National Action Plan on Trafficking in Persons in Nigeria (2021-2025) ✓ The Trafficking in Persons Law Enforcement and Administration Act (as amended in 2015) ✓ Guidelines on National Referral Mechanism for Protection and Assistance to Trafficked Persons in Nigeria (NRM), 2014 ✓ The Standard Operating Procedure (SOP) for Coordination of Law Enforcement Response to Human Trafficking in Nigeria, 2017 ✓ The VAPP Act in Edo State ✓ The Lagos State Law on GBV
Output 1.2 Capacity of targeted institutions strengthened to provide gender-friendly protection services that address the needs of women and girls survivors in source migration trafficking sites	<ul style="list-style-type: none"> • Completion of gender audits of shelters for victims of human trafficking operated by service providers and law enforcement agencies in Edo and Lagos states • Four different reports from the gender audits of shelters for victims of trafficking were produced, validated and disseminated. • A Harmonized Gender Audit Report with findings from Edo and Lagos states was launched at the federal level • A protocol of coordination among women-led organizations and law enforcement agencies was put in place in Edo State • The knowledge of frontline service providers and law enforcement agencies has improved in the area of the legal framework to tackle human trafficking
Outcome 2 Increased gender-sensitive information and awareness-raising in source migration-trafficking sites contribute to the prevention of women's irregular migration and trafficking	
Output 2.1 Collaboration and networking among women's organizations and targeted government institutions managing forced migration issues,	<ul style="list-style-type: none"> • 85 women-led organizations enhanced their capacities to engage in advocacy and awareness campaigns for the prevention of trafficking in women • A Protocol of coordination among nine law enforcement agencies and 35 women-led organizations was adopted

including the security sector is enhanced.	
Output 2.2 Increased awareness-raising and engagement with men and boys and traditional leaders in migration sites	<ul style="list-style-type: none"> • Public awareness campaigns, with a focus on male engagement, were conducted through traditional media and social media • The awareness of girls in 6 secondary schools from 3 LGAs was raised on issues of human trafficking through six campaigns and documentary screenings • Public awareness on the prevention of trafficking in women was also raised through radio programmes, documentary screenings/videos, and the Generation Equality Campaign • Partnerships with male celebrities and gender equality champions have expanded as a result of awareness created through videos produced by the project on “Women and Human Rights” as well as on “Violence Against Women”

Source: Preventing Forced Migration and Trafficking of Women and Girls in Nigeria: Build Resilience, Promote Sustainable Development, UN Women Donor Report, p.5, June 2019 – February 2022,

Finding 9: The evaluator found that the project produced innovative results such as the Gender Policy and Gender Audit Reports which provided new knowledge in support of the prevention of irregular migration, and which ultimately can lead to better results in the prevention of the trafficking of women and girls.

It was found that the production and dissemination of the gender audit reports generated wide interest among stakeholders on the importance of preventing the trafficking of women and girls in Nigeria and the need for gender-responsive service delivery. This is evidenced by the endorsement (through validation) by key stakeholders, especially NAPTIP, leading up to the national launch of the Gender Audit Report in Abuja by UN Women in 2021. With regard to Gender Policy, its adoption is a prerequisite for modernizing the approach towards preventing forced migration and the trafficking of women and girls and it is apt to promote inclusiveness and gender-responsive service delivery. Making the new knowledge required in this regard available in the Gender Policy and associated capacity-building activities is part of the project’s contribution in the area of innovation. This aspect was further buttressed by respondents during the field interviews, as follows:

“One of the new things that came out of this project was the Gender Policy. It was under this project that it was developed for NAPTIP; we didn’t have one before. It is important for us to be able to gender mainstream as an agency. We need the policy backing. We need to gender mainstream for inclusiveness.”

Additionally, the project’s work on the Gender Policy exemplified innovations and best practices which have tended to enhance effectiveness. These included the provision of requisite knowledge to personnel that would implement the Gender Policy (which was not a usual practice in policy development in Nigeria) and the creation of an operational plan for the policy, together with the cost components. All these are evident from the review of project documents and field interviews. Responses from service providers provide the following additional evidence:

The innovation here is that after putting the Gender Policy in place, the project also went further to assist the Agency [NAPTIP] to train personnel on how to handle the Gender Policy and to build their capacity. And, sincerely speaking, working with the personnel of NAPTIP on how to approach and utilize the policy, for me, was also an eye opener. You know, at that point, I realized that some of the personnel who are supposed to be the custodian of this policy (implementing, taking care of survivors) actually also need help themselves in terms of knowledge, experience, [and the] capacity to deliver and this is something

that is uncommon because most times [when] institutions adopt policy, they don't go to the extent of looking for what happens to those that will implement the policy. So, I think that was really innovative.

From the field interviews the evaluator found that the Gender Policy has bridged the knowledge gap of NAPTIP's personnel in the area of gender mainstreaming and promoted better understanding of their roles and responsibilities regarding forced migration and trafficking in persons. Better understanding has been particularly strengthened through the capacity-building opportunity provided for NAPTIP's personnel including training on the modalities for implementing the Gender Policy. Better understanding is also evidenced by the following explanation from respondents at NAPTIP during the field interviews:

Now the personnel recognize that there is a policy in place. They understand that it needs to be implemented. They understand that it is a policy that is time-

bound. With the operational plan for the policy, they now also understand that there will be monitoring and evaluation for the span of the policy which is 3 years; so they are also not taking it for granted that it is a policy to be dumped on the shelf. They know that there will be a time to give account of how far they have gone.

Finding 10: The evaluator found that project implementation faced a number of challenges which were mainly externally induced but which the implementers (UN Women and CLEEN Foundation) were able to surmount by making necessary adjustments and adopting workable options.

Chief among these challenges was the outbreak of COVID-19 which had negative implications for the project implementation. Planned activities were disrupted in March 2020 to comply with measures put in place to prevent the spread of COVID-19 in Nigeria, as detailed in Table 8.

Table 8: Details of COVID-19 Lockdown and Social Distancing Measures in Nigeria, 2020

Government COVID-19 measure	Lockdown, Restrictions and social distancing measures	Date (DD/MM/YEAR)
Lockdown	Government restricted entry into Nigeria for travellers from 13 countries who recorded more than 1,000 cases of COVID-19 in their countries. They were China, Italy, Iran, the United Kingdom, the United States of America, South Korea, Spain, Japan, Norway, Switzerland, France, Germany, and the Netherlands. Those coming from high-risk countries were asked to self-isolate for 14 days.	18/03/2020
	Government expanded international flight restrictions and announced closure of its two main international airports in the cities of Lagos and Abuja from March 23 for one month. Suspension of rail services with effect from March 23rd was also announced	21/03/2020

	The President announced initial cessation of all movements in Lagos State, Ogun State & the Federal Capital Territory for fourteen (14) days: 30th March – 12th April, 2020, during which period all citizens in these areas were to stay in their homes, travel to or from other states was postponed, and all businesses and offices within these locations should be fully closed.	29/03/2020
	Suspension of movements of all passenger aircrafts, both commercial and private jets.	29/03/2020
	The President announced the extension of the lockdown for another 14 days: 13th April – 26th April, 2020. Inter-state travels within the states were restricted and all businesses and offices within the states were fully closed during the lockdown period, with the exception of organizations providing security and essential services.	13/04/2020
	The Lagos State Government amongst other State Governments restricted airport and inter-state travels to curtail the spread of COVID-19. Open markets in many states were closed and only allowed to open at specific hours in order for state agencies to disinfect those spaces.	13/04/2020
	Government extended the closure of its airspace and airports by two weeks	20/04/2020
	The governors of Nigeria's 36 states agreed to ban interstate movement for two weeks in an effort to curb the spread of COVID-19.	22/04/2020
Social distancing	The President announced in his speech to the nation that the best and most efficient way to avoid getting infected is through regular hygienic and sanitary practices as well as social distancing. Social distancing is also being regularly emphasized by the Nigeria Centre for Disease Control (NCDC) during the daily update on the COVID-19 pandemic.	29/03/2020

	The President reiterated in his speech to the nation the need to comply with physical and social distancing and emphasized strict compliance with the restrictions on social and religious gatherings.	27/04/2020
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Source: Adapted from Olomola, 2020 “Africa Food Trade and Resilience Programme – COVID-19 Country Rapid Analysis: The Case of Nigeria, A Report Submitted to the Alliance for a Green Revolution in Africa (AGRA)

Major activities that were affected by the lockdown and social distancing measures included workshops, meetings, trainings, and field travels for stakeholder engagements. All of these activities would entail undermining social distancing, restrictions in movement and the suspension of public gatherings which were key tenets for controlling the spread of COVID-19. Effects of the national lockdown and social distancing measures and the subsequent suspension of all interstate travels as shown in Table 9, continued to aggravate inequalities and crimes and added to constraints on the implementation of the project. Additionally, government counterparts prioritized the response to COVID-19 over any other activity and therefore could not be fully available while the aforementioned COVID-19 response measures lasted. Consequently, UN Women redesigned the workplan of the project and adapted some activities to the new context and paused the ones which involved gatherings, due to infection risks. However, UN Women was able to remodel workshops and the policy review activities using online platforms.

Findings from the analysis of output performance, the review of project documents and field interviews suggest that the COVID-19 disruptions had two major adverse consequences on the implementation of the project: (i) It caused delays in the implementation of the project leading to the request and approval of no cost extension for a period of eight months to allow the project to perform and achieve its targets and (ii) There was a shortfall in the performance indicator relating to outcome area 2 in terms of the number of media campaigns conducted to sensitize the

traditional leaders, and men and boys; the project recorded 56 instead of 60 campaigns which is not unconnected to the disruption of the work plan occasioned by the COVID-19 pandemic. The effect of these disruptions on the overall level of project implementation effectiveness in terms of the extent to which the project targets were achieved on final completion does not seem to be highly significant judging by results of the analysis of output performance presented in Tables 6 and 7.

Despite steps taken by the government at both policy and operational levels to address trafficking in persons and forced migrations, mainstream interventions have often been gender-blind (due partly to the lack of awareness and commitment to the promotion of gender-responsive interventions) and have not necessarily taken into consideration the differences in the migration and trafficking experiences and impacts on men, women, boys and girls respectively. Yet from the review of project documents and field interviews with various stakeholders (WLOs, LEAs, MDAs and the media, male champions and community leaders) in Edo and Lagos states, women and girls remain the majority of trafficked victims and were disproportionately impacted by the negative consequences of the crime. Preventing human trafficking therefore required a whole-of-society approach. To this end, the project concentrated its efforts not only on activities to promote gender-responsiveness but also on activities that raised public awareness on issues of trafficking in women through school campaigns, radio programmes and documentary videos on specific topics while ensuring that gender blindness was discouraged at the same time. Furthermore,

the project participated in the process of constitutional review in 2021. Such participation was however, limited to the sensitization of constituencies on the need for gender equality to be able to tackle human trafficking from the roots and so far there has been no evidence of any tangible results from such engagement.

Another dimension of challenges was the political situation in Edo State which was characterized by political violence and fluidity before, during and after the September 2020 elections leading to a long period of delay in the inauguration of a cabinet after the elections. Changes were recorded in the project's implementation environment in Edo State with changes in the Executive Cabinet of the state. UN Women mitigated the risk of potential tensions by tailoring the workshops according to the reality on the ground, by constantly engaging all the stakeholders, and by collecting inputs and feedback in confidentiality before any meeting. From the field interviews (with UN Women, CLEEN Foundation and a representative of the Italian Government) the evaluator found that such adaptation of workshop strategies, involving influential individuals (First Lady, Governor etc), raised workshop attendance and the visibility of project performance to the admiration of donor partners with reference to the HeforShe campaigns and validation of the Gender Audit Report in Edo State in particular.

According to the representative of the Donor Partner:

You know, we have never worked with UN Women. We worked with [World] Food Programme, UNICEF, IOM - all those gigantic agencies here - but we never worked with UN Women before. But it was a very good programme. We got reports regularly every month about all the happenings. I went through them several times but not being technical people, we cannot really evaluate the technical quality, but in terms of substance, we are very happy.

Despite the aforementioned challenges, evidence from the review of project documents and field interviews with

stakeholders suggests that implementation of the project has been effective especially in view of the earlier analysis of the deliverables and performance in the two outcome areas. This finding was corroborated by the following explanations from respondents (service providers, media, community leaders): According to the service providers,

The effectiveness for me lies in the deliverables. The project effectiveness is from the onset. It targeted policy critical areas... I mean if you go out to support a policy document, go out to support the costing of that document, go out to build capacity of personnel; for me that shows that it is effective. To now move to the next level of actually having a document to show what you have done...I think that is very effective. The deliverables are tangible, and the immediate impact in terms of if you have to measure some of the behavioural changes that we have seen...I think that's a very effective entry point for the project.

Discussions with the media in Edo State provides evidence of their understanding of effectiveness of delivery of service especially in terms of raising awareness as follows.

"The content was good; they were using real people to pass the message; they were using the real persons to describe the story - true life stories which made better sense. You cannot tell me trafficking is bad and no actual experience. It takes someone who is creative to do that and who wants to make an impact... **this one no be dem say**. In the same vein, the resource persons were quality persons".

Community leaders in Edo State pointed out that the use of Benin dialect made awareness creation very effective. According to the respondents:

The aim of the programme was to make people realize the danger of trafficking. We educated them on the green lights and red lights... explained to them how it started from home, church, mosques. The process of trafficking involves [a] recruitment and transportation session... we focused on the recruitment because if there is no recruitment, there would be no one to transport. I was able to explain all

these to them. In all these I used Benin dialect for better understanding.

In sum, the project stakeholders and beneficiaries expressed satisfaction with the effectiveness of the service delivery with an overall rating of A . This indicates that they

were very satisfied since they have only minor or no complaints about the services delivered by the project especially in respect of capacity-building, town hall meetings and media campaigns.

3.3 Efficiency

Efficiency of output delivery is one of the most important evaluation criteria with several efficiency measures to be considered. Assessment is based on 10 important measures as intended in the evaluation matrix. The measures are as follows: timeliness of output delivery, cost effectiveness of project implementation, appropriateness of resource use without compromising quality and quantity, effects of project's organizational structure, managerial support and coordination mechanisms on output delivery, involvement of duty bearers and rights holders in achieving project outcomes, extent to which synergies were built and available resources were efficiently used, extent of implementation of monitoring mechanisms and use to inform management about project's performance, use of monitoring data to inform management action and decision-making, evidence of risk assessment and mitigation measures and evidence of opportunities, challenges and remedial measures. As expected, the assessment involves analysis of secondary information obtained from project documents and primary information obtained during the field mission. In what follows the findings in respect of each of these measures are presented.

Finding 11: On the basis of the review of the project document, analysis of financial records and field interviews the evaluator found that the delivery of services under the project was cost-effective.

The total financial resources available for the project was one million euros (USD1,125,112.50) out of which €742,000 (74%) was expended on project activities while €258,000 (26%) was spent on other implementation and support activities (personnel, consultancy, communication and M & E). Analysis of the financial records revealed that the project was delivered strictly on budget. In other words, on completion of the project, the funds allocated for each of the budget lines were fully drawn down. The delivery rate of the project was a

100 per cent. No deficit was incurred, and no surplus was generated (Table 9).

Additionally, field interviews with the implementing partners also revealed some cost-saving processes that ensured cost effectiveness in the implementation of the project. For instance, rather than hiring venues in hotels for some meetings, halls under the control of MDAs were used as a means of saving cost. In the aftermath of the COVID-19 pandemic in 2020, activities that were to be carried out physically were done virtually, so costs (travel costs and other consultancy costs, etc.) were saved and the savings generated allowed for the expansion of activities in the following year. Moreover, rather than bringing a technical expert from Lagos to Abuja, resource persons were sourced locally to save costs (accommodation, flights, etc.) without compromising on quality.

Table 9: Allocation of Project's Financial Resources

Outcome Areas	Project Budget (EUR)		Total Financial Resources (EUR)	
	2019-2020	2020-2021	Total Budget	Total Expenditure
Outcome 1				
Output 1.1	70,000.00		70,000.00	70,000.00
Indicator 1.1	40,000.00		40,000.00	40,000.00
Output 1.2 (Indicator 1.2a)	30,000.00	-	30,000.00	30,000.00
Indicator 1.2b	70,000.00	32,000.00	102,000	102,000
Outcome 2				
Output 2.1	20,000.00	20,000.00	40,000	40,000
Indicator 2.1a	25,000.00	25,000.00	50,000	50,000
Output 2.2	150,000.00	150,000.00	300,000	300,000
Indicator 2.2a	-	40,000.00	40,000	40,000
Indicator 2.2b	-	70,000.00	70,000	70,000
Total project activities costs	405,000.00	337,000.00	742,000	742,000
Other implementation costs				
Project staff: SB4-4	44,563.00	44,563.00	89,126.00	89,126.00
International technical consultancy (International 1st Year & National 2nd Year)	31,020.00	12,980.00	44,000.00	44,000.00
Monitoring and Evaluation Costs	10,000.00	10,110.00	20,110.00	20,110.00
Communication Costs / Equipment	14,654.00	10,110.00	24,764.00	24,764.00
Total other implementation costs	100,237.00	77,763.00	178,000.00	178,000.00
Total Direct Project Costs	505,237.00	414,763.00	920,000.00	920,000.00
Support costs	80,000.00		80,000.00	80,000.00
Grand Total			1,000,000.00	1,000,000.00

Source: Adapted from project financial records.

Finding 12 - The COVID-19 pandemic had deleterious effects on efficiency insofar as timeliness of output delivery is concerned. The pandemic caused delays in the implementation of the project leading to the request and approval of a no cost extension for a period of eight months to allow the

project to perform and achieve its targets. Thus, rather than delivering the project outputs in 24 months as designed the project was completed in 32 months.

This dimension of inefficiency was more of an external imposition rather than management-

induced. From the micro-level assessment of output delivery in the focal states during the field interviews, the evaluator found that in the aftermath of the pandemic and with the rescheduling of activities and necessary adjustments in the work plan, all respondent types expressed satisfaction with the timeliness for the delivery of outputs. Activities at the cinema, schools, and training workshops (which had to be postponed from 2020 to 2021 due to the COVID-19 pandemic) were carried out in accordance with the timeline provided in the adjusted work plan. And when targets were set for the different components, they were always met according to the timeline specified in the schedule of activities. In the case of specific activities like training workshops, sometimes attendees may have been slightly delayed due to distance from the venue and traffic challenges. Timeliness of service delivery has also been very satisfactory as evidenced by the following excerpt from service providers:

Timeliness to the best of my knowledge is excellent. For me also, [it] may be at the level at which I came in. I don't wait to be told what I need to do in a project; it is what I have undertaken to do. So, I made the necessary connection in terms of talking to the right personnel when we needed to have training. The officers in charge were timely. They were prompt. We did not record any challenge of having to delay today's programme because of a lack of the approval of the programme. The officers were timely. They were efficient. They were on top of their tasks in ensuring that things went well. At my own end as a consultant, and at the end of NAPTIP, where they needed to call a meeting, they called it quickly; they even set up a WhatsApp platform for easy communication. They have been efficient to the best of my knowledge.

Finding 13 - From the analysis of financial records, the evaluator found that appropriateness of resource use varies by resource types (financial and human). The inherent imbalances in the allocation of financial resources have a tendency of compromising the quality and quantity of output and curtailing the performance of the project in terms of efficiency.

The allocation of human resources for the overall management of the project was appropriate and adequate. As regards the deployment of the human resource allocation there was no shortage of personnel. The personnel engaged for the administration of the project comprised 2 management staff, 1 finance officer, 2 programme analysts and 1 programme assistant. Together they handled the administrative aspect of project implementation, supervised partners and monitored results against indicators. And to ensure value for money, partners were trained in results-based management (RBM) and finance. The UN Women also had frequent (weekly) engagement with partners to meet project targets and ensure a high delivery rate. Moreover, the evaluator found that the consultants engaged for various capacity-building activities were regarded as notable experts in their fields, with beneficiaries claiming that they benefitted a lot from the training services they rendered. The implementing partner (CLEEN Foundation) also pointed out that consultants and partners (e.g. male champions) that gave the best of service were usually engaged and maintained in delivering similar services in different locations or at different times.

Analysis of the financial resources revealed that in implementing the project, greater priority was given to outputs related to outcome 2, judging by the proportion of financial resources allocated and spent on respective activities. This was much higher (67% of the total cost of project activities) than the 33% spent on outputs related to outcome 1. This pattern of resource allocation implied that in the design and implementation of the project, better value for money was expected from outcome 2 outputs than outcome 1 outputs. As it turned out, however, the results obtained tend to be contrary to this expectation. The outputs from outcome 1 are far more tangible than those of outcome 2. Outcome 1 results show greater potential to prevent forced migration and reduce the trafficking in women and girls than the various awareness-creation activities delivered under Outcome 2.

Finding 14: The evaluator found a well-laid out project implementation and organizational structure with necessary a managerial support and coordination mechanism that drove the processes leading to the achievement of project targets as shown earlier in Tables 6 and 7.

The UN Women Country Office in Nigeria led and managed the project. Coordination of collaborative efforts with the Government and UN Agencies (IOM, UNODC, ILO, UNDP) and other international and local partners for the operational implementation of the programme was also led by UN Women. A Project Steering Committee (SC) was established with responsibility for overall coordination and the provision of strategic guidance and oversight to project implementation. The committee had its secretariat at NAPTIP headquarters and was co-chaired by UN Women and NAPTIP.

The SC inter alia carried out the following specific functions during the course of the implementation of the project. (i) developed and agreed on a work plan and modalities for the implementation of scheduled activities under the project, (ii) provided technical advice to, and supported service providers for the timely delivery of services, (iii) monitored and ensured the effective delivery of scheduled activities, (iv) identified areas where the initiative was performing optimally and where it could be expanded, as exemplified by the Gender Audit Report carried out in Abuja, (v) supported and facilitated dialogue and consultations with relevant stakeholders on the implementation of the VAPP law in Abuja

Though an institutionalized coordinating structure, full membership could not be achieved for about 15 months, when the political imbroglio in Edo State delayed the inauguration of the cabinet and the nomination of a representative to the Steering Committee. Nonetheless, the committee usually met on a monthly basis to review the implementation process and chart directions towards the achievement of project targets. During the course of developing the Gender Policy, the committee met more frequently (on a weekly basis) to ensure the timely delivery of the associated output.

Despite the aforementioned areas of performance of the committee, the evaluator found the following design gaps from the review of project documents and field interviews and from the verification of facts from project management during the course of the evaluation: (i) Delay in the setting up of the committee, as the instrument setting it up was not finalized until the first quarter of 2021; (ii) There was no laid-down basis for the composition of the committee; (iii) The membership strength of the committee was not specified in any originating instrument; (iv) There was delay in the commencement of the work of the committee due to the lateness in the institutionalization of this important coordinating mechanism. Undoubtedly, the implementation structure could have performed better if these weaknesses had not been inherent.

It was also found that the project had a solid implementation structure which was supportive of the activities carried out and the services delivered. The implementing partner (IP), CLEEN Foundation operated from offices located in the Federal Capital Territory, Abuja, Lagos and Edo states. The Program Advisor/Head, Lagos Office and Program/Admin Officer, Edo State coordinated the project in Lagos and Edo states respectively while the Abuja office implemented the project activities in the Federal Capital Territory, Abuja. The Program and Finance Managers coordinated programmatic and financial oversight and ensured project objectives, activities, deliverables and deadlines were met. They were the quality control personnel on the project in addition to the Executive Director who was the team lead on the project. The implementation-level administrative strength and quality assurance did result in the timely submission of deliverables as evidenced by the compliance with report submission deadlines set by the steering committee. The interim reports, performance monitoring reports and donor reports were submitted in accordance with the milestones set by the steering committee.

Besides, the managerial support, coordination mechanisms and implementation structure under this project as earlier highlighted helped NAPTIP officers and project partners/stakeholders to foster better inter-agency cooperation. For instance, on account of the outreaches, consultations and trainings that were carried out at the states, it was possible for the implementers to have a better knowledge of those they were working with thus ensuring better delivery of services in tackling the menace of forced migration and TiP. A member of the IP Team (CLEEN Foundation) has this to say in this regard:

A team was formed to work with the task force. If they need anybody to be picked up at the border, you know who to call to stop someone to be moved out...If...you need a case to be expedited at the court, there is someone from the judiciary who you could call. At least, you would know one or two Judges that can help. So it helped the work that we are doing. It also assisted in the area of gender equality and mainstreaming. Whatever results were achieved would have been impossible to achieve but for the joint efforts and coordination with other organizations and partners.

A corroboration of the above position is implied from the following views of the Donor Partner:

There was a seminar I attended in Edo State. I was impressed that so many judges attended the seminar; like 70 of them attended when I was there myself... so we are pretty much happy it turned out to be very good. I can add one thing - that they [UN Women] had what was necessary and it was a very good thing. For instance, the person that they used within the project to monitor and drive this project happens to be very supportive and we had a very good relationship... so really, amongst programmes that I have seen in my years in Nigeria, this is the most successful in terms of efficiency...we do not monitor the small things...I know there are other people asking about things around but in terms of satisfaction of the Embassy that provides the funding, I was very happy.

The success achieved as expressed by the Donor partner and the expression of support for a follow-on project is a testament of the

positive effects of effective coordination and managerial support demonstrated under the project.

Finding 15: The achievement of the project's results (as shown in Tables 7 and 8) involved active participation of duty bearers and rights holders such as the National Agency for the Prohibition of Trafficking in Persons (NAPTIP), the Nigeria Police Force (NPF), the Nigeria Immigration Service, and the National Human Rights Commission (NHRC) in the implementation of capacity-building workshops for Law Enforcement Officers which were targeted at the gender responsive protection services offered to victims of trafficking. These workshops also involved active participation of Civil Society Organizations (CSOs), the Media, Academia, development partners, and UN Women Nigeria.

The evaluator found that the outcomes achieved received strong support from major duty bearers – NAPTIP, MDAS – and rights holders – CSOs, WLOs. For instance, partnering with NAPTIP (a major duty bearer) gave the project the necessary buy-in and credibility by decision makers at the federal level. In the same vein, partnership with MDAs at the state level gave the project the necessary impetus and latitude which were instrumental to the attainment of the output targets. In terms of specific activities and results to which they have contributed as highlighted in Tables 6 and 7, the IP Team has this to say:

“They actively participated in Town Hall meetings, radio interventions for almost a quarter. People hearing straight from NAPTIP that has the mandate - the government mandate to prosecute traffickers...the feedback that came as a result made the intervention to go beyond what was intended. Moreover, the focus on women and girls and their presence at our programmes provided a [sic] content-based information on the changing dynamics of human trafficking”.

Involvement of duty bearers and rights holders in the achievement of the project's results as earlier highlighted was also evidenced by excerpts from respondents during the field interviews. According to the Donor Partner:

How we evaluate the success of the programme...We as an embassy, in Edo State where I think the core of the problem is, though not the only place, but the core, we have 60 per cent of Nigerians in Italy and they come from Edo state. So what we did was inquire in this event, in this problem that UN Women is implementing how involved is the Edo Government and their officials? Do they attend? And if they attend, to what level? What do they say; and privately, what did they say...this has been positive... I was there two months ago; there was an event with Judges, about the VAPP and they do legislation on violence against persons prohibition focusing on women and children.

The Governor himself decided to attend; he was not on the list, he was not on the programme but he attended and made a speech on the project and then the First Lady of Edo State spent a good time at the meeting then and this is a clear sign that the local partners, at the highest levels are in support - the government of Edo State appreciated and supported the programme and this towards the goal of the Embassy and we do not want to put things in place without getting a good feedback, maybe there is a good thing on the ground but that will not be appreciated.....We should appreciate them because not everybody does that. So, in terms of correctness, I will rate them very high and in terms of the local partners – customer/client – the local authority, it is very high.

Finding 16: From the field interviews with secondary duty bearers (community leaders, religious leaders) with whom the project built synergies during the course of implementation, the evaluators found that penetration of the rural communities for anti-trafficking engagements was greatly enhanced, thus making delivery of services less cumbersome.

Getting to the grassroots for instance involves building synergies with traditional rulers and community leaders in both Edo and Lagos states. With the support of the local partners, it was possible to deliver key messages communicating the ills of human trafficking to the local communities and these yielded solutions leading to the reduction in the

menace of human trafficking (Findings 25 & 27). From interviews with community leaders, the evaluator found that better results would have been achieved in the local communities if (i) the project had covered up to 50 per cent of the local government areas, (ii) the partnership arrangements had been extended to the Ministry of Local Government Affairs for a better coordination of service delivery and (iii) means had been devised to entrench the knowledge generated about irregular migration in the local educational system.

Finding 17: The project embarked on periodic performance monitoring to document evidence-based outcome-level results and achievements of the project. This desirable action helped to track achievements as implementation progressed and provided some recommendations for improvement. However, out of the recommendations only the replication of radio programmes in local languages was implemented. The more valuable recommendations such as the expansion of the project strategy to incorporate livelihood initiatives and additional intervention to deepen the impact of the project initiatives in secondary schools were not implemented.

During the life of the project, the first performance monitoring activity was carried out between May 17th and 28th, 2021 in Edo and Lagos states. The second monitoring activity was carried out between September 20th and 24th in Edo state and October 25th and 29th, 2021 in Lagos state. Both activities provided opportunities for the IP Team to interact with project beneficiaries to elicit feedback and document the project outcome level results

As reported in the July 2021 quarterly report submitted to UN Women, CLEEN Foundation further claimed to have conducted pre- and post-evaluation for participants as scheduled in the monitoring plan which was useful in tracking performance. This form of evaluation does not seem to be strong enough to form the basis for valid recommendation since no significant procedure was articulated for such evaluation. However, the performance

monitoring activities were conducted through KIs with selected project beneficiaries in Lagos and Benin City, Edo state using an interview guideline targeted at gathering information on the project achievements since the implementation started, as well as feedback on improvement towards achievement of the project targets. The project beneficiaries covered in the monitoring activities included the government partners on the project, National Agency for the Prohibition of Trafficking in Persons (NAPTIP), the community and religious leaders, Civil Society Organizations and the media. The first performance monitoring activities had the following recommendations: (i) Sustenance of advocacy efforts by stakeholders for the implementation of the victims trust funds at the federal and state levels, (ii) Replication of the radio programme in local languages: Yoruba in Lagos South West and Pidgin English language in Edo state, (iii) Expansion of the current project strategy to incorporate livelihood initiatives in future programming and (iv) Increase in the duration of the radio programme from 30 minutes to one hour. The second monitoring exercise recommended additional intervention in schools to deepen the impact of the project for the sustainability of the initiatives across the secondary schools. Out of the recommendations from both the first and second performance monitoring activities, only the replication of radio programmes in local languages was implemented. The more valuable recommendations such as the expansion of the project strategy to incorporate livelihood initiatives and additional intervention to deepen the impact of the project initiatives in secondary schools were not implemented. Evidence from field interviews with various respondent types (MDAs, WLOs, LEAs) suggest that the lack of attention to these recommendations was a major weakness of the project since it has not been possible to identify in concrete terms what the impact of the project has been on the livelihood of the beneficiaries.

Finding 18: The evaluator found that activities of monitoring and evaluation were carried out simultaneously with project implementation in accordance with the monitoring plan. However, the extent to

which the monitoring information was used for management actions and decision-making was limited, partly due to the weakness in quantitative content.

The project team and the monitoring and evaluation officer always ensured that data collected during monitoring exercises informed the preparation of activity review reports. Such data was also considered at in-house project review meetings as well as meetings with UN Women in its capacity as co-chair of the Steering Committee (see Finding 14), with a view to ensuring that perceived challenges in the implementation were addressed to ensure that the project was moving in the right direction. A specific example of a management decision being based on monitoring information relates to the monitoring feedback that came from school principals. They requested more engagement with the school and school children to raise awareness about the consequences of irregular migration including TiP, which the project management team had to approve. Although this request for more engagement with secondary schools was approved, no further engagement could be implemented before the end of the project. It was the view and wish of the respondents (secondary school principals) that such a request could be accommodated in a subsequent phase of the project. One important suggestion that emanated from further discussion with the principals during the field mission was that requests for engagement with schools for the purpose of anti-trafficking campaigns should be channeled through the association of school principals to ensure a wider coverage and better cost-effectiveness. Apart from the non-implementation of the request, other evidence that points to the limited use of monitoring information for management actions and decision-making was the non-implementation of the recommendations (which emanated from performance monitoring exercises) that the project should incorporate livelihood initiatives and implement additional intervention to deepen the impact of the project initiatives in secondary schools. The respondents strongly suggested that the interventions have great potential to improve the livelihood of the project

beneficiaries and should be prioritized in a future phase of this project.

Finding 19: The design of the project was devoid of clear analysis of the contextual, programmatic, implementation and other risks that could affect the achievement of the intended results. Invariably, no mitigation measures were articulated at the design stage.

Fighting the menace of forced migration and TiP risks countervailing measures from the enablers and perpetrators of these crimes. Preventive measures must therefore not be oblivious of the risks involved in exposing the perpetrators and in protecting the victims. The evaluator scrutinized the project document and interviewed IPs and found that such risks and mitigating measures were not considered in the design of the project. In particular, the project did not consider the political risks at the design stage. Not unsurprisingly, the implementation of the project encountered delays in operations in Edo state arising from political disturbances. Such delays, coupled with the COVID-19 pandemic as indicated earlier, led to a no-cost extension for a period of 8 months (see Finding 12). Given the fortuitous nature of the pandemic, COVID-19 itself can be the sole determinant of no-cost extension but the lack or proper assessment of risks at the design stage of the project cannot be eliminated as an additional factor contributing to the length of no-cost extension and compromising the ability of the project to complete its work within the original duration of 24 months. In other words, if proper mitigation measures had been designed for political risks, the project would have been more decisive, proactive and expeditious in implementing remedial measures in order to make reasonable progress according to the work plan while the political delay lasted.

Finding 20: The evaluation examined opportunities and challenges that are apt to influence the success or failure of the project, on the grounds of efficiency. From the review of project reports and field interviews, there was scant evidence of operational opportunities which were presented to the project.

This has to do with the expression of interest by media organizations in Edo state to offer CLEEN Foundation slots given their corporate social responsibility to sustain the project awareness program due to its relevance to the public. The National Television Authority and Ray Power FM in Edo states also agreed to offer CLEEN Foundation a partnership opportunity on their Corporate Social Responsibility programs to continue the project awareness activities. However, these offers have not been formalized and nothing concrete had happened in this regard. The opportunity provided by such a favourable change in behaviour by the media towards contributing to the success of the project has not been actively pursued by the project. With regard to challenges, the evaluator found two major issues – the COVID-19 pandemic and the election imbroglio in Edo State which delayed the operations of the project and led to a no-cost extension for a period of 8 months (see Finding 12).

By and large, the evaluator found that the stakeholders and beneficiaries expressed satisfaction with the efficiency indicators which are relevant to their experiences. They were very satisfied with indicators such as the timeliness of output delivery, the cost effectiveness of project implementation, the effects of the project's organizational structure, managerial support and coordination mechanisms on output delivery, the extent to which synergies were built and available resources were efficiently used, and the involvement of duty bearers and rights holders in achieving project outcomes about which they have minor or no complaints. However, they were just satisfied about risk assessment and mitigation measures as well as opportunities, challenges and remedial measures. These findings, together with the weaknesses observed in respect of other indicators (the appropriateness of resource use without compromising quality and quantity, the extent of the implementation of monitoring mechanisms and use to inform management about the project's performance, and the use of monitoring data to inform management

action and decision-making), suggest an overall efficiency ranking of B. This implies that better efficiency could have been achieved with better allocation of financial resources, and improvement in the use of monitoring data to inform management actions and decision-making to improve the livelihood of project beneficiaries.

3.4 Impact

The impact of the project is based on (i) evidence of changes that occurred on account of the project and (ii) evidence of changes to gender equality and human rights in accordance with the evaluation matrix.

Finding 21: The evaluator found that raising the level of awareness and knowledge of the public on forced migration and trafficking, which was achieved on account of the implementation of this project (see Table 7), has contributed to the prevention of trafficking in Edo and Lagos states.

The FGD conducted in Edo state revealed a narration of how a project beneficiary assisted a friend to avoid being trafficked through her advice to the friend based on the knowledge of the project on the various deceptive tactics used by the traffickers which include promises of jobs abroad. The friend later realized that the promises of jobs in Europe was a ploy to deceive her to travel to Europe for exploitative purposes. Similarly, other beneficiaries that participated in the key informant interviews to track the project outcomes in Edo and Lagos states noted that they have counseled and advised youths against forced migration and trafficking. School counsellors utilized the knowledge of the project to advise the students against pre-marital pregnancy and the tactics of the traffickers in recruiting victims for trafficking. Project beneficiaries have become outspoken and this has helped to prevent the students from being victims of trafficking.

Finding 22: The evaluator found narrative evidence of NAPTIP receiving trafficking complaints at a level higher than what it was before the implementation of the project, on account of the awareness

interventions embarked upon under the project (see Table 7).

NAPTIP acknowledged this impact through its letter to the CLEEN Foundation with a request to extend the “*Blind Voyage*” Radio program. In addition, the evaluator gained insights from the field mission about how the number of cases being reported has increased as a result of awareness creation. According to the male champion in Edo State,

“People now have information and some are now reporting cases that were not reported before. There was an example of a female student who was molested by other female students in [University of Benin] UNIBEN. The case was reported to CLEEN Foundation and the organization who [sic] can follow up was then called upon. The VC had to take up the issue.” Also, according to one of the LEAs in Edo State, “cases are now being reported through the hotlines we dropped...rural communities now know about trafficking. They know the channel of report. They have been calling us. It has given rise to increased awareness on the issue of trafficking. It brought about inter-agency synergy – in the area of sensitization, in human trafficking. We inform NAPTIP in case of trafficking, they pick the person and again, we go to schools to sensitize students on regular basis ... we explain trafficking in lay man’s languages that they can understand and relate with. We enlighten both parents about children – we told them going abroad illegally for prostitution is evil, and we made them understand where to report to in case any such matter arise”. One of the Executive Directors of the WLOs in Edo State also pointed out that, “A lot of children now know who to inform, who they can report to when they see their mates being molested or poached or when they see signs even from friends; they were given NAPTIP phone numbers where they can report anonymously.

Finding 23 - The awareness-creation interventions of the project contributed to potential victims of trafficking taking actions to discourage potential traffickers and to further create awareness about forced migration and human trafficking.

The students interviewed noted that the documentary aired in their schools was very relevant and educative on the issues of forced migration and trafficking. Some students continued to spread the awareness about the menace of forced migration and trafficking in their communities. According to the school teacher at Adeola memorial college, a female student used a sticker to pass a message to friends around on the need to respect her private body parts after the documentary had been aired in the school.

Finding 24 - The project raised awareness about forced migration and trafficking in secondary schools in Edo state which led to the expression of interest of the school management to establish Anti-Trafficking Clubs in their schools to continue the awareness and education of the students on the dangers of trafficking and forced migration.

However, such expression of interest has not been translated into reality. Some of the teachers lamented the absence of guidance and counselling units in secondary schools in the state which seemed to have stalled the establishment of the clubs. If the units were available, the project should have been able to build synergy with them and they would have been in a position to continue to guide the students against falling prey to the ploys of traffickers, thereby contributing to the reduction in human trafficking.

Finding 25: The evaluator found that changes have occurred in support of gender equality and human rights due to the implementation of this project.

For instance, (i) it has become a matter of policy in NAPTIP that women and men must be equally treated as a result of this project. (ii) There is an official directive now in NAPTIP for Gender Units to be established at the state commands for better understanding of the gender-responsive policy reform brought about under the project and to better meet the gender requirements in tackling TiP. (iii) Promotion, appointment and training must reflect gender balance such that women are not sidelined from reaching the top of their career. Moreover,

the involvement of males in the campaigns against the trafficking of women and girls has started to yield positive results in terms of reduction in trafficking. This serves as a contrast to the situation where the strategy was gender blind (focusing only on women campaigners) and did not include male champions. A male champion interviewed in Lagos pointed out the reduction experienced in some project areas as a result of the interventions there. According to him,

I look back at what is happening in my area, especially in Ijegan axis under Igando and I have to thank God for CLEEN Foundation because I was able to train my members. I have 10 of them - 4 women and 6 men. They are on [the] ground and we use their secretariat to get information. They go around to look for information and intervention and I can tell you categorically now that Igando/Ikotun is free from all these atrocities. Those cases were so rampant in our area before but now, I can speak categorically and tell you we are free from it; even mosques and churches take it upon themselves to talk to the youths about the evil in human trafficking. This reduction has a lot of benefits to our communities.

The first is that I have saved my community members from embarrassment that comes to people travelling out and people that are using their children anyhow. I have to appreciate CLEEN Foundation for what they are doing because they have made people to know what they don't know. The other one is that when we have a peaceful, environment, that is a great achievement. So the Obas, the Baales - we train and talk to them, we explain to them, we let them know what is happening in the community and they use it in their palace too. We have the Oba of Igando, the Baale of Ajasa, the Baale of Odemuyiwa (Alimosho LGA), Olukotun of Ikotun land and the Oba of Ijegan. We visited them and they know everything about what we are doing. The Obas have also taken actions. They have been using the information we provided in their judgement, they embrace it and have been mentioning it in their palaces. When they have their palace meeting, their town meeting they embrace this programme".

Findings 26 – Rising referrals had occurred due to the implementation of the project

especially on account of deeper penetration of schools with anti-trafficking campaigns.

In Lagos, MDAs highlighted rising referral cases as part of the changes associated with the implementation of the project. According to them,

Bringing together different organizations working on trafficking, this project has been helpful in bringing us together to share experiences. By enlightening people more on issues of trafficking, organizations have been able to work more. By the time we were coming down to work on the standard operating procedures (SOPs), we were more enlightened, aware and educated. We have been able to identify who to refer to - NGOs, Police. We don't work on trafficking, we make referrals and this has increased through our participation in the activities of this project. In the place of detection, now we know who to report to. Also, we have been able to go on campaigns against trafficking based on our participation in the programme. As a result of the interaction with CLEEN Foundation, we have been able to go on 3 campaigns now – (1) At Obalende to enlighten Market Women, (Feb, 2021) (2) Schools on the island 3-5 schools and (3) synergy with the Ministry of Labour at Abule Egba in November, 2021.

In a similar vein community leaders interviewed in Edo State mentioned rising levels of referrals as a remarkable change associated with the project. Based on an excerpt from the interview,

“I know 7 persons who contacted me and I directed them to CLEEN Foundation. They didn't know that taking their children for prostitution was bad business. 3 mothers, 3 young girls and one boy met me and asked for advice. After my advice, one of the mothers later said *“if na so de tin be, im no go go o”*

Finding 27 – The awareness activities of the project (see Table 8) had contributed to the prevention of potential victims from being trafficked outside Nigeria.

According to the evidence from Heads of secondary schools in Edo State, potential

victims have been prevented from being trafficked on account of the awareness created under the project. The following excerpt illustrates the point:

First time I was invited, I was invited to a cinema and I went. It was captivating. It went well. At the seminar, I asked that they come with awareness to schools. I let the PTA chairman call the parents because parents are the ones pushing the teenagers into this business of prostitution. They came and gave us materials, to enlighten people. After the seminar, two of the parents came to me to confess that they were preparing their children to travel. There was a particular SS2 girl that didn't resume with us. Her mother said no money to register her for WAEC, so she was preparing to travel; but what they heard and learned during that seminar changed their minds. They said it was because things are hard...but now the girl has enrolled. The impact is that the girl in SS2 would not have resumed with her colleagues for the SS3 class - that saved the girl's life.

Finding 28 – Raising awareness about forced migration and trafficking among secondary school students has led to the creation of a higher level of rights holders among students, leading to the expansion of the propagation of anti-trafficking campaigns. This can ultimately reduce the menace of TiP.

In this connection interviews with Heads of secondary schools in Lagos revealed the following:

The CLEEN Foundation team came to our school to sensitize students about the ills of human trafficking. I took it from there. There was a time I wanted to have [a] PTA meeting and called those that facilitated that they should extend to the parents. These parents always assume that *“their children have gone to look for greener pastures outside the country”*. I told them that the parents need to be enlightened more. They told me that I should inform them so that they can come but unfortunately, we have not been able to agree on a time. I am still hoping that they will come and speak to my parents. I have taken a step from there; I try to have a group of students that are meeting on that

programme; and because they meet regularly, I allow the Biology teacher and Counselor to talk to them about this danger and every fortnight, during assembly, I ask one of the students [to] speak to their colleagues about some of the things they learn so that others will know. I have done this about 6 times after their visit in 2021.

In sum, the project stakeholders and beneficiaries expressed satisfaction with the impact of the project. They indicated that they were very satisfied since they have only minor or no complaints about the changes brought about by the project in terms of increased

3.5 Sustainability

The assessment of the project's sustainability is based on six factors generated from the evaluation matrix. They are as follows: evidence of a strong ownership by partners, evidence that the capacity of duty bearers and rights holders has been strengthened, the likelihood of a continuation of the benefits created by the project, evidence of partners financial capacity to maintain project benefits, the generation of new knowledge and practices for better results, evidence of replication and/or up-scaling of successful practices.

Finding 29: The evaluator found evidence of ownership of the project interventions by partners with the likelihood of sustaining the gains derived from the implementation of the project.

Strong ownership is evident in the support and buy-in of the Lagos State Government and NAPTIP in the development of standard operating procedures on human trafficking for the Taskforce on human trafficking in Lagos State. As regards NAPTIP, the agency has already engaged in resource mobilization – focusing on budgetary provisions from the government and private sector for NAPTIP and relevant agencies, as well as private sector participation in terms of making funds and materials available for addressing projects by NAPTIP in the area of training and awareness creation. NAPTIP placed strong emphasis on pursuing this path going forward. However, changes in this connection can only be captured in future budget cycles.

With regard to the MDAs, ownership of the project has been demonstrated in various ways. The Honourable Attorney General happens to be the Chairman of Lagos State Human Trafficking Task Force. The Attorney General has statutory authority over

awareness, rising referral cases, reduction in the menace of human trafficking and changes relating to gender equality and human rights. The fact that there was no hard data in respect of the aforementioned variables to validate their expression of satisfaction leads to an overall rating of B as far as progress towards impact is concerned. The unavailability of quantitative data as a means of verification of the impact of the project indicates the need to improve the M & E framework to incorporate the collection of hard data that can be used for periodic assessment of progress and ultimately for project evaluation.

prosecution; being the Chairman coupled with the partnership of the Ministry of Justice imply that the delays in prosecuting offenders will be minimized, and this will be a great advantage for NAPTIP in fulfilling the component of its mandate that relates to the prosecution of trafficking offenders. In this regard, the MDAs have been able to maintain ownership and have always shown support by ensuring participation in the project's activities. The MDAs are satisfied that they are likely to sustain the gains so far made because they have been able to work with other partners under this project to tackle irregular migration and have gained a better understanding of anti-trafficking issues. Such collaborative efforts are likely to continue through their leadership and commitment, all emblematic of the project's emphasis on ownership.

The WLOs are target organizations that have been fighting the menace of human trafficking on their own even before the project started. They have partnered with the project to fight a common cause. Strengthened by the activities carried out by the project including capacity-building activities, they are in a much better position to continue with the fight against human trafficking. However, while the large WLOs can leverage on alternative sources of

funds with a high likelihood of continuing the fight, the small organizations are going to be less able to sustain the tempo due to funding challenges. As far as the WLOs are concerned, sustaining the project's achievements will be limited to activities such as the capacity-building of other WLOs in anti-trafficking communication strategies and anti-trafficking campaigns in schools and rural communities. Even then, such activities will be limited to their areas of coverage (Edo and Lagos states). Extending those activities to other states for greater impact would require additional resources (human and financial) which the opportunity of a second phase of the project can provide. The activities relating to policy reforms, especially VAPP policies in other states, are also well beyond what can be sustained by the project participants and will require accommodation under future project interventions.

Finding 30: The capacity of duty bearers (MDAs, LEAs) and rights holders (WLOs, community leaders, male champions) has been strengthened by the project through training workshops on the prevention of forced migration and TiP, as well as protection of VoT.

Besides, activities in the areas of policy review, gender mainstreaming and human rights constitute the basic pillars of the project's exit strategy. With the results achieved in these areas as earlier presented (Tables 6 & 7) and assurance of implementation of the Gender Policy and the Amended VAPP, the sustainability of the gains is evident.

Finding 31: The evaluator found that the project achievements are widely acclaimed and can make the effects of the project long-lasting. In other words, there is the likelihood of continuation of the gains derived from the project.

For instance, the strategic partnership between the project and NAPTIP forged by UN Women (see Finding 3) has led to the training of personnel across the zones, and the creation of more operational units. These are positive developments from the project. The trained personnel will be in a position to continue to carry on their duties with better understanding,

and with the expectation of better results. The adoption of a new gender policy and amendment of VAPP Act in Edo State and the fact that the operation of the policy has commenced shows that what the project has achieved will be in operation for some time to come. With further probes of these views from other stakeholders (service providers and community leaders), the evaluator found further evidence in support of the aforementioned achievements of the project being sustained. An excerpt from the views of service providers reveal the following:

I think even though the project has closed, NAPTIP knows there is a policy in place, regardless of whether the project is there or not. It is their own internal document, they have to pursue it and when the time frame lapses, they know they have to give an account of how far they have gone, what is left, what they need to do differently; they also acknowledge the fact that with the content of what they need to focus on, there are some of them that they need to mainstream into their own budget. At some point, we also did the costing of the gender policy, so they know that even if there is no development partner, the costing of this policy which this project also supports is something that they can mainstream into their own annual budget and ensure that it is implemented.

Besides, the activities of community leaders in continuously propagating the message from the project (based on the knowledge they have gained through participation in the project's awareness-creation activities) add to the bright prospects for the project's sustainability. According to a religious leader in Edo State:

"The power of information cannot be withheld. Once you know you know, and you should share with people. After the project, for every altar that I have climbed by the grace of God, and I have climbed about 40 altars in 2021, I tried to bring it in and point out the danger of trafficking. People tend to forget after a while. If not reiterated, people are likely to go back to it. In any case, people who have benefitted will keep talking about it. So it is likely that the information will continue to spread."

In the same vein, the WLOs which are already in the business of anti-trafficking campaigns

and whose capacity has been strengthened to be better champions to continue with the fight against TIP are continuing with their activities and expectedly with better understanding from knowledge gained under this project. Additionally, the MDAs will continue to be in existence and they are expected to deploy the knowledge gained through partnership with the project to continue to implement policies against irregular migration.

Also, the knowledge generated on the prevention of victims from being trafficked illegally through massive awareness creation involving the use of electronic and social media channels is a major benefit created by the project and this is likely to generate long-

lasting impact. For instance, the evaluator found that the social media campaigns on the documentaries (Episode 1-6) which were streamed on Facebook gained considerable traction and attracted a large audience, with a large number of persons indicating that they liked what they saw (see Table 10). Once on social media, there is the assurance that the information will continue to be recycled, with the potential of attracting more persons for quite some time. This is an indication that the awareness and knowledge generated by the project are bound to have long-lasting relevance in preventing forced migration and the trafficking of women and girls, thus further supporting the sustainability of the project.

Table 10: Distribution of Facebook Responses to Campaign Against Human Trafficking

S/N	Number of Shares	Number of Comments	Number of Likes	Number of Clicks	Audience Reach
1	30	84	22,000	2,181	90,465
2	50	58	22,000	10,462	203,127
3	23	92	22,000	6,967	199,059
4	11	61	24,000	3,391	155,574
5	28	95	23,000	2,198	92,520
6	27	43	14,000	13,031	193,324

Source: Underlying Data from CLEEN Foundation Quarterly Report July, 2021

Finding 32: The evaluator found that the extent to which partners’ financial capacity can maintain benefits from the project is limited. It also varies considerably across the different respondent types.

It was found that in the case of NAPTIP, it should be possible, to a large extent, to maintain the benefits (rising referrals, stronger inter-agency cooperation, more gender-responsive policy, etc.) During the interview NAPTIP highlighted that the possibility could be actualized through increased mobilization of resources and sensitization of members of the state task force, with the application of the knowledge already gained in this regard. This possibility should however be considered against the dwindling economic fortunes in the country which may affect the reliance on resource mobilization to boost financial capacity. Nonetheless, some project activities (such as the preparation of a Gender Policy, and the preparation of an operational framework for the Gender Policy) are likely to lead them to find alternative options to source

funds to maintain the project benefits. This observation is based on the insight gained by the evaluator as facts were cross-checked with other stakeholders. In this regard, one of the service providers has this to say on the prospects for boosting financial capacity to sustain the gains:

I think one other unique entry point of this project is that it also went ahead to cost the operational framework of the gender policy to have an idea of how much it will cost to implement. In the costed work plan, there are [sic] information there that shows that NAPTIP is to take care of development partners...funding avenues have been identified in the course of the work.... So, I think the project, even though it ended, has left them with a lot of follow-up points that they can independently follow-up on and ensure that the gains are sustained.

Moreover, when the issue of financial capacity to maintain the benefits (anti-trafficking awareness creation, building capacity of personnel, (VAPP) law reforms, preparation of

gender audit report) was discussed with partner MDAs, the response was that state MDAs have low financial capacity in view of the fact that they have other priorities apart from human trafficking, unlike NAPTIP which has a statutory mandate for trafficking in persons.

From interviews with other partners (WLOs) in Edo State, the large organizations claimed that they have financial capacity, to a large extent, to enable them to maintain the benefits (such as capacity-building, awareness creation about the menace of human trafficking, organizing town hall meetings on anti-trafficking issues, anti-trafficking campaigns in schools), leveraging on ongoing projects on the prevention of human trafficking and other related projects. However, the small WLOs maintained that they are unlikely to have adequate financial capacity to maintain the aforementioned benefits unless they have external financial support.

Finding 33: The evaluator identified innovative outputs resulting from the implementation of the project (see Finding 9). The outputs are the Gender Policy and the Gender Audit Reports. Further actions and replication of these innovations can accelerate progress towards tackling irregular migration and generate effects that are likely to be long-lasting.

The implementation of the gender policy had commenced in earnest and this was made possible by the operational framework provided under the project. From interviews with NAPTIP, the evaluator found that the gender policy was aligned with the National Action Plan on Human Trafficking in Nigeria 2022-2025 which was developed by NAPTIP early in 2022 implying that the utility of the project's outputs can be long-lasting. With regard to the replication of the gender audit, however, activities have been limited. It was found that the gender audit activities were first carried out in respect of the two focal states – Edo and Lagos. However, the high interest the GAR generated among stakeholders prompted NAPTIP's request to UN Women and the government of Italy to carry out a Gender Audit

of protection services in the Federal Capital Territory, Abuja. The request was considered and granted by UN Women, leading to the award of an additional 70,000 USD to CLEEN Foundation to replicate the gender audit activities in Abuja. It was found that up-scaling the GAR beyond the focal states could not be accommodated under the project since the geographical coverage of the project was limited by design to only two states. It was their opinion, however, that it should be helpful to accommodate replications to other states in a future phase of the project, if possible.

In sum, the stakeholders expressed satisfaction about the sustainability of the benefits created by the project. The evaluator found that the project built strong ownership for the outputs delivered, strengthened the capacity of duty bearers and rights holders and there is the likelihood of continuation of the benefits created by the project. The stakeholders expressed satisfaction that the prospects for sustainability are bright on account of these factors with an overall rating of B. Part of the strength of the project in the area of sustainability is the generation of innovation and outputs which stakeholders will continue to rely on in their efforts to tackle the menace of forced migration and TiP. In this regard the GAR was highly relevant especially because it highlighted the inherent gaps in the victim protection arrangements. Part of the strengths are the findings that revealed the fact that sexual exploitation and forced labour are the most prevalent forms of trafficking and the source of forced migration. Also highlighted by the report is the urgent need to enhance technical expertise in gender with regard to knowledge and skills related to law enforcement agencies to effectively tackle the aforementioned issues. The report also revealed the absence of uniform referral mechanisms or guidelines within the states, and limited understanding of the guidelines on the National Referral Mechanism for Protection and Assistance to Trafficked Persons. It consequently recommended the harmonization and simplification of the referral pathways. These recommendations are already being addressed by NAPTIP. Indeed, following the launching of the report, protection

service providers in Lagos and Edo states started to prioritize gender in their interventions.

Nonetheless, there are two areas of weakness that need to be emphasized. First is the issue of funding the welfare and livelihood-improving interventions for the victims of trafficking which was not addressed during the course of the implementation of the project. Second relates to the complaints by partners about the limited extent to which partners' financial capacity can maintain project benefits as well as the generation of new knowledge and practices for better results. If the desired impact of the project is to be fully achieved therefore, these weaknesses should be rectified and possibly be given priority in future interventions.

3.6 Coherence

The criteria of coherence is addressed by answering the main questions relating to 4 areas: (i) similarity of approaches between the project and other interventions to protect and empower women, (ii) the role of sister organizations, (iii) consistency with wider donor policy and (iv) correspondence with international frameworks for GEWE in project design and implementation.

Finding 34: The evaluator found similarity between the approaches used by the project and other organizations to prevent forced migration and trafficking of women and girls

The project used approaches such as (i) partnership with government and CSOs to build a stronger evidence-based response to irregular migration and (ii) the media campaign to discourage people from irregular migration (the "Not for Sale" campaign), and to strengthen the communications function of Nigerian anti-trafficking institutions. Such approaches were applied by the Stamp Out Slavery in Nigeria (SoSiN) in Edo State in 2018 and were similar to the use of partners such as MDAs, CSOs and WLOs in project implementation and the media campaigns (Blind Voyage) used under the UN Women project to raise awareness and challenge social norms that facilitate irregular migration. These approaches were employed to achieve

the common objective of strengthening the inter-agency collaboration and coordination response of the government and CSOs to human trafficking and unsafe migration in Nigeria.

The media campaign and engagement with community leaders employed by the project are similar to the approaches used by IOM to prevent irregular migration which also involved radio programmes and engagement with community leaders at the local government level. During the field interviews in Lagos one of the male champions provided the following evidence to this effect:

"IOM is doing [a] similar thing but [the focus of the] CLEEN Foundationis basically on trafficking and they go all out on this information dissemination and awareness creation. I am also an ambassador of IOM too. I started with CLEEN Foundation first before IOM came and we used to go everywhere with [the] Director of NAPTIP – to the radio, to everywhere we are going. They used to come to our own local government to talk about their own agency".

Finding 35: The evaluator found that sister organizations participated in the project, but to a limited extent. Beyond the participation in meetings, there was no sister organization found to have played a significant role in terms of leveraging their expertise and experience in bridging identified implementation gaps in order to make the project more effective and impactful.

The project established UN inter-agency collaboration and coordination in recognition of the potential synergies after holding several strategy meetings. In addition, an informal working group composed of UN Agencies (UN Women, UNHCR, IOM, ILO and UNODC) was created to share best practices, formulate joint recommendations on national policies related to gender mainstreaming, forced migration and trafficking and propose amendments. Partnerships with sister UN agencies were also created for further collaboration on illegal migration issues in Nigeria. For instance, given the feedback and the results of the National Referral Mechanism of 2015, UN Women and UNHCR developed a joint proposal for the

Multi-Trust Fund on Migration and organized several meetings with government agencies and CSOs for the actualization of the joint proposal. The joint initiative was built upon the expertise created in the field by both agencies and the need to restructure the NRM with a gender lens and a human rights approach. Also, both agencies jointly conducted a survey to collect nation-wide feedback from CSOs on the needed amendments to the document. Besides, the survey served to provide an evidence base for the project and reinforce support for gender mainstreaming into the overall legal framework of human trafficking in Nigeria.

Interviews with the IP Team further revealed that at the implementation stage, the project maintained close relationship with the IOM in terms of ensuring the participation of staff of the IOM in project activities. For instance, two officers (a male and a female) represented the IOM in Edo and Lagos at several project meetings (Project inception meeting, Pre-methodology meeting, methodology meeting) and provided valuable technical support and relevant input critical to the development of the gender audit tools for the gender audit in Lagos and Edo states. Other than the participation in meetings as indicated and the informal relationship that was established, there was no sister organization found to have played a significant role in terms of the joint implementation of components of the project, or leveraging of expertise and experience in bridging identified implementation gaps in order to make the project more effective and impactful. Evidence from discussions with NAPTIP suggests that it would have been possible to meet the economic empowerment needs of VoT with a view to improving their livelihoods if the project had collaborated with relevant sister organizations like the IOM for necessary intervention. If such partnership had been created, the project would have been more impactful.

Finding 36: The evaluator found that the design and implementation of the project were in alignment with broad donor policy as well as national and international frameworks for GEWE.

As a matter of broad policy, a donor decides to fund a project having due consideration to the goal that has to be achieved and the comparative advantage of the implementing agency in addressing the thematic areas of the project. Based on interviews with the donor representative, this project was designed in line with the broad goal of the Italian government (that funded the project) which was to fight trafficking within the larger resolve of Italy to arrest migration. According to the representative of the donor,

“In 2015/17, we had a huge wave of illegal migration; over 50,000 came to Italy from Nigeria and there was a national emergency and it was associated with a lot of criminal activities; so it was a national emergency indeed and we said, let us work on the root causes and when they decided to choose a partner, UN Women was chosen.”

The evaluator found that the choice of UN Women was borne out of the conviction that its operational framework is in alignment with key international instruments that protect women’s rights and that this would reflect in the design and implementation of the project. In addition, the donor representative confirmed that they actually observed compliance in this regard during implementation, judging by the results achieved and the participation of women in the project activities (see Finding 8).

With regard to alignment with national and international frameworks in support of GEWE, the evaluator found that the project has correspondence with relevant national and international conventions, charters and protocols supporting the rights of women and girls which are evident from the review of available documents. These instruments make provisions for the prevention of forced migration, the prevention of trafficking in women and girls, the abolition of forced labour and the prohibition of trafficking in children for any purpose; these are the main intervention areas under the project as earlier explained (see Finding 4). Specifically, in alignment with the provisions of the identified international instruments that support the rights of women and girls, the project supported and strengthened the gender-responsiveness of NAPTIP to facilitate prevention, protection, prosecution and partnerships during the

course of implementation. Evidence of alignment is also exemplified by the incorporation of the VAPP Act in Nigeria and some of the international instruments into the training materials used in the various capacity-building activities, the production of a report on the policy review of Edo State legal instruments and institutional framework on trafficking and forced migration and the amended Edo State VAPP Act which was assented to by the Governor of the State on the 17th of June 2021 (see Finding 4).

In the light of the foregoing and on the basis of the satisfaction expressed by all the respondent types in this assessment, the project is highly rated as far as coherence is concerned with an overall rating of B. As expected, the project empowered women to have a voice and strengthen their capability to tackle the menace of human trafficking. The project was designed and implemented in complete alignment with international frameworks for GEWE given its focus on target-led interventions involving partnership with duty bearers (NAPTIP, MDAs) and rights holders especially WLOs in delivering the project results. Despite the level of coherence observed, the situation can be improved by addressing the observed weaknesses relating to the lack of significant collaboration with relevant sister organizations in achieving the project objectives. For instance, the project could have been more impactful if there had been better collaboration with IOM in tackling the priority issues of trafficking in humans using the comparative advantage of each agency and leveraging joint resources to provide assistance for VoT to create an impact on the livelihoods of the project beneficiaries.

3.7 Gender Equality and Human Rights

The assessment of gender and human rights focused on the integration of these components in the project design and implementation, the extent to which gender and human rights concerns are reflected in project service delivery, the degree of satisfaction of stakeholders with the project's compliance with development effectiveness principles (transparency, accountability, anti-corruption etc.) and the project's contribution to

changes in the quality of life of women and girls.

Finding 37: The evaluator found that considerable attention was given to gender equality and human right issues under the project. There was integration of gender and human rights concerns in the project design and implementation.

Inherent in the project activities implemented and the results achieved (see Finding 8) is the interwoven nature of gender equality and human rights. This is explicit in such human rights issues as gender-based discrimination, the economic disempowerment of women (e.g. money not given to (sex) workers but to their agents), forced or early marriage and pre-marriage pregnancy associated with trafficking, forced migration, violence against women and girls, violence against men and boys, and trafficking in persons, which the evaluator found to be integrated into the capacity-building programmes offered to project beneficiaries (WLOs, CSOs, Media, LEA, MDA). All these were reflected in the activities of the project through partnership with NAPTIP in achieving the project objectives.

From the document reviews and field interviews the evaluator found that gender equality and human rights issues are reflected in activities relating to gender policy and gender mainstreaming, the VAPP Act review and amendment, the gender audit as well as knowledge and awareness-creation activities implemented by the project based on the understanding of the interconnectedness of gender equality and human rights. Arguably, gender equality (for instance in economic empowerment) can prevent violence against women and girls, because it is essential for economic prosperity and ultimately it will avert violence. Thus, gender equality is a human rights issue. Once it is guaranteed, it will reduce the rate of violence, especially on women, who are most vulnerable to human trafficking. With regard to the specific focus of project activities on human rights, the evaluator found that the knowledge and awareness-raising activities deployed media campaigns (a 13-week radio programme) in Edo and Lagos states highlighting 13 different thematic areas

which sensitized the public on human rights violations in the form of human trafficking.

As regards gender equality concerns addressed by the project it is apt to stress that basically the focus of the project on trafficking in women and girls is consistent with the fact that the preponderance of the mandate of NAPTIP (a major duty bearer in the implementation of the project) is about women and girls. The evaluator found that NAPTIP's partnership with UN Women, as designed in this project, is a demonstration of a strong commitment to pursue gender mainstreaming through the instrumentality of a Gender Policy that was produced, launched and adopted during the life of the project (see Finding 8). The evaluator found that the project has stimulated the interest of stakeholders on the importance of gender in the prevention of forced migration and trafficking in Nigeria by encouraging them to prioritize gender issues in the fight against forced migration and women trafficking in the focal states. For instance, some of the issues like the protection of trafficking victims in a gender-balanced manner (recognizing the distinct needs of girls, pregnant women and boys) and the provision of assistance to empower various categories of returnees are reflected in the project's work on gender audit which was well received by key stakeholders especially NAPTIP, resulting in the National Launch of the published Gender Audit Report in Abuja by UN Women in 2021. The views of a project beneficiary reported by the IP in the aftermath of the launch show that "the gender audit report of shelters is highly relevant as it x-rayed the gaps in the system...protection service providers visited in Lagos and Edo states respectively have continued to prioritize the identified gender issues".

Based on document reviews and field interviews, the evaluator found that, in recognition of the role of men in jointly fighting the human trafficking menace, the project deployed male champions in raising knowledge and awareness about the ills of TiP. This was to effectively address the menace in view of the fact that the offenders are preponderantly males, though with female conspirators, while the victims are mainly

women and girls. In addition, the project also launched HeForShe campaigns to widen the scope of support of men in tackling the issue of irregular migration. In this connection, the project designated male dignitaries as HeForShe crusaders which cut across various stakeholders to widen the scope of support and enhance effectiveness. In Edo State for instance the evaluator found that out of a total of 39 dignitaries recruited into the campaign, 3 were from the executive arm of government, 10 from the legislature, while 18 were from the judiciary. And from the category of non-state actors, 2 were religious leaders while 6 were traditional rulers.

Other specific activities which the evaluator found to have addressed gender equality were (i) Development and screening of a six-episode documentary based on five different thematic areas. Three of these episodes were screened in six selected secondary girls' schools within Edo State to educate younger generations on the prevention of trafficking in women and girls. Additionally, the project contributed to the release of two videos on "Women and Human Rights" and on "Violence Against Women" within the context of UN Women's Generation Equality Campaign. The two videos were part of 12 advocacy videos produced by UN Women to address the 12 critical areas of concern of the Beijing Platform for Action in the context of the Gender Equality Campaign, (ii) Strengthening gender-analysis capacities for CSOs and law enforcement agencies to implement gender-responsive, survivors-centred policies and services for women migrants and survivors of trafficking through capacity-building interventions conducted with UN Women's support.

In spite of the satisfaction of stakeholders and project beneficiaries with the performance regarding GHR, which resulted in an overall rating of B, there is an important gap in fully addressing the GHR concerns in the project. This gap is the inadequacy of funds to meet the needs of the victims of trafficking to ensure that the desired benefits from the protection of their rights are derived in the form of access to economic empowerment opportunities. As pointed out earlier, this challenge has limited the performance of the project in terms of being

able to improve the livelihoods of the beneficiaries.

Finding 38: The evaluator found that gender and human rights concerns were reflected to a large extent in the delivery of project services. This is evident in many ways including (i) the project's partnership with NAPTIP, (ii) the building of inter-governmental relationships in tackling the menace of forced migration and TiP, (iii) the pursuance of gender mainstreaming and (iv) the review of the VAPP Act (see Findings 8 and 39).

These actions were undertaken in recognition of the fact that existing legal frameworks on migration, the prevention of forced migration and trafficking, policies, laws, and normative instruments, were not gender-sensitive and could not effectively address the root causes of trafficking in women and girls, such as gender inequality and the feminization of the labour market. In addition, there exists a conflict between the federal and sub-national governments regarding mandates to implement federal acts or laws, particularly in the case of the VAPP Act. The custodian and mandated governmental body to execute the Act is embodied in NAPTIP at the federal level, leaving the states with a limited capacity to enforce the Act and consequently address inequalities. Moreover, despite steps taken by the Government to address forced migration and human trafficking, including the important work of the National Agency for the Prohibition of Trafficking in Persons (NAPTIP), interventions had neither adequately taken into account the differences in the migration and human trafficking experiences of men, women, boys and girls, nor developed tailored responses targeted at their particular concerns. It was found that this had led to a largely gender-neutral law enforcement approach, leaving the specific needs from the demand-side relatively unaddressed. For instance, the VAPP Act is gender neutral as it failed to consider the distinctive roles played by both males and females as perpetrators and as survivors.

The evaluator found that under this project, UN Women mitigated the above challenges by

engaging all stakeholders in the policy review, by establishing a strategic partnership with NAPTIP, by engaging all the law enforcement agencies to address the gaps, by mainstreaming gender and ensuring sustainable and long-lasting results, and also in terms of the coordination for the enforcement of relevant Acts. The evaluator also found that stakeholders also have a clear perspective on the ways in which gender and human rights are reflected in the implementation of the project. Excerpts from the service providers in this regard revealed the following:

All the areas that I have come in [sic] are actually gender related. The reason why the NAPTIP Gender Policy was commissioned to be written was solely as a result of the need to further strengthen NAPTIP in its response to violence issues and [the] trafficking of persons through a gender policy. So the GP was developed as a need to fill gender gaps or any gender related issues that might arise in terms of focusing on the key areas of the mandate of NAPTIP from the view of [a] gender perspective. The policy was developed with an operational plan to guide NAPTIP in its implementation and it also went further to commission a process of developing a training manual with which NAPTIP personnel were trained and supported to have the necessary knowledge to develop the interest to implement the gender policy from a gender perspective. So, overall, the issue of trafficking was tackled from the onset in terms of focusing on the primary agency - the first responder when it comes to trafficking in persons...The interesting part is about NAPTIP being the custodian of the Act on issues on violence against persons.

When you talk the [sic] human rights, non-discrimination is a part of it...NAPTIP as an institution...has been positioned to the needs of its constituency... It is not that NAPTIP doesn't work with women and boys and men as well, but the policy area is about strengthening the ability to ensure that relation when it comes to dealing with each mandate area. I would want to say that in terms of human right, the policy document is one that has provided from time-to-time training for personnel to

respect the human rights of each victim, survivors and to also respect the human rights of the personnel who work on these issues. One or 2 of the modules of training for personnel also covered issues around human rights protection, violation and also prevention of abuses of the human rights of the survivors and victims and the personnel as well. (Training manual on how to implement the gender policy). There was no gender policy before now...they made several attempts to put things together but none of them pull [sic] through to policy and none of them have worked through the process that this particular one worked through. This process took it from the beginning, involving staff, holding meetings with staff members, the DG, talking to zonal commanders, talking to different cadres of personnel within NAPTIP, before the policy was developed, validated and then adopted.

In addition to the evidence that GHR was reflected in the delivery of services as shown above, interviews with NAPTIP further revealed that the Gender Policy would be implemented. The evaluator found that the prospect for the implementation was brightened by NAPTIP's confirmation that an operational plan that would be helpful in taking the process forward to the implementation stage had already been put in place.

Finding 39: It was found that there was a high degree of satisfaction of stakeholders with the project's compliance with development effectiveness principles such as transparency and accountability.

With regard to steps taken to ensure transparency and accountability the evaluator found that (i) financial transactions followed UN Women established financial and reporting guidelines enshrined in the contracts of implementing partners and service providers (ii) participants in project activities were promptly reimbursed in respect of submitted receipts in accordance with existing guidelines, (iii) information-sharing between UN Women and IP was prioritized as mandated by the managerial framework of the Steering Committee that ensured period meetings to review milestones, (iv) there was regular communication between UN Women and IP

and so transparency was assured and (v) UN Women always ensured that the IP maintained strict compliance with budget lines. In addition, IPs complied to a great extent in meeting submission deadlines of reports (quarterly progress reports, donor reports, performance monitoring reports) in accordance with agreed work plans and funds disbursement schedules. These findings are consistent with the results of the financial record analysis which revealed that there were no slippages in the release of funds as evidenced by the lack of deviation between funds allocated to each of the project activities and actual expenditure (see Finding 11).

Finding 40: Despite the fact that the project has achieved results in line with the results framework (see Finding 8) there is no evidence of its contribution to changes in the quality of life of women and girls in any tangible sense.

From the interviews with stakeholders, the evaluator found that the stakeholders expressed satisfaction with the integration of gender and human rights in the design and implementation of the project, with an overall rating of B. This indicates that they were satisfied with the integration of these components in the project design and implementation, and the extent to which gender and human rights concerns were reflected in the project service delivery. The major strengths in this regard include the following: (i) The harmonized gender audit report and the unique findings from the gender audit have influenced NAPTIP's plan to undertake an additional gender audit in FCT with UN Women's support and in collaboration with CLEEN Foundation (the IP) as a step to further expand a gender-sensitive approach in the Country and (ii) Leaders of Women-led organizations from the community level have been fully engaged on capacity-building sessions in enhancing the decision-making power of excluded groups vis-à-vis policies that affect their lives. They have created avenues for increased dialogue and participation of these groups with local and national governments in relation to the policies. For example, the series of trainings in both states had a rich attendance of excluded

groups within community-level women organizations. The trainings witnessed a cross fertilization of ideas on critical policies that affect the lives of the people.

The project contributed to enhancing the decision-making power of excluded groups vis-à-vis policies that affect their lives and has created avenues for increased dialogue and participation of these groups with local and national governments in relation to the policies. Nevertheless, an observed area of weakness with regard to GHR relates to the lack of assistance to economically empower the women and girls in order to have a change in their quality of life. In the first place, these groups are vulnerable to forced migration and trafficking due to their poor economic situation. Moreover, those who are victims and who are to be integrated into the society with their human rights protected did not derive any tangible benefits that can improve their quality of life.

Beyond the fact that socially excluded populations, including women and girls have been substantially involved and included as project partners/participants in meetings held towards the implementation of the project, there was no specific intervention to provide any assistance in the form of economic empowerment to improve the quality of life of women and girls especially the VoT whose rights were being protected through the project activities (see also Findings 17 and 18).

3.8 Disability Inclusion

Disability inclusion is assessed by considering the extent of inclusion of persons with disabilities (PWDs) and the proportion involved in project activities, evidence of mitigating the barriers faced by PWDs, and contributions to meeting the needs of PWDs and facilitating changes in their quality of life.

Finding 41: The project recognized PWDs as socially excluded populations in the society and they participated in some of the project's activities. PWDs participated in capacity-building workshops for WLOs and Townhall meetings. Even though the project was conscious of disability inclusion, the proportion of PWDs that

participated in project activities was quite low.

The evaluator found that project implementers always ensured that PWDs were included in project activities by liaising with their associations, requesting representation as the need arose. There were no hard data to validate this level of representation; however, all respondent types during the field interviews confirmed that they have seen some PWDs attending some of the activities. The issue was further verified from the IP Team and key partners who confirmed that PWDs' representation in project activities could be up to 15 per cent of participants in each of the focal states – Edo and Lagos.

Finding 42: The project always made efforts to address the physical barriers against the participation of PWDs in some of the project activities which they have been invited to attend.

The project faced no peculiar barriers in inviting PWDs to their activities. The PWDs were often reached through the leaders of their associations who would ensure attendance. The evaluator found that when PWDs were expected to participate in any event, conscious efforts were always made to ensure that the hotel venues have ramps to facilitate easy access by PWD attendees.

Finding 43: The project contributed to meeting the needs of PWDs in terms of knowledge creation and raising awareness about the menace of forced migration and the trafficking of women and girls, including PWDs. The contribution to changes in their quality of life was however insignificant just as it was the case with other project beneficiaries (see Findings 17, 18 and 35).

The evaluator found that the project contributed to meeting the needs of PWDs as far as the project outputs and the achievement of results were concerned, in accordance with the leave no one behind (LNOB) principle usually applied in UN project interventions. From the field interviews, the evaluator found that the PWDs participated in the trainings and

sensitization workshops. The radio programmes in Edo and Lagos states also actively had sessions to discuss and raise awareness on the trafficking challenges faced by PWDs including the emerging incidence of 'organ harvesting' being experienced by victims of trafficking and to which PWDs are particularly vulnerable.

In sum, the strengths of the project in terms disability inclusion are exemplified by the conscious effort made by the project implementers to include PWDs in the project activities and to encourage attendance by ensuring ease of physical access, earning them an overall performance rating of C. There are three areas of weaknesses observed

during the course of the evaluation to which considerable attention needs to be given in future interventions. These are (i) The non-integration of disability inclusion into the design of the project, (ii) The fact that the provision of support to PWDs for effective participation in training workshops and Town Hall meetings, especially the provision of interpreters to assist PWDs who are hearing impaired, was not prioritized. The evaluator gathered from the field interviews that this is a major weakness which some PWDs complained about during some of the workshops; (iii) The low level of participation of PWDs and (iv) The lack of interventions targeted at improving the quality of life of the PWDs included in the project.

4. Conclusions

4.1 Relevance – The relevance of this project was clearly not in doubt as stakeholders and beneficiaries expressed a high level of satisfaction in this regard. The project delivered outputs in relation to the clearly specified objectives and in a manner consistent with the results framework and theory of change. It also met the needs of key partners (NAPTIP, WLO, LEA) to a significant extent (see Finding 3). Inclusion of human rights priorities in project design and implementation was evident in addition to the fact that the project was well-aligned with the legal framework for the protection of women and girls from trafficking and violence against persons (VAP) as enshrined in international laws and conventions as well as Nigerian laws (Finding 4). The project also effectively built relationships with key partner organizations: the National Agency for the Prohibition of Trafficking in Persons (NAPTIP), the Edo state Task Force on anti-human trafficking, the Gender Unit of the Nigeria Police Force, the National Human Rights Commission, the Nigeria Immigration Service, the Nigeria Custom Service, the Nigeria Security and Civil Defence Corps, the National Drug Law Enforcement Agency, and the Nigeria Correction Service. This was done in a seamless manner, based largely on the trust and confidence they had in UN Women.

Building these relationships and partnerships was a reflection of the favourable perception of UN Women's comparative advantage to lead the implementation of this project. It was also borne out of its reputation as a renowned organization with a mandate to champion the course of GEWE (Finding 5).

Nevertheless, it is important to stress that the design of the project was not fully participatory as it failed to involve key stakeholders in the articulation of the activities that were carried out and in the outcome areas in which results were expected. Out of nine possible categories of stakeholders (see Table 1), only one (LEA – NAPTIP and NPF) was contacted by CLEEN Foundation to secure a letter of partnership that was submitted together with the proposal for implementing the project. If the key partners and stakeholders had been involved, the glaring omission of livelihood-improving interventions would have been avoided and in the end the project would have been more impactful.

4.2 Effectiveness - The implementation of the project was very effective. The project had an effective implementation structure which provided solid support for the activities carried out and services delivered. It also had a detailed results framework, with monitoring

indicators and output targets in each of the two outcome areas (Finding 7). These have enabled the project to make significant contributions in providing an enabling gender-sensitive policy environment capable of addressing forced migration and in increasing gender-sensitive information to contribute to the prevention of women's irregular migration and trafficking in line with the articulated theory of change (Finding 8). Additionally, the project created new knowledge and practices – the Gender Policy, and the Gender Audit Report – which generated wide interest among stakeholders on the importance of preventing the trafficking of women and girls in Nigeria and the need for gender-responsive service delivery, and whose potential benefits are being increasingly recognized by policy actors (Finding 9). Although implementation faced a number of externally induced challenges, it was possible for the project to overcome them by making necessary adjustments and adopting workable options (Finding 10). Despite the adjustments made however, the challenges (the COVID-19 pandemic, and political turmoil in Edo state) somewhat adversely affected the performance of the project.

4.3 Efficiency – The project has achieved a reasonable level of efficiency with inherent strengths and weaknesses. Whereas the project was cost-effective with a total delivery rate devoid of deficit or surplus spending (Finding 11) it floundered in terms of overall timeliness of project delivery on account of delays caused by the COVID-19 pandemic and the political turbulence in Edo state (Finding 12). Whereas the allocation of human resources for the overall management of the project was appropriate and adequate, there are imbalances in the financial allocation resources which have tended to curtail the performance of the project in terms of efficiency (Finding 13).

The project had a well-laid out implementation and organizational structure with necessary managerial support and a coordination mechanism and active participation of duty bearers and rights holders that contributed to the achievement of project targets (Finding 14, 15 and 16). However, the implementation

structure was bedeviled with weaknesses such as the belated design of the composition and numerical strength of the steering committee charged with coordination function, as well as delays in the commencement of the committee's work. Consequently, the few opportunities that arose (Finding 20) were not actively pursued and recommendations emanating from monitoring activities were not acted upon, partly due to the lack of quantitative content of the monitoring information that supports evidence-based decision making (Findings 17 and 18).

The project would have been more decisive, proactive and expeditious in implementing remedial measures in order to make reasonable progress according to the work plan as delays were encountered, but for the lack of proper assessments of risks and mitigation measures at the design stage of the project; (Finding 19) this has negatively affected the efficiency of the project as far as overall timeliness of project delivery was concerned.

4.4 Impact - The extent to which the project is on track to achieve the desired impact is quite significant judging by the changes that have occurred as a result of the project's achievement. Positive changes have occurred in relation to gender equality and human rights due to the implementation of this project, as evidenced by policy in NAPTIP that women and men must be equally treated, the establishment of gender units at the state commands, and the reflection of gender balance in matters relating to promotion, appointment and training (Finding 25). The results achieved by the project in terms of raising the level of awareness and knowledge of the public contributed to the rising level of public complaints about human trafficking cases, referrals, and the prevention of trafficking in Edo and Lagos states as potential victims of trafficking took actions to evade the antics of traffickers (Findings 21, 22, 23, 26 and 27).

Awareness creation about forced migration and trafficking in secondary schools has tended to reduce human trafficking as the project's activities changed students to a

higher level of rights holders who were actively engaged in anti-trafficking campaigns among students. In Edo state, in particular, it would have been possible for the project's success in awareness creation to result in the establishment of anti-trafficking clubs in secondary schools, but for the absence of guidance and counselling units. This indicates the advisability of the involvement of school management committees, which are responsible for approving such units, and the importance of awareness raising activities of the project rather than focusing only on students (Finding 24). By and large, assessment of the progress made by the project towards achieving the desired impact would have been more definitive, but for the paucity of statistical data. This is a gap which future interventions must bridge, by way of allocating resources to capture the collection of relevant statistical data as part of the monitoring and evaluation framework. In this regard, data that would be quite helpful can be seen as follows: the (i) number of trafficking complaints received by NAPTIP before and during the life of the project, (ii) number of referral cases before and during the life of the project, (iii) level of trafficking awareness before and during the life of the project and (iv) level of support for gender equality and human rights.

4.5 Sustainability – The project had strong ownership arrangements which suggest that gains derived from the project are likely to be sustained. Nonetheless, the extent to which sustainability can be achieved and the type of activities and achievements that are likely to be sustained vary among the partners (Findings 29 and 30). Specifically, activities in the areas of policy review, gender mainstreaming, and human rights constitute the basic pillars of the project's exit strategy and with the results achieved in these areas, the sustainability of the gains is a possibility (Findings 7 and 8, 30).

The MDAs are likely to sustain the gains made so far because they have been able to work with other partners under this project to tackle irregular migration and have gained better understanding of anti-trafficking issues. However, the activities relating to policy reforms, especially VAPP policies in other

states and upscaling of innovations such as gender audit reports are well beyond what can be sustained due to financial limitations. They will require accommodation under future project interventions (Findings 32 and 33).

The large WLOs can leverage alternative sources of funds with a high likelihood of continuing the fight against irregular migration, whereas the small organizations are going to be less able to sustain the tempo due to limited financial capacity (Finding 31).

4.6 Coherence - The project demonstrated a considerable level of coherence. The project was designed in line with the broad goal of the Italian government (that funded the project) which was to fight trafficking within the larger resolve of Italy to arrest migration. It corresponds with national and international frameworks for GEWE (Finding 36). The approaches used by the project (use of partners such as MDAs, CSOs and WLOs in project implementation, and the media campaigns (Blind Voyage) used under the project to raise awareness and challenge social norms that facilitate irregular migration) were similar to those used by other international organizations to achieve the common objective of strengthening inter-agency collaboration and the coordinated response of the government and CSOs in the fight against human trafficking and unsafe migration in Nigeria (Finding 34).

However, other than the participation in meetings by sister organizations and the informal relationship that was established, there was no sister organization found to have played a significant role in terms of joint implementation of components of the project or leveraging their expertise and experience in bridging identified implementation gaps in order to make the project more effective and impactful. There was no evidence of any relationship that yielded direct positive feedback into the processes leading to the achievement of the project's targets. A more result-oriented collaboration would have been helpful in strengthening the remarkable area of weakness observed in the implementation of the project relating to the lack of interventions to economically empower the project

beneficiaries so as to improve their quality of life (Finding 35).

4.7 Gender Equality and Human Rights -

Gender equality and human rights were reflected to a significant extent in the design and implementation of the project. Their reflection was motivated by the fact that differences in gender expectations make women disempowered, poor and disadvantaged as they are lured into human trafficking under the guise of access to decent work to earn a living and often fall victim to violence against persons (Finding 37). Gender and human rights concerns were also reflected to a large extent in the delivery of project services (Finding 38). The project contributed to enhancing the decision-making power of excluded groups vis-à-vis policies that affect their lives and has created avenues for increased dialogue and participation of these groups with local and national governments in relation to the policies. Nonetheless, the project failed to provide access to economic empowerment opportunities to VoT and to the women and girls that were the targets of the

project's activities so as to have a change in their quality of life (Finding 40). This is a major weakness in the design and implementation of the project, judging from the overall goal of the project, and the project expectations from the theory of change.

4.8 Disability Inclusion – The project paid emphasis to disability inclusion by ensuring that PWDs participated in project activities in the focal states. However, the level of participation was quite low (Finding 41). This is not unconnected with the inability of the project to provide all the necessary support for their effective participation at project activities. As far as the project outputs and achievement of results were concerned, the project however contributed to meeting the needs of the PWDs. Nonetheless, there are two major weaknesses as far as disability inclusion is concerned. The first relates to the non-consideration of disability inclusion in the results framework and the second to the inability of the project to provide interventions to assist PWDs in the improvement of their quality of life.

5. Lessons Learnt

5.1 Demand-driven interventions tend to be result-oriented.

During the course of the evaluation, it was found that the motivation for this project clearly addresses a need to solve a serious problem that was ravaging the society nationally and internationally. The interventions were demanded by partners (Donor/Funder, UN Women, NAPTIP) who have critical roles to play in tackling the menace of forced migration, and the trafficking in women and girls. There was a strong demand (by partners) for the flagship products – Gender Policy, Amended VAPP Act, Gender Audit Reports. Their production was enthusiastically pursued and are being put to use rather than being shelved as has always been the case with many policy documents in the past. Driving the design and implementation of this project with such a widely recognized need is a great prerequisite for the overall success of this project. These are lessons learnt from the review of documents, as well as from interviews with

stakeholders during the course of the evaluation. Such lessons should be incorporated as part of the sustainability mechanisms in future anti-trafficking projects.

5.2 Strong partnerships and collaboration can strengthen ownership.

The leadership and high level of commitment demonstrated by key partners (NAPTIP, WLO, LEAs) defined the strength of ownership achieved under the project. This strength has resulted from the partnership arrangements, stakeholder consultations and frequent engagement during the course of implementation of this project. Indeed, the hope that the benefits of this project will be sustained and that future anti-trafficking activities will be supported by the government is contingent upon the approach by UN Women of ensuring that the buy-in of key partners was secured in carrying out project activities. The lesson is that these factors must

weigh heavily on decisions about replication of the benefits and up-scaling of innovations of a follow-on project.

5.3 Success in realizing the benefits of capacity-building interventions depends largely on the clear identification of duty bearers and rights holders.

This lesson derives from the design and implementation of the project. It reflects clearly in this project beginning with the recognition by the Donor Partner (Italian Government) at the design stage that the UN Women that was the bearer of primary responsibility in the implementation of this project had a comparative advantage as a champion in promoting GEWE. In addition, the design and delivery of technical support to government and non-government organizations must be borne out of a clear assessment of needs so as to be effective in filling existing gaps. It must also have significant contribution to the achievement of set targets under the project. These are lessons learnt during the course of the evaluation arising from the project's activities relating to the Gender Policy, the costing of the implementation plan, capacity-building for NAPTIP's personnel to effectively implement the plan, as well as the capacity-building relating to the amended VAPP Act. It was also learnt that if livelihood-improving interventions had been included in the project it would have been more impactful. Thus, a proper assessment and understanding of the needs of the project beneficiaries should be an integral part of a future anti-trafficking project.

5.4 Partnering with partners having complementary characteristics is a success factor.

The rights holders that participated in the project have a common focus on fighting irregular migration but differ on account of scale/size of operation, operational experience and access to funds. This mix is a feature that can be supportive of networking activities which in the long-run can facilitate project sustainability. Bringing these rights holders together for the implementation of this project has enabled them to share experience, learn from one another in the process, and be empowered to continue fighting irregular migration. In that way, the less endowed can

gain credentials to attract external funding while the relatively more endowed can be in the forefront to consolidate the benefits derived from participating in the project, thus enhancing sustainability. The lesson learnt during the course of evaluation is that the larger organizations have better financial capacity to sustain the gains of interventions than the small organizations. This should be factored into the capacity-building activities for partners in a future project.

5.5 Maintaining donor support throughout the life of a project can enhance effectiveness.

Maintaining close and effective communication with partners and donors is an important factor in achieving the project outcomes. Donor support and collaboration must be sustained throughout the life of the project, not only to optimize project results but also to ensure that the expectations of the donor and other stakeholders are fully met. This lesson was derived from the implementation of the project; donors attended some flagship activities such as the launching of the GAR and HeForShe campaigns which they considered a means of assessing commitment of project beneficiaries and the success of the project. This practice is worthy of continuation in a future project. It is apt to influence the donor to take a positive decision in a situation where a follow-on project is recommended, as it is the case in this evaluation.

5.6 Purposeful monitoring is key in project implementation.

The use of monitoring information for management decisions, reprogramming and reprioritization featured prominently in the implementation of this project. As it turned out, it was helpful in weathering the storm in the difficult circumstances of the COVID-19 pandemic where it was possible for project management to take useful decisions to ensure that the project remained on course. In other cases, it diminished the impact of the project in a situation where the recommendation of providing livelihood-improving interventions was ignored. The lesson to be carried on into future projects is that project management must watch out for monitoring information and consider the

recommendations vis-à-vis progress towards attaining project targets and making the project more impactful.

5.7 Inter-agency collaboration can strengthen the referral system.

Strengthening coordination among CSOs, WLOs, law enforcement agencies and other key actors in the project's interventions in addressing TiP tends to improve the referral system. It also has the tendency to improve the quality of service delivery in the shelters, strengthen government ownership, and facilitate the sustainability of derived benefits. This is an important lesson derived from the way UN Women had designed the capacity-building activities and forged collaboration between NAPTIP and other LEAs, leading to a successful preparation of SOPs to guide their joint operations. This is a lesson that can be incorporated into future projects because of its potential positive effects on the effectiveness of project implementation.

5.8 Inter-governmental cooperation tends to promote effective policy and legal reforms.

Recognizing and knowing how to secure and maintain government buy-in and support are part of the key lessons reflected in the implementation of this project. They are key guides to the realization of a smooth and impactful implementation of the project's activities in the focal states. This is important in view of the fact that the most critical duty bearer (NAPTIP) is a federal agency which

needs the support of MDAs at the state-level to succeed in tackling irregular migration. Besides, government support and buy-in are critical for realizing necessary policy and legal reforms which are major activities of the project. Inter-agency support and cooperation have been the levers for the successes achieved in this project in forging partnerships with critical government stakeholders such as the Nigeria Police Force, NAPTIP, NHRC and other law enforcement bodies, and achieving results relating to the Gender Policy and VAPP Act amendment.

5.9 The relationship between implementation success and duration is non-linear.

An important lesson learnt during the course of this evaluation is that the relationship between success in project implementation and the duration of the project is non-linear. This project has generally been successful and yet it is of a short duration. There are projects having a duration of up to 5 years that can record successes and generate the desired impact. Such results cannot however be guaranteed all the time in a dynamic society with unpredictable behavioural, political, economic and social changes that can disrupt implementation plans. It therefore means that conscious efforts must be made to strike a balance between the duration and the number of outcome areas when designing anti-trafficking projects in the future.

6. Recommendations

The recommendations here stem from a juxtaposition of the findings under each of the evaluation criteria, with the respective conclusions and lessons drawn by the evaluator based on engagement with project stakeholders and beneficiaries. Cognizant of the need to come up with recommendations as a major output of the evaluation, the evaluator engaged with stakeholders and requested contributions regarding what worked well, and why and how things could have been done better, than what the project actually carried out. With the insights gained from this process and the contextualization of the responses with the findings, conclusions, lessons learnt, and the reviews of the evaluation report, it has been possible for the evaluator to make the following recommendations:

S/N	Recommendations	Responsible Agency	Priority
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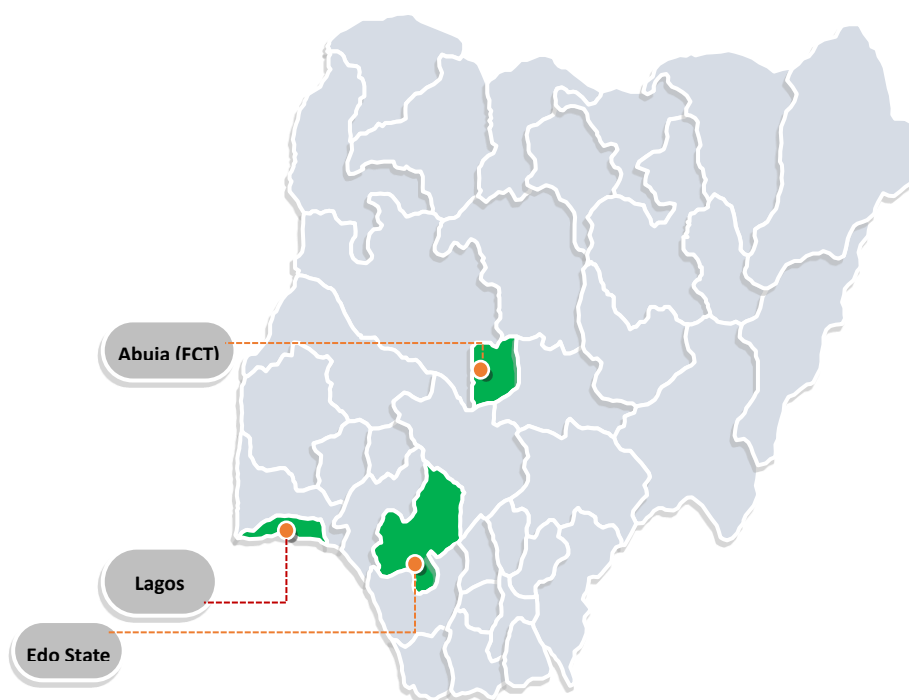
1	<p>Design a second phase for this project.</p> <p>This project was implemented from June 2019 to February 2022, though initially designed for two years. For a better appreciation of the value for money, and for robust and measurable impact, the evaluator recommends that the project be repackaged for a second phase to consolidate the achievements and successes in the areas of policy reform and awareness-creation (Findings 7 and 8). This is necessary in order to upscale the innovations and practices generated under the project, and bridge the benefit gaps resulting from the lack of interventions to improve the quality of life of VoT (Findings 17, 18, 29 and 33). The evaluator further recommends an expansion of the focal states from 2 to about 5 to include states in the South-South, Southwest and Northcentral (possibly Akwa-Ibom, Ondo and Benue) where the menace of irregular migration is endemic. The project duration should also be extended from two years to three years. Designing a second phase can be realistically achieved within the short-term; thus, it is further recommended that UN Women approach the funding agency (Italian Government) since views from the representative during the course of the evaluation suggest that they are favourably disposed to a follow-on (Finding 14).</p>	UN WOMEN/ Italian Government	Immediate
2	<p>Ensure that resource allocation is consistent with targeted results.</p> <p>In view of the observed imbalance in the allocation of financial resources in the context of output targets, the evaluator recommends that the designers and implementers of a future project ensure a better allocation of financial resources so that allocated funds are better aligned to the desired results for improved efficiency. Essentially, activities that have the potential to yield greater impacts should be prioritized in the allocation of funds (Finding 13).</p>	UN WOMEN/Italian Government	Short-term
3	<p>Expand the pool of stakeholder MDAs.</p> <p>The key MDAs in the project being evaluated were the Ministries of Women Affairs, Youth and Social Development, and Justice. The Ministries of Education, Culture and Local Government Affairs need to be incorporated into the partnership of a future project in view of the need to take the fight to the grassroots level. The Ministry of Education, in particular, should be encouraged to include irregular migration in the Social Studies curriculum at the secondary school level (Finding 16).</p>	UN WOMEN	Short-term
4	<p>Expand sensitization outreach to rural areas.</p> <p>Irregular migration has domestic and international dimensions. The rural areas are migration sources where the inhabitants are in dire need of information about the ills of forced migration and TiP. The evaluator recommends that community leaders in rural areas, together with local government officials, should be brought into partnership arrangements for the implementation of future sensitization interventions in far more local government areas than the limited number (less than five) covered under this project, in each of the focal states (Finding 16).</p>	UN WOMEN	Short-term
5	<p>Incorporate livelihood-improving initiatives in a future project.</p> <p>Undoubtedly the harsh economic situation (with high levels of unemployment and poverty) in Nigeria is a key driver of irregular migration. Some of the VoT facing bleak employment opportunities do not even mind being re-trafficked just to make ends meet. The evaluator therefore recommends that a future anti-trafficking project should include livelihood initiatives. The VoT and vulnerable groups should be exposed to entrepreneurship training where they will</p>	UN WOMEN/Italian Government	Short-term

	acquire various skills. Provision should be made for starter-packs to enable them to be self-employed and possibly grow into employers of labour in the long-run. Relevant international agencies (IOM, UNODC, FIAP) can be included as partners in operationalizing the initiatives (Findings 17, 18, 35).		
6	Provide finance and infrastructural support for shelter development. The evaluator recommends that a future anti-trafficking project should strategize on providing technical assistance to develop public-private partnerships (PPPs) for shelter development in support of VoT. This will assist in upgrading the level of infrastructural and psycho-social support for survivors, leading to improvements in their quality of life (Findings 17, 18 and 35).	UN WOMEN	Short-term
7	Multiply school targets for better outreach. The evaluator recommends greater diversity in targeting of beneficiaries of school engagements in a future project. The benefits of improved targeting of stakeholders in this connection can be maximized for instance, if school engagements are extended to teachers and parents who in their own right can be sources of propagation of anti-trafficking information, ideas and strategies. For a wider coverage of schools, the evaluator recommends that the Association of Principals in each of the focal states should be involved as major stakeholders and be invited to participate in the capacity-building workshops for the prevention of irregular migration. The evaluator further recommends that the organization of school debates on themes relevant to the prevention of irregular migration should be a major component of a future anti-trafficking project. The aforementioned activities will involve not only students but also the teachers and parents and through them the society at large. They should have the great potential of enhancing the sustainability of the gains to be derived from the future project (Finding 18).	UN WOMEN	Immediate
8	Use monitoring information in decision-making for improved performance. In view of the limited use of recommendations emanating from monitoring activities observed during the course of the evaluation, the evaluator recommends that the management of future anti-trafficking projects should be sensitive to the recommendations of monitoring exercises and duly consider them for improving interventions in terms of components and procedures. This also requires that the quantitative content of the monitoring information is improved, and that relevant quantitative indicators are incorporated into the M & E framework (Finding 18).	UN WOMEN	Immediate
9	Incorporate risk assessment into the project design. In view of the omission of risk assessment in the design of this project, as observed during the course of this evaluation, the evaluator recommends that a future anti-trafficking project should adequately address the risks the project is likely to face and suggest mitigation measures. This is apt to put project managers in a better state of preparedness to cope with challenges that the project may encounter during implementation (Finding 19).	UN WOMEN	Immediate
10	Respond proactively to emerging opportunities. In view of the lax response to the few opportunities that came up during the course of the implementation of the project, the evaluator recommends that a future anti-trafficking project should be proactive and responsive to emerging opportunities that can lead to progress in achieving expected results. Once an opportunity	UN WOMEN	Immediate

	presents itself, project management should prepare MOUs that chart the course of realizing the inherent gains (Finding 20).		
11	<p>Complement rising referrals with better prosecution results.</p> <p>The project being evaluated has generated an increase in the number of referred cases. This level of success, if not properly managed, is apt to lead to other problems in the chain of actions required to stamp out the menace of irregular migration. Such problems include the rising number of cases to be prosecuted and further delays in concluding such cases. To address these problems, the evaluator recommends that a future anti-trafficking project should have initiatives on expediting the prosecution of human trafficking cases. Such initiatives should include building NAPTIP's capacity in the area of prosecution, capacity-building for judges to fast track cases, and advocacy for special courts to handle human trafficking cases (Findings 26 and 32).</p>	UN WOMEN	Immediate
12	<p>Ensure the implementation of the newly developed (2022) Action Plan.</p> <p>The evaluator recommends that NAPTIP ensure effective implementation of the National Action Plan on Human Trafficking in Nigeria 2022-2026. This Plan has just been developed, with funding from the Swiss Government, and it is expected to be implemented by NAPTIP/UNODC. This Action Plan was not in existence at the inception of the project being evaluated. It has gained from the gender-responsive policy reforms achieved under the project. The Plan is expected to be launched during the third quarter of 2022. To avoid the duplication of efforts by development partners, it is strongly recommended that the provisions of this Action Plan be followed for proper guidance and the harmonization of efforts. The evaluator further recommends that a future project be consistent with the provisions of the Plan. Further, NAPTIP should bring the knowledge gained in the just-completed project to bear on the implementation of the Action Plan (Finding 33).</p>	NAPTIP	Immediate
13	<p>Ensure a result-oriented collaboration with sister organizations.</p> <p>During the course of the evaluation, it was observed that the contributions of relevant sister organizations to the achievement of project results were virtually insignificant even in the presence of gaps that could have been filled by leveraging their expertise and comparative advantage. The evaluator therefore recommends that the role of relevant sister organizations should be identified at the design stage of a future project and be made results-oriented during the course of implementation (Finding 35).</p>	UN WOMEN/ (Italian Government)	Immediate
14	<p>6.14 Provide for better disability inclusion.</p> <p>In view of the low level of participation of PWDs observed during the course of the evaluation of this project, the evaluator recommends that explicit provision be made in future projects for disability inclusion. This should be done when designing the project, so that it is not treated as an after-thought. This implies that performance indicators should be included in the results framework, and resources made available to effectively meet their needs while participating in project activities. Involving PWDs at an organizational level (rather than at the level of individuals) may have a multiplier effect that will ensure wider participation (Finding 44).</p>	UN WOMEN	Immediate

7. Annexes

Annex 1 – Map of Nigeria Showing the Location of the Project’s Focal States



Annex 2: Main Evaluation Questions

S/N	Evaluation Criteria	Evaluation Questions
1	<p>Relevance</p> <p>The extent to which the objectives of the Project are consistent with the evolving needs and priorities of the beneficiaries, partners, and stakeholders</p>	<ul style="list-style-type: none"> ▪ To what extent do the project objectives address identified rights and needs of the target groups (e.g. NAP TIP, Women-led organizations)? ▪ To what extent were target state partners involved in the conceptualization and design process? ▪ To what extent is the intervention aligned with national and international agreements and conventions on gender equality and women’s empowerment in the context of women and migration? ▪ Are the activities and outputs of the Project consistent with the intended impacts and effects? Do they address the problems identified? ▪ To what extent are human rights recognized and addressed as priorities through the project and its implementation, to comply with CEDAW and other international commitments? ▪ Is the project design articulated in a coherent structure? Is the definition of goal, outcomes and outputs clearly

		<p>articulated? Is the theory of change still valid?</p> <ul style="list-style-type: none"> ▪ What capacities and skills should the UN prioritize and further develop to bring greater coherence and relevance to its interventions? ▪ To what extent did the implementing partners possess the comparative advantage in the project's area of work, in comparison with other partners in Nigeria? ▪ To what extent has the project's design process included a collaborative process, shared vision for delivering results, strategies for joint delivery and the sharing of risks among implementing organizations?
2	<p>Effectiveness The extent to which the project's objectives were achieved or are expected / likely to be achieved</p>	<ul style="list-style-type: none"> ▪ How successful was the Project in terms of the progress made towards the achievement of the expected results (outputs and outcomes)? What are the results achieved? ▪ What are the reasons for the achievement or non-achievement? ▪ To what extent have beneficiaries been satisfied with the results? To what extent have the capacities of relevant duty-bearers and rights-holders been strengthened? ▪ To what extent did UN Women build the capacity of implementing partners to deliver results and set targets? ▪ Does the Project have effective monitoring mechanisms in place to measure progress towards results? ▪ Has the Project's organizational structure, managerial support and coordination mechanisms effectively supported the delivery of the Project? ▪ To what extent are the Project approaches and how innovative are strategies for achieving the planned results? What -if any- types of innovative good practices have been introduced in the Project for the achievement of results?
3	<p>Efficiency A measure of how economically resources / inputs (funds, expertise, time, etc.) were converted to results</p>	<ul style="list-style-type: none"> ▪ Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the Project outcomes? ▪ What measures have been taken during planning and implementation to ensure that resources are efficiently used? ▪ Have the outputs been delivered in a timely manner? ▪ Were the Project and its components cost-effectively implemented? Could the activities and outputs have been delivered with fewer resources, without reducing their quality and quantity? ▪ Has the Project's organizational structure, managerial support and coordination mechanisms effectively supported the delivery of the Project? What are the key successes and recommendations for improvement? ▪ How did the Project utilize the existing local capacities of right-bearers and duty-holders to achieve its outcomes? ▪ Has the project built synergies with different other ongoing projects at national and state levels, including those implemented with other actors (e.g. the Government of Nigeria, CSOs, etc.)? ▪ To what extent were the Project's monitoring mechanisms in place implemented to effectively measure and inform the management of the project's performance

		<p>and progress towards targets? To what extent was monitoring data objectively used to inform management action and decision-making?</p> <ul style="list-style-type: none"> ▪ To what extent were follow-up actions taken to address challenges, obstacles and risks associated with the Project, and what has been done to mitigate these issues in order to reach planned outcomes? ▪ What were (if any) key opportunities and/or challenges in the operational context of the project? ▪ What changes/interventions would have been emphasized to capitalize on the opportunities for improving the project delivery? ▪ What future considerations should be made to address any emerging challenges?
4	<p>Impact The various effects of the Project</p>	<ul style="list-style-type: none"> ▪ What are the effects produced, positive and negative, intended or unintended, directly (target groups) and indirectly (larger society)? ▪ Have there been any negative effects of the project on the four cross-cutting issues: gender, human rights, climate and the environment, and corruption?
5	<p>Sustainability The likelihood of a continuation of benefits for women from a development intervention after the intervention is completed or the probability of continued long-term benefits</p>	<ul style="list-style-type: none"> ▪ Were requirements of national ownership satisfied? Was the Project supported by national/local institutions? Do these institutions, including Government and Civil Society, demonstrate leadership commitment and technical capacity to continue to work with the Project or replicate it? ▪ What capacities of national partners, both technical and operational, have been strengthened? ▪ To what extent have the capacities of duty-bearers and rights-holders been strengthened? ▪ What is the likelihood that the benefits from the Project will be maintained for a reasonably long period of time if the Project were to cease? ▪ To what extent are the financial capacities of partners likely going to maintain the benefits from the Project? What might be needed to support partners to maintain these benefits? ▪ How successful was the Project in promoting the replication and/or up-scaling of successful practices? ▪ Which innovations have been identified (if any) and how can they be replicated?
6	<p>Coherence The extent to which other interventions support or undermine the intervention and vice-versa, including aspects of complementarity, harmonization and co-ordination</p>	<ul style="list-style-type: none"> ▪ To what extent is the Project coherent with similar interventions implemented for promoting women's protection and participation in the country? ▪ To what extent is the Project coherent internally in UN Women and within the UN System in Nigeria? ▪ To what extent is the Project coherent with wider donor policy? ▪ To what extent is the Project coherent with international obligations for women's human rights, other human rights conventions and other international frameworks for gender equality and the empowerment of women?
7	<p>Gender Equality and Human Rights</p>	<ul style="list-style-type: none"> ▪ To what extent have gender and human rights considerations been integrated into the project design and implementation?

		<ul style="list-style-type: none"> ▪ How has attention to/ integration of gender equality and human rights concerns advanced the area of work? ▪ Has the Program been implemented in accordance with human rights and development effectiveness principles (participation, empowerment, inclusion, non-discrimination, national accountability, transparency)? ▪ What was the main value added of the Program in changing the quality of life of women and girls?
8	Disability Inclusion	<ul style="list-style-type: none"> ▪ Were persons with disability included in the design and implementation of the project? ▪ What portion of beneficiaries were persons with disabilities? ▪ What were the barriers that persons with disabilities have had to face? ▪ How has the project contributed to addressing the priorities, and changing the quality of life of people with disabilities?

Annex 3: Evaluation Matrix

Evaluation criteria/Key Questions	Sub-question(s)	Indicator(s) data	Collection method(s)	Data source	Assumptions
Relevance To what extent are the objectives of the project consistent with the evolving needs and priorities of the beneficiaries, partners, and stakeholders?	To what extent do the project objectives address the identified rights and needs of the target groups (e.g. NAPTIP, Women-led organizations?)	-evidence of meeting needs of NAPTIP and Women-led organizations	<ul style="list-style-type: none"> • Document review and analysis • KIs and FGDs with key stakeholders and beneficiaries 	-UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries -Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners	-Information is available -Evaluation participants are willing to play an active role and be available for the interviews
	To what extent were target state partners involved in the conceptualization and design process?	-evidence of involvement of partners in project conceptualization and design			
	To what extent is the intervention aligned with national and international agreements and conventions on gender equality and women's empowerment in the context of women and migration?	-evidence of alignment with national and international agreements on GEWE			

	Are the activities and outputs of the project consistent with the intended impacts and effects? Do they address the problems identified?	-outputs delivered in relation to objectives			
	To what extent are human rights recognized and addressed as priorities through the project and its implementation to comply with CEDAW and other international commitments?	Evidence of the inclusion of human rights priorities			
	Is the project design articulated in a coherent structure? Is the definition of goals, outcomes and outputs clearly articulated? Is the theory of change still valid?	-clarity of objectives -clarity of output and outcome specification and relevance to the theory of change			
	What capacities and skills should the UN prioritize and further develop to bring greater coherence and relevance to its interventions?	skill gaps in delivering target outputs			
	To what extent did the implementing partners possess the comparative advantage in the project's area of work in comparison with other partners in Nigeria?	Perception of UN Women's comparative advantage by national partners and other development partners			
	To what extent has the project's design process included a collaborative process, shared vision for delivering results, strategies for joint delivery and the sharing of risks among implementing organizations?	evidence of coordination, as well as consultation and collaboration with other partners and correspondence of roles and responsibilities			
Effectiveness <i>To what extent were the project's objectives achieved as intended?</i>	How successful was the Project in terms of the progress made towards the achievement of the expected results (outputs and outcomes)? What are the results achieved?	-Evidence of contribution to the results as outlined in the project plan and articulated in the theory of change	<ul style="list-style-type: none"> • Document review and analysis • KIIs and FGDs with key stakeholders and beneficiaries 	<ul style="list-style-type: none"> -UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries -Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners 	<ul style="list-style-type: none"> -Information is available - Evaluation participants are willing to play an active role and be available for the interviews
	What are the reasons for the achievement or non-achievement?	-factors that influenced project performance			

	To what extent have beneficiaries been satisfied with the results?	-rating of beneficiaries' satisfaction			
	To what extent have capacities of relevant duty-bearers and rights-holders been strengthened?	-rating of duty-bearers' and right-holders' satisfaction with capacity strengthening activities			
	To what extent did UN Women build the capacity of implementing partners to deliver results and set targets?	-evidence of UN Women's efforts to build the capacity of implementing partners			
	Does the Project have effective monitoring mechanisms in place to measure progress towards results?	-evidence of existing performance monitoring indicators, mechanisms and plan			
	To what extent are the project approaches and how innovative are strategies for achieving the planned results?	-evidence of new knowledge and practices for better results			
	What -if any- types of innovative good practices have been introduced in the Project for the achievement of results?	-evidence of new knowledge and practices for better results			
	How successful was the Project in terms of the progress made towards the achievement of the expected results (outputs and outcomes)? What are the results achieved?	-Evidence of contribution to results as outlined in the project plan and articulated in the theory of change -factors that influenced project performance -rating of beneficiaries' satisfaction			
Efficiency <i>How economically have resources / inputs (funds, expertise, time, etc.) been used in achieving the intended results?</i>	Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the Project outcomes?	evidence of resources being allocated in conformity to prioritized targets	<ul style="list-style-type: none"> • Document review and analysis • KIIs and FGDs with key stakeholders and beneficiaries 	<ul style="list-style-type: none"> -UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries -Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners 	<ul style="list-style-type: none"> -Information is available -Evaluation participants are willing to play an active role and be available for the interviews

	What measures have been taken during planning and implementation to ensure that resources are efficiently used?	-evidence of existing cost or time-saving measures put in place by the project -extent to which resources/inputs were allocated in a timely manner			
	Have the outputs been delivered in a timely manner?	-evidence & degree of timeliness of output delivery			
	Were the Project and its components cost-effectively implemented?	-level/degree of cost effectiveness of project implementation			
	Could the activities and outputs have been delivered with fewer resources without reducing their quality and quantity?	degree of appropriateness of resource use without compromising quality and quantity			
	Has the Project's organizational structure, managerial support and coordination mechanisms effectively supported the delivery of the Project?	-evidence of the effects of the project's organizational structure, managerial support and coordination mechanisms on output delivery			
	What are the key successes and recommendations for improvement?	-evidence of key successes and suggestions for improvement			
	How did the Project utilize existing local capacities of rights-bearers and duty-holders to achieve its outcomes?	Level/degree of involvement of duty bearers and rights holders in achieving project outcomes			
	Has the project built synergies with different other ongoing projects at national and state levels including those implemented with other actors (e.g. the Government of Nigeria, CSOs, etc.)?	-The extent to which synergies were built and available were efficiently used			
	To what extent were the Project's monitoring mechanisms in place implemented to effectively measure and inform the management of the project's performance and progress towards targets?	-extent of implementation of monitoring mechanisms and use to inform management about the project's performance			

	To what extent was monitoring data objectively used to inform management action and decision-making?	-evidence of the use of monitoring data to inform management action and decision-making			
	To what extent were follow-up actions taken to address challenges, obstacles and risks associated with the Project, and what has been done to mitigate these issues in order to reach planned outcomes?	evidence of risk assessment and mitigation measures			
	What were (if any) key opportunities and/or challenges in the operational context of the project?	Evidence of challenges and opportunities			
	What changes or interventions would have been emphasized to capitalize on the opportunities for improving project delivery?	-evidence of actions taken to capitalize on opportunities for improving project delivery			
	What future considerations should be made to address any emerging challenges?	-suggestions for addressing future challenges			
	Have resources (financial, human, technical support, etc.) been strategically allocated to achieve the Project outcomes?	Evidence of strategic allocations of resources to achieve outcomes			
Impact What are the effects that can be attributed to this project?	What are the effects produced, positive and negative, intended or unintended, directly (target groups) and indirectly (larger society)?	-evidence of changes that occurred on account of the project	<ul style="list-style-type: none"> • Document review and analysis • KIIs and FGDs with key stakeholders and beneficiaries 	<ul style="list-style-type: none"> -UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries -Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners 	<ul style="list-style-type: none"> -Information is available -Evaluation participants are willing to play an active role and be available for the interviews
	Have there been any negative effects of the project on the four cross cutting issues: gender, human rights, climate and the environment, and corruption?	-evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project			
Sustainability	Were requirements of national ownership satisfied? Was the Project supported by national/local institutions? Do these institutions, including Government and Civil Society, demonstrate leadership	Evidence of strong ownership by partners	<ul style="list-style-type: none"> • Document review and analysis • KIIs and FGDs with key stakeholders 	<ul style="list-style-type: none"> -UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries 	<ul style="list-style-type: none"> • Information is available • Evaluation participants are willing to play an active

	commitment and technical capacity to continue to work with the Project or replicate it?		and beneficiaries	-Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners	role and be available for the interviews
	What capacities of national partners, both technical and operational, have been strengthened?	Evidence that capacity of partners has been strengthened			
	To what extent have the capacities of duty-bearers and rights-holders have been strengthened?	Evidence that the capacity of duty bearers and rights holders has been strengthened			
	What is the likelihood that the benefits from the Project will be maintained for a reasonably long period of time if the Project were to cease?	Likelihood of continuation of the benefits created by the project			
	To what extent are the financial capacities of partners likely going to maintain the benefits from the Project? What might be needed to support partners to maintain these benefits?	-Extent to which partners' financial capacity can maintain benefits from the project -Options to support partners to maintain these benefits			
	How successful was the Project in promoting replication and/or up-scaling of successful practices?	Evidence of replication and/or up-scaling of successful practices			
	Which innovations have been identified (if any) and how can they be up-scaled?	Evidence of existing innovations			
Coherence	To what extent is the project coherent with similar interventions implemented for promoting women's protection and participation in the country?	-Evidence of similarity of approaches between the project and other interventions to protect and empower women	<ul style="list-style-type: none"> • Document review and analysis • KIIs and FGDs with key stakeholders and beneficiaries 	<ul style="list-style-type: none"> -UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries -Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners 	<ul style="list-style-type: none"> • Information is available • Evaluation participants are willing to play an active role and be available for the interviews

	To what extent is the Project coherent internally in UN Women and within the UN System in Nigeria?	-evidence of what sister organizations benefit from			
	To what extent is the Project coherent with wider donor policy?	-evidence of consistency with wider donor policy			
	To what extent is the Project coherent with international obligations for women's human rights, other human rights conventions and other international frameworks for gender equality and the empowerment of women?	-evidence of correspondence in project design, management and implementation with international frameworks for GEWE			
Gender equality and human rights	To what extent have gender and human rights considerations been integrated into the project design and implementation?	-evidence of gender and human rights integration in project design and implementation	<ul style="list-style-type: none"> • Document review and analysis • KIIs and FGDs with key stakeholders and beneficiaries 	<ul style="list-style-type: none"> -UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries -Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners 	<ul style="list-style-type: none"> • Information is available • Evaluation participants are willing to play an active role and be available for the interviews
	How has attention to/ integration of gender equality and human rights concerns advanced the area of work?	-extent to which gender and human rights concerns are reflected in project service delivery			
	Has the Program been implemented in accordance with human rights and development effectiveness principles (participation, empowerment, inclusion, non-discrimination, national accountability, transparency)?	-degree of satisfaction of stakeholders with project's compliance with development effectiveness principles			
	What was the main value added of the Program in changing the quality of life of women and girls?	-evidence of project's contribution to changes in the quality of life of women and girls			

Disability Inclusion	Were persons with disabilities included in the design and implementation of the project?	-evidence of the inclusion of PWDs	<ul style="list-style-type: none"> • Document review and analysis • KIIs and FGDs with key stakeholders and beneficiaries 	<ul style="list-style-type: none"> -UN Women -Donor -CLEEN Foundation -All relevant stakeholders -Beneficiaries -Project documents -Various training reports -Monitoring and performance reports -Reports from implementing partners 	<ul style="list-style-type: none"> • Information is available • Evaluation participants are willing to play an active role and be available for the interviews
	What portion of beneficiaries were persons with disabilities?	-proportion of PWDs in project activities			
	What were the barriers that persons with disabilities have had to face?	-evidence of barriers faced by PWDs			
	How has the project contributed to addressing the priorities, and changing the quality of life of people with disabilities?	-evidence of the project's contribution to meeting the needs of PWDs, and changes in their quality of life.			

Annex 4 – Data Collection Tools

Annex 4.1 – Data Collection Tools for UN Women/Donor Partner/Sister Organization

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA

This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).

You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.

Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to

participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.

*For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja
Contact Email: fulvia.clerici@unwomen.org*

RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations	1. In what ways have you met the needs of NAPTIP and Women-led organizations under this project?
-Evidence of involvement of partners in project conceptualization and design	2. Did you involve partners in the conceptualization and design of this project? If yes, indicate the partners and explain how they were involved.
-Evidence of alignment with national and international agreements on GEWE	3. Which national and international agreements on GEWE did this project align with? What are the areas of alignment?
-Outputs delivered in relation to objectives	4. What outputs did the project deliver in order to achieve the objectives?
-Evidence of inclusion of human rights priorities	5. What were the human rights priorities captured in the project? 6. How were they integrated into the design of the project?
-Clarity of objectives -Clarity of output and outcome specification and relevance to theory of change	7. Is the theory of change for this project still valid?
-Skills gaps in delivering target outputs	8. What skills gaps did you discover during the implementation of the project? 9. How was project implementation affected by such gaps? 10. What actions were taken to bridge the gaps?
-Perception of UN Women's comparative advantage by national partners and other development partners	11. What are your areas of comparative advantage as far as implementing this project is concerned?
-Evidence of coordination, as well as consultation and collaboration with other partners, and correspondence of roles and responsibilities	12. What types of coordinating, consultative and collaborative activities were you engaged in during the implementation of this project? 13. What benefits were derived from such efforts?
EFFECTIVENESS -Evidence of contribution to results as outlined in the project plan and articulated in the theory of change	14. To what extent has the project achieved its objectives? Were there unintended benefits?
-Factors that influenced project performance	15. What challenges affected the achievement of the project's output and outcome targets?
-Evidence of UN Women's efforts to build the capacity of implementing partners	16. In what ways (if any) did you build or strengthen the capacity of your main implementing partner in carrying out the various activities under this project?
-Evidence of existing performance monitoring indicators, mechanisms, and plan	17. Was there a monitoring plan for this project? 18. What are the performance monitoring indicators? 19. How effective was the monitoring mechanism?

-Evidence of project implementation structure and support for project delivery	20. Was there a project implementation structure and support in the delivery of project activities? 21. How effective was the implementation structure?
-Evidence of new knowledge and practices for better results	22. What new knowledge and practices have been derived from the implementation of this project? 23. How can they be deployed for better results in future anti-trafficking projects?
EFFICIENCY -Evidence of resources being allocated in conformity to prioritized targets	24. How did you ensure that resources are allocated in a way that reflects the priority assigned to output and outcome targets?
-Evidence of existing cost or time-saving measures put in place by the project	25. What were the cost or time-saving measures applied in the implementation of the project? 26. How helpful have those measures been in achieving project objectives?
-Extent to which resources/inputs were allocated in a timely manner	27. To what extent were resources allocated in a timely manner?
-Evidence & degree of timeliness of output delivery	28. How satisfied are you with the timeliness of output delivery under the project?
-Level/degree of cost effectiveness of project implementation	29. Was the delivery of services under the project cost-effective? Elaborate with specific examples.
-Degree of appropriateness of resource use without compromising quality and quantity	30. How do you use resources/inputs appropriately for the implementation of the project without compromising quality and quantity? Give examples.
-Evidence of the effects of the project's organizational structure, managerial support and coordination mechanisms on output delivery	31. In what ways have the organizational structure, managerial support and coordination mechanisms affected the delivery of services? 32. In what ways have they also affected the attainment of target outputs?
-Evidence of key successes and suggestions for improvement	33. What are the project's main successes? 34. What factors are responsible for the successes? 35. What could you have done better?
-Level/degree of involvement of duty bearers and rights holders in achieving project outcomes	36. What category of duty bearers have been instrumental to the level of attainment of project outcomes? What are their notable contributions to the results? 37. What category of rights holders have been instrumental to the level of attainment of project outcomes? What are their notable contributions to the results?
-The extent to which synergies were built and available resources were efficiently used	38. What results were achieved that would have been impossible to achieve, but for the joint efforts of other organizations? What are the key organizations in this regard and what exactly did they do? 39. Did the contributions of such organizations lead to savings in cost, time or materials? Or were the results attained more than expected?
-Extent of the implementation of monitoring mechanisms and use to inform management about the project's performance	40. Were the project monitoring mechanisms effectively implemented?

-Evidence of the use of monitoring data to inform management action and decision-making	41. How were the monitoring results used to inform and influence management's decision about project performance?
-Evidence of risk assessment and mitigation measures	42. What risks were faced during the implementation of this project? 43. Were they pre-empted? How? 44. What were the mitigation measures applied?
-Evidence of challenges and opportunities	45. What challenges did you have to contend with during the course of project implementation? 46. What opportunities were open at the same time?
-Evidence of actions taken to capitalize on opportunities for improving project delivery	47. How did you capitalize on the opportunities to improve project delivery?
-Suggestions for addressing future challenges	48. What are your suggestions for addressing those challenges in the future?
-Evidence of strategic allocations of resources to achieve outcomes	49. What was the bearing of resource allocation with the prioritization of project outcomes?
IMPACT -Evidence of changes that occurred on account of the project	50. What changes in the result areas can be attributed directly to the implementation of this project?
-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	51. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 52. Was there any aspect of the project with concerns about or affected by climate and the environment? 53. How did the project tackle the issue of corruption and what changes resulted therefrom?
SUSTAINABILITY -Evidence of strong ownership by partners	54. Did the project have an articulated exit strategy? 55. What were the elements of the strategy? 56. What was done to implement the exit strategy?
-Evidence that the capacity of partners has been strengthened	57. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Evidence that the capacity of duty bearers and rights holders has been strengthened	58. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Likelihood of continuation of the benefits created by the project	59. What is the likelihood of continuation of the benefits created by the project?
-Extent to which partners' financial capacity can maintain benefits from the project	60. To what extent can the financial capacity of partners maintain the benefits of the project?
-Options to support partners to maintain these benefits	61. How best can the partners be supported to maintain the benefits?
-Evidence of existing innovations	62. What innovations have emerged under the project?
-Evidence of replication and/or up-scaling of successful practices	63. What efforts were made to replicate or up-scale successful practices (if any)?
-Evidence of strong ownership by partners	64. What have the partners done to demonstrate, claim and maintain ownership of this project?

COHERENCE -Evidence of similarity of approaches between the project and other interventions to protect and empower women	65. What are the areas of similarity in the approaches adopted and other approaches adopted by other organizations to protect and empower women?
-Evidence of what sister organizations benefit from	66. What can you point to as benefits derived by sister organizations from the implementation of this project?
-Evidence of consistency with wider donor policy	67. In what ways do you consider this project to be consistent with wider donor policy?
-Evidence of correspondence in project design, management and implementation with international frameworks for GEWE	68. In what ways did the project align with international frameworks for GEWE in terms of design, management and implementation?
GHR -Evidence of gender and human rights integration in project design and implementation	69. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	70. To what extent were gender equality and human rights reflected in the delivery of project activities? Elaborate with examples.
-Degree of satisfaction of stakeholders with project's compliance with development effectiveness principles (transparency, accountability, anti-corruption, etc.)	71. What steps were taken to ensure transparency, accountability, anti-corruption etc. in the implementation of the project?
-Evidence of the project's contribution to changes in the quality of life of women and girls	72. In what ways has the project contributed to improving the quality of life of women and girls under the project?
DISABILITY INCLUSION -Evidence of the inclusion of PWDs	73. To what extent was the project disability-inclusive?
-Proportion of PWDs in project activities	74. What steps were taken to include PWDs in project activities?
-Evidence of barriers faced by PWDs	75. What efforts were made to address the barriers faced by PWDs while participating in project activities?
-Evidence of the project's contribution to meeting the needs of PWDs, and changes in their quality of life	76. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?

Annex 4.2 – Data Collection Tool for Implementing Partner (CLEEN Foundation)

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA

This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).

You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.

Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.

*For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja
Contact Email: fulvia.clerici@unwomen.org*

RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations	1. In what ways have you met the needs of NAPTIP and Women-led organizations under this project?
-Outputs delivered in relation to objectives	2. What outputs did the project deliver in order to achieve the objectives?
-Evidence of inclusion of human rights priorities	3. What were the human rights priorities captured in the project? 4. How were they integrated into the design of the project?
-Clarity of objectives -Clarity of output and outcome specification and relevance to theory of change	5. Is the theory of change for this project still valid?
-Perception of UN Women's comparative advantage by national partners and other development partners	6. What are your areas of comparative advantage as far as implementing this project is concerned?
-Evidence of coordination, as well as consultation and collaboration with other partners, and correspondence of roles and responsibilities	7. What types of coordinating, consultative and collaborative efforts were you engaged in during the implementation of this project? 8. What benefits were derived from such efforts?
EFFECTIVENESS -Evidence of contribution to results as outlined in the project plan and articulated in the theory of change	9. To what extent has the project achieved its objectives?
-Factors that influenced project performance	10. What challenges affected the achievement of the project's output and outcome targets?
-Evidence of existing performance monitoring indicators, mechanisms and plan	11. Was there a monitoring plan for this project? 12. What are the performance monitoring indicators? 13. How effective was the monitoring mechanism?

-Evidence of project implementation structure and support for project delivery	14. Was there a project implementation structure and support for the delivery of project activities? 15. How effective was the implementation structure?
-Evidence of new knowledge and practices for better results	16. What new knowledge and practices were created by implementing the project? 17. How can they be deployed for better results in future anti-trafficking projects?
EFFICIENCY -Evidence of resources being allocated in conformity to prioritized targets	18. How did you ensure that resources are allocated in a way that reflects the priority assigned to output and outcome targets?
-Evidence of existing cost or time-saving measures put in place by the project	19. What were the cost or time-saving measures applied in the implementation of the project? 20. How helpful have those measures been in achieving project objectives?
-Extent to which resources/inputs were allocated in a timely manner	21. To what extent were resources allocated in a timely manner?
-Evidence & degree of timeliness of output delivery	22. How satisfied are you with the timeliness of output delivery under the project? [Very satisfied-Satisfied-Fairly Satisfied-Not Satisfied]
-Level/degree of cost effectiveness of project implementation	23. Was the delivery of services under the project cost-effective? Elaborate with specific examples.
Degree of appropriateness of resource use without compromising quality and quantity	24. How do you use resources/inputs appropriately for the implementation of the project without compromising quality and quantity? Give examples.
-Evidence of the effects of the project's organizational structure, managerial support and coordination mechanisms on output delivery	25. In what ways have the organizational structure, managerial support and coordination mechanisms affected the delivery of services? 26. In what ways have they also affected the attainment of target outputs?
-Evidence of key successes and suggestions for improvement	27. What are the project's main successes? 28. What factors are responsible for the successes? 29. What could you have done better?
-Level/degree of involvement of duty bearers and rights holders in achieving project outcomes	30. What category of duty bearers have been instrumental to the level of attainment of project outcomes? What are their notable contributions to the results? 31. What category of rights holders have been instrumental to the level of attainment of project outcomes? What are their notable contributions to the results?
-The extent to which synergies were built and available resources were efficiently used	32. What results were achieved that would have been impossible to achieve but for the joint efforts of other organizations? What are the key organizations in this regard and what exactly did they do? 33. Did the contributions of such organizations lead to savings in cost, time or materials, or were the results attained more than expected?
-Extent of implementation of monitoring mechanisms and use to inform management about the project's performance	34. Were the project monitoring mechanisms effectively implemented?

-Evidence of use of monitoring data to inform management action and decision-making	35. How were the monitoring results used to inform and influence management's decision about project performance?
-Evidence of risk assessment and mitigation measures	36. What risks were faced during the implementation of this project? 37. Were they pre-empted? How? 38. What mitigation measures were applied?
-Evidence of challenges and opportunities	39. What challenges did you have to contend with during the course of project implementation? 40. What opportunities were open at the same time?
-Evidence of actions taken to capitalize on opportunities for improving project delivery	41. How did you capitalize on opportunities to improve project delivery?
-Suggestions for addressing future challenges	42. What are your suggestions for addressing those challenges in future?
-Evidence of strategic allocations of resources to achieve outcomes	43. What was the bearing of resource allocation with the prioritization of project outcomes?
IMPACT -Evidence of changes that occurred on account of the project	44. What changes/improvements in the result areas can be attributed directly to the implementation of this project?
-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	45. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 46. Was there any aspect of the project with concerns about, or affected by climate and the environment? 47. How did the project tackle the issue of corruption and what changes resulted therefrom?
SUSTAINABILITY -Evidence of strong ownership by partners	48. Did the project have an articulated exit strategy? 49. What were the elements of the strategy? 50. What was done to implement the exit strategy?
-Evidence that the capacity of partners has been strengthened	51. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Evidence that the capacity of duty bearers and rights holders has been strengthened	52. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Likelihood of continuation of the benefits created by the project	53. What is the likelihood of continuation of the benefits created by the project?
-Extent to which partners' financial capacity can maintain benefits from the project	54. To what extent can the financial capacity of partners maintain the benefits of the project?
-Options to support partners to maintain these benefits	55. How best can the partners be supported to maintain the benefits?
-Evidence of existing innovations	56. What innovations have emerged under the project?
-Evidence of replication and/or up-scaling of successful practices	57. What efforts were made to replicate or up-scale successful practices (if any)?

-Evidence of strong ownership by partners	58. What have the partners done to demonstrate, claim and maintain ownership of this project?
COHERENCE -Evidence of similarity of approaches between the project and other interventions to protect and empower women	59. What are the areas of similarity in the approaches adopted and other approaches adopted by other organizations to protect and empower women?
-Evidence of what sister organizations benefit from	60. What can you point to as benefits derived by sister organizations from the implementation of this project?
-Evidence of consistency with wider donor policy	61. In what ways do you consider this project to be consistent with wider donor policy?
-Evidence of correspondence in project design, management and implementation with international frameworks for GEWE	62. In what ways did the project align with international frameworks for GEWE in terms of design, management and implementation?
GHR -Evidence of gender and human rights integration in the project design and implementation	63. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	64. To what extent did gender equality and human rights reflect in the delivery of project activities? Elaborate with examples.
-Degree of satisfaction of stakeholders with the project's compliance with development effectiveness principles (transparency, accountability, anti-corruption etc.)	65. What steps were taken to ensure transparency, accountability, anti-corruption etc. in the implementation of the project?
-Evidence of the project's contribution to changes in the quality of life of women and girls	66. In what ways has the project contributed to improvement in the quality of life of women and girls under the project?
DISABILITY INCLUSION -Evidence of the inclusion of PWDs	67. To what extent was the project disability-inclusive?
-Proportion of PWDs in project activities	68. What steps were taken to include PWDs in project activities?
-Evidence of barriers faced by PWDs	69. What efforts were made to address the barriers faced by PWDs while participating in project activities?
-Evidence of the project's contribution to meeting the needs of PWDs and changes in their quality of life	70. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?

Annex 4.3 – Data Collection Tool for Women-led Organizations

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA

This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).

You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.

Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.

*For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja
Contact Email: fulvia.clerici@unwomen.org*

<p>RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations</p>	<p>1. Are you aware of the objectives of this project? In what ways has the project met the needs of Women-led organizations? 1a What sort of complaints do you have regarding the extent to which the project has met your needs/expectations? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.</p>
<p>-Outputs delivered in relation to objectives</p>	<p>2. What outputs did the project deliver in order to achieve the objectives?</p>
<p>-Evidence of the inclusion of human rights priorities</p>	<p>3. What were the human rights priorities captured in the project?</p>
<p>-Perception of UN Women’s comparative advantage by national partners and other development partners</p>	<p>4. What do you consider as UN Women’s areas of comparative advantage as far as implementing this project is concerned?</p>
<p>EFFECTIVENESS -Evidence of contribution to results as outlined in the project plan and articulated in the theory of change</p>	<p>5. To what extent has the project achieved its objectives? 5a. What capacity-building activities did you participate in under the project? What sort of complaints do you have about the delivery activities? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response. 5b. In what areas has the training received under the project helped you as a rights holder in the prevention of the trafficking of women and girls? 5c. What sort of coordination did you maintain with UN Women in your anti-trafficking activities?</p>
<p>-Factors that influenced project performance</p>	<p>6. What challenges affected the achievement of the project’s output and outcome targets?</p>
<p>-Evidence of new knowledge and practices for better results</p>	<p>7. What new knowledge and practices were created by implementing the project? 8. How can they be deployed for better results in future anti-trafficking projects?</p>
<p>EFFICIENCY</p>	

-Evidence of resources being allocated in conformity to prioritized targets	
-Evidence of existing cost or time-saving measures put in place by the project	9. What were the cost or time-saving measures applied in the implementation of the project? 10. How helpful have those measures been in achieving project objectives? 10a What sort of complaints did you have about cost and timing which necessitated changes in the delivery of activities? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Extent to which resources/inputs were allocated in a timely manner	11. To what extent were resources allocated in a timely manner?
-Evidence & degree of timeliness of output delivery	12. How satisfied are you with the timeliness of output delivery under the project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
-Level/degree of cost effectiveness of project implementation	13. Was the delivery of services under the project cost-effective? Elaborate with specific examples.
-Evidence of key successes and suggestions for improvement	14. What are the project's main successes? 15. What factors are responsible for the successes? 16. What could you have done better?
Level/degree of involvement of duty bearers and rights holders in achieving project outcomes	17. How have you participated in this project? What are your notable contributions to the results?
Evidence of challenges and opportunities	18. What challenges did you have to contend with during the course of the project implementation? 19. What opportunities were open at the same time?
-Suggestions for addressing future challenges	20. What are your suggestions for addressing those challenges in the future?
IMPACT -Evidence of changes that occurred on account of the project	21. What changes/improvements in the result areas can be attributed directly to the implementation of this project? 21a What sort of complaints did you have about the nature of changes that have occurred due to the implementation of this project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	22. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 23. Was there any aspect of the project with concerns about or affected by climate and the environment? 24. How did the project tackle the issue of corruption and what changes resulted therefrom?
SUSTAINABILITY -Evidence of strong ownership by partners	25. Did the project have an articulated exit strategy? 26. What were the elements of the strategy? 27. What was done to implement the exit strategy?
-Evidence that the capacity of partners has been strengthened	28. Was anything done to strengthen the capacity of partners regarding the exit strategy?

-Evidence that the capacity of duty bearers and rights holders has been strengthened	29. Was anything done to strengthen the capacity of the duty bearers regarding the exit strategy?
-Likelihood of continuation of the benefits created by the project	30. What is the likelihood of continuation of the benefits created by the project?
-Extent to which partners' financial capacity can maintain benefits from the project	31. To what extent can your financial capacity maintain the benefits of the project?
-Options to support partners in maintaining these benefits	32. How best can you be supported to maintain the benefits?
-Evidence of existing innovations	33. What innovations have emerged under the project?
-Evidence of replication and/or up-scaling of successful practices	34. What efforts were made to replicate or up-scale successful practices (if any)?
-Evidence of strong ownership by partners	35. What have you done to demonstrate, claim and maintain ownership of this project? 35a. What sort of complaints do you have about the possibility of the benefits of this project being sustained? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
COHERENCE -Evidence of correspondence in project design, management and implementation with international frameworks for GEWE	36. In what ways did the project align with international frameworks for GEWE in terms of design, management and implementation? 36a. What sort of complaints did you have about the alignment of the project in the manner described above? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
GHR -Evidence of gender and human rights integration in project design and implementation	37. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	38. To what extent were gender equality and human rights reflected in the delivery of project activities? Elaborate with examples. 38a What sort of complaints do you have about the extent of integration of gender equality and human rights in the implementation of the project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Degree of satisfaction of stakeholders with project's compliance with development effectiveness principles (transparency, accountability, anti-corruption etc.)	39. What steps were taken to ensure transparency, accountability, anti-corruption etc. in the implementation of the project? 39a. What sort of complaints do you have about transparency, accountability and corruption in the implementation of the project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Evidence of the project's contribution to changes in	40. In what ways has the project contributed to improvements in the quality of life of women and girls under the project?

the quality of life of women and girls	
DISABILITY INCLUSION -Evidence of the inclusion of PWDs	41. To what extent was the project disability-inclusive?
-Proportion of PWDs in project activities	42. What steps were taken to include PWDs in project activities? 43 What sort of complaints do you have about such steps? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Evidence of barriers faced by PWDs	44. What efforts were made to address the barriers faced by PWDs while participating in project activities?
-Evidence of the project's contribution to meeting the needs of PWDs and changes in their quality of life	45. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?

Annex 4.4 – Data Collection Tools for MDAs

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA	
<p><i>This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).</i></p> <p><i>You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.</i></p> <p><i>Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.</i></p> <p><i>For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja Contact Email: fulvia.clerici@unwomen.org</i></p>	
RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations	1. In what ways have the needs of MDAs been met under this project? 1a What sort of complaints do you have regarding the extent to which the project has met your needs/expectations? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Outputs delivered in relation to objectives	2. What outputs did the project deliver in order to achieve the objectives?
-Evidence of the inclusion of human rights priorities	3. What were the human rights priorities captured in the project?
-Perception of UN Women's comparative advantage by	4. What do you consider as the areas of UN Women's comparative advantage as far as implementing this project is concerned?

national partners and other development partners	4a. How satisfied are you with the relevance of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
EFFECTIVENESS -Evidence of contribution to results as outlined in the project plan and articulated in the theory of change	5. To what extent has the project achieved its objectives? 5a. How satisfied are you with the effectiveness of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
-Factors that influenced project performance	6. What challenges affected the achievement of the project's output and outcome targets?
-Evidence of new knowledge and practices for better results	7. What new knowledge and practices were created by implementing the project? 8. How can they be deployed for better results in future anti-trafficking projects?
EFFICIENCY -Evidence & degree of timeliness of output delivery	9. What sort of complaints do you have regarding the timeliness of output delivery by the project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Level/degree of cost effectiveness of project implementation	10. Was the delivery of services under the project cost-effective? Elaborate with specific examples.
-Evidence of key successes and suggestions for improvement	11. What are the project's main successes? 12. What factors are responsible for the successes? 13. What could you have done better?
-Evidence of challenges and opportunities	14. What challenges did you have to contend with during the course of project implementation? 15. What opportunities were open at the same time?
-Evidence of actions taken to capitalize on opportunities for improving project delivery	16. How did you capitalize on the opportunities to improve project delivery?
-Suggestions for addressing future challenges	17. What are your suggestions for addressing those challenges in the future? 17a. How satisfied are you with the efficiency of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
IMPACT -Evidence of changes that occurred on account of the project	18. What changes/improvements in the result areas can be directly attributed to the implementation of this project? 18a. What sort of complaints did you have about the nature of changes that have occurred due to the implementation of this project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response
-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	19. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 20. Was there any aspect of the project with concerns about, or affected by climate and the environment? 21. How did the project tackle the issue of corruption and what changes resulted therefrom?
SUSTAINABILITY -Evidence of strong ownership by partners	22. Did the project have an articulated exit strategy? 23. What were the elements of the strategy? 24. What was done to implement the exit strategy?
-Evidence that the capacity of partners has been strengthened	25. Was anything done to strengthen MDAs' capacity regarding the exit strategy?

-Likelihood of continuation of the benefits created by the project	26. What is the likelihood of continuation of the benefits created by the project?
-Extent to which partners' financial capacity can maintain benefits from the project	27. To what extent can MDAs' financial capacity maintain the benefits of the project?
-Options to support partners to maintain these benefits	28. How best can the MDA be supported to maintain the benefits?
-Evidence of existing innovations	29. What innovations have emerged under the project?
-Evidence of replication and/or up-scaling of successful practices	30. What efforts were made to replicate or up-scale successful practices (if any)?
-Evidence of strong ownership by partners	31. What has the MDA done to demonstrate, claim and maintain ownership of this project? 31a. How satisfied are you with the sustainability of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
COHERENCE -Evidence of similarity of approaches between the project and other interventions to protect and empower women	32. Is there any similarity in the approaches adopted by the project and other interventions to protect and empower women? 32a What sort of complaints did you have about the similarity of approaches? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
GHR -Evidence of gender and human rights integration in project design and implementation	33. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	34. To what extent were gender equality and human rights reflected in the delivery of project activities? Elaborate with examples.
-Degree of satisfaction of stakeholders with project's compliance with development effectiveness principles (transparency, accountability, anti-corruption etc.)	35. What steps were taken to ensure transparency, accountability, anti-corruption etc. in the implementation of the project? 35a. How satisfied are you with the transparency and accountability of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
-Evidence of project's contribution to changes in the quality of life of women and girls	36. In what ways has the project contributed to improving the quality of life of women and girls under the project?
DISABILITY INCLUSION -Evidence of the inclusion of PWDs	37. To what extent was the project disability-inclusive
-Proportion of PWDs in project activities	38. What steps were taken to include PWDs in project activities?
-Evidence of barriers faced by PWDs	39. What efforts were made to address the barriers faced by PWDs while participating in project activities?

-Evidence of the project’s contribution to meeting the needs of PWDs and changes in their quality of life	40. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?
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Annex 4.5 – Data Collection Tools for Law Enforcement Agencies

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA	
<p><i>This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).</i></p> <p><i>You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.</i></p> <p><i>Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.</i></p> <p><i>For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja Contact Email: fulvia.clerici@unwomen.org</i></p>	
RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations	1. Are you aware of the objectives of this project? In what ways has the project met the needs of law enforcement agencies?
-Outputs delivered in relation to objectives	2. What outputs did the project deliver in order to achieve the objectives?
-Evidence of the inclusion of human rights priorities	3. What were the human rights priorities captured in the project? 3a. What sort of complaints do you have regarding the extent to which the project has captured human rights issues? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
Perception of UN Women’s comparative advantage by national partners and other development partners	4. What do you consider as UN Women’s areas of comparative advantage as far as implementing this project is concerned?
EFFECTIVENESS -Evidence of contribution to results as outlined in the project plan and articulated in the theory of change	5. To what extent has the project achieved its objectives? 5a. What capacity-building activities did you participate in under the project? 5b. What sort of complaints do you have regarding the extent to which the project has met your expectations? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.

	5c. In what areas has the training received under the project helped you in the prevention of the trafficking of women and girls?
-Factors that influenced project performance	6. What challenges affected the achievement of the project's output and outcome targets?
-Evidence of new knowledge and practices for better results	7. What new knowledge and practices were created by implementing the project? 8. How can they be deployed for better results in future anti-trafficking projects? 8a. How has your participation in the project affected the management of the shelter and safety homes accredited for the VoT? 8b. What improvements can you suggest in the management of the shelter?
EFFICIENCY -Evidence of resources being allocated in conformity to prioritized targets	9. How successful was the Project in terms of the resources being allocated against outputs and outcomes? What are the results achieved?
-Evidence of existing cost or time-saving measures put in place by the project	10. What were the cost or time-saving measures applied in the implementation of the project? 11. How helpful have those measures been in achieving project objectives?
-Extent to which resources/inputs were allocated in a timely manner	12. To what extent were resources allocated in a timely manner?
-Evidence & degree of timeliness of output delivery	13. What sort of complaints did you have about the timeliness of output delivery by the project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Level/degree of cost effectiveness of project implementation	14. Was the delivery of services under the project cost-effective? Elaborate with specific examples.
-Evidence of key successes and suggestions for improvement	15. What are the project's main successes? 16. What factors are responsible for the successes? 17. What could you have done better?
-Level/degree of involvement of duty bearers and rights holders in achieving project outcomes	18. How have you participated in this project? What are your notable contributions to the results? 18a. What do you see as gaps in the protection services rendered to VoT? 18b. How can the gaps be filled?
-Evidence of challenges and opportunities	19. What challenges did you have to contend with during the course of project implementation? 20. What opportunities were open at the same time?
-Suggestions for addressing future challenges	21. What are your suggestions for addressing those challenges in the future? 22. How satisfied are you with the efficiency of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
IMPACT -Evidence of changes that occurred on account of the project	23. What changes/improvements in the result areas can be attributed directly to the implementation of this project? 23a What sort of complaints did you have about the nature of changes that occurred due to the implementation of this project? (A)none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.

-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	24. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 25. Was there any aspect of the project with concerns about, or affected by climate and the environment? 26. How did the project tackle the issue of corruption and what changes resulted therefrom? 26a. How satisfied are you with the impact of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
SUSTAINABILITY -Evidence of strong ownership by partners	27. Did the project have an articulated exit strategy? 28. What were the elements of the strategy? 29. What was done to implement the exit strategy?
-Evidence that the capacity of partners has been strengthened	30. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Evidence that the capacity of duty bearers and rights holders has been strengthened	31. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Likelihood of the continuation of the benefits created by the project	32. What is the likelihood of the continuation of the benefits created by the project?
-Extent to which partners' financial capacity can maintain benefits from the project	33. To what extent can your financial capacity maintain the benefits of the project?
-Options to support partners to maintain these benefits	34. How best can you be supported to maintain the benefits?
-Evidence of existing innovations	35. What innovations have emerged under the project?
-Evidence of replication and/or up-scaling of successful practices	36. What efforts were made to replicate or up-scale successful practices (if any)?
-Evidence of strong ownership by partners	37. What have you done to demonstrate, claim and maintain ownership of this project? 37a. How satisfied are you with the sustainability of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
COHERENCE -Evidence of correspondence in project design, management and implementation with international frameworks for GEWE.	38. In what ways did the project align with international frameworks for GEWE in terms of design, management and implementation? 38a. What sort of complaints did you have about the alignment of the project in the manner described above? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
GHR -Evidence of gender and human rights integration in project design and implementation	39. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	40. To what extent were gender equality and human rights reflected in the delivery of project activities? Elaborate with examples.

-Degree of satisfaction of stakeholders with project's compliance with development effectiveness principles (transparency, accountability, anti-corruption, etc.)	41. What steps were taken to ensure transparency, accountability, anti-corruption, etc. in the implementation of the project? 41a. How satisfied are you with the transparency and accountability of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
-Evidence of the project's contribution to changes in the quality of life of women and girls	42. In what ways has the project contributed to improvement in the quality of life of women and girls under the project?
DISABILITY INCLUSION -Evidence of the inclusion of PWDs	43. To what extent was the project disability-inclusive?
-Proportion of PWDs in project activities	44. What steps were taken to include PWDs in project activities?
-Evidence of barriers faced by PWDs	45. What efforts were made to address the barriers faced by PWDs while participating in project activities?
-Evidence of the project's contribution to meeting the needs of PWDs and changes in their quality of life	46. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?

Annex 4.6 – Data Collection Tools for Secondary Schools/Community Leaders/Male Champions

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA	
<p><i>This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).</i></p> <p><i>You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.</i></p> <p><i>Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.</i></p> <p><i>For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja Contact Email: fulvia.clerici@unwomen.org</i></p>	
RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations	1. Are you aware of the objectives of the project?

-Outputs delivered in relation to objectives	2. What activities did the project deliver in your school?
-Evidence of the inclusion of human rights priorities	3. What were the human rights priorities captured in the project?
EFFECTIVENESS -Evidence of contribution to results as outlined in the project plan and articulated in the theory of change	4. To what extent has the project achieved its objectives?
-Factors that influenced project performance	5. What challenges affected the achievement of the project's output and outcome targets?
-Evidence of new knowledge and practices for better results	6. What new knowledge and practices were created by implementing the project? 7. How can they be deployed for better results in future anti-trafficking projects?
EFFICIENCY -Evidence of resources being allocated in conformity to prioritized targets	8.
-Evidence & degree of timeliness of output delivery	9. What sort of complaints did you have about the timeliness of output delivery by the project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Level/degree of cost effectiveness of project implementation	10. Was the delivery of services under the project cost-effective? Elaborate with specific examples.
-Evidence of key successes and suggestions for improvement	11. What are the project's main successes? 12. What factors are responsible for the successes? 13. What could you have done better?
IMPACT -Evidence of changes that occurred on account of the project	14. What sort of complaints did you have about the nature of changes that have occurred due to the implementation of this project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	15. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 16. Was there any aspect of the project with concerns about, or affected by climate and the environment? 17. How did the project tackle the issue of corruption and what changes resulted therefrom?
SUSTAINABILITY -Evidence of strong ownership by partners	18.
-Likelihood of continuation of the benefits created by the project	19. What is the likelihood of continuation of the benefits created by the project?
-Evidence of existing innovations	20. What innovations have emerged under the project?
COHERENCE -Evidence of the similarity of approaches between the project and other interventions to protect and empower women	21. Is there any similarity in approaches adopted by the project and other interventions to protect and empower women? 21a What sort of complaints did you have about the similarity of approaches? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.

GHR -Evidence of gender and human rights integration in project design and implementation	22. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	23. To what extent were gender equality and human rights reflected in the delivery of project activities? Elaborate with examples.
-Degree of satisfaction of stakeholders with the project's compliance with development effectiveness principles (transparency, accountability, anti-corruption, etc.)	24. What steps were taken to ensure transparency, accountability, anti-corruption, etc. in the implementation of the project?
DISABILITY INCLUSION -Evidence of the inclusion of PWDs	25. To what extent was the project disability-inclusive?
-Proportion of PWDs in project activities	26. What steps were taken to include PWDs in project activities?
-Evidence of barriers faced by PWDs	27. What efforts were made to address the barriers faced by PWDs while participating in project activities?
-Evidence of the project's contribution to meeting the needs of PWDs and changes in their quality of life	28. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?

Annex 4.7 – Data Collection Tools for Media

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA
<p><i>This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).</i></p> <p><i>You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.</i></p> <p><i>Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.</i></p> <p><i>For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja Contact Email: fulvia.clerici@unwomen.org</i></p>

This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).

You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.

Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.

*For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja
Contact Email: fulvia.clerici@unwomen.org*

RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations	1.
-Outputs delivered in relation to objectives	2. What outputs did the project deliver in order to achieve the objectives?
-Evidence of the inclusion of human rights priorities	3. What were the human rights priorities captured in the project?
-Perception of UN Women’s comparative advantage by national partners and other development partners	4. What do you consider as the areas of UN Women’s comparative advantage as far as implementing this project is concerned?
EFFECTIVENESS -Evidence of contribution to results as outlined in the project plan and articulated in the theory of change	5. To what extent has the project achieved its objectives?
-Factors that influenced project performance	6. What challenges affected the achievement of the project’s output and outcome targets?
-Evidence of new knowledge and practices for better results	7. What new knowledge and practices were created by implementing the project? 8. How can they be deployed for better results in future anti-trafficking projects?
EFFICIENCY -Evidence of resources being allocated in conformity to prioritized targets	9.
-Evidence & degree of timeliness of output delivery	10. What sort of complaints did you have about the timeliness of output delivery by the project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Level/degree of cost effectiveness of project implementation	11. Was the delivery of services under the project cost-effective? Elaborate with specific examples.

-Evidence of key successes and suggestions for improvement	12. What are the project's main successes? 13. What factors are responsible for the successes? 14. What could you have done better?
-Evidence of challenges and opportunities	15. What challenges did you have to contend with during the course of project implementation? 16. What opportunities were open at the same time?
-Evidences of actions taken to capitalize on opportunities for improving project delivery	17. How did you capitalize on the opportunities to improve project delivery?
-Suggestions for addressing future challenges	18. What are your suggestions for addressing those challenges in the future?
IMPACT -Evidence of changes that occurred on account of the project	19. What sort of complaints did you have about the nature of changes that have occurred due to the implementation of this project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	20. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 21. Was there any aspect of the project with concerns about, or affected by climate and the environment? 22. How did the project tackle the issue of corruption and what changes resulted therefrom?
SUSTAINABILITY -Evidence of strong ownership by partners	23.
-Likelihood of continuation of the benefits created by the project	24. What is the likelihood of continuation of the benefits created by the project?
-Evidence of existing innovations	25. What innovations have emerged under the project?
-Evidence of replication and/or up-scaling of successful practices	26. What efforts were made to replicate or up-scale successful practices (if any)?
COHERENCE -Evidence of similarity of approaches between the project and other interventions to protect and empower women	27. Is there any similarity in approaches adopted by the project and other interventions to protect and empower women? 27a What sort of complaints did you have about the similarity of approaches? (A)none (B)minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
GHR -Evidence of gender and human rights integration in project design and implementation	28. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	29. To what extent were gender equality and human rights reflected in the delivery of project activities? Elaborate with examples.
-Degree of satisfaction of stakeholders with project's compliance with development effectiveness principles (transparency, accountability, anti-corruption, etc.)	30. What steps were taken to ensure transparency, accountability, anti-corruption, etc. in the implementation of the project?
DISABILITY INCLUSION	31. To what extent was the project disability-inclusive?

-Evidence of the inclusion of PWDs	
-Proportion of PWDs in project activities	32. What steps were taken to include PWDs in project activities?
-Evidence of barriers faced by PWDs	33. What efforts were made to address the barriers faced by PWDs while participating in project activities?
-Evidence of the project's contribution to meeting the needs of PWDs and changes in their quality of life	34. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?

Annex 4.8 – Data Collection Tools for Service Providers

DATA COLLECTION TOOL – FINAL EVALUATION OF THE PROJECT ON PREVENTING FORCED MIGRATION AND TRAFFICKING OF WOMEN AND GIRLS IN NIGERIA	
<p><i>This endline evaluation is being undertaken by UN WOMEN on the recently concluded project on preventing forced migration and trafficking in women and girls in Nigeria. The project was implemented by CLEEN Foundation in Edo and Lagos States as well as Abuja (FCT).</i></p> <p><i>You will be asked to respond verbally to a series of questions related to your involvement and knowledge about the project. The purpose of these questions is to assess the extent to which the project objectives have been achieved. As a stakeholder in the project, we would like to hear your views, opinions and or observations regarding the project.</i></p> <p><i>Kindly note that you are free to voluntarily choose to participate in this interview, refuse to answer certain questions, or stop participating at any time without any loss or harm to you. If you choose to participate, your help in answering these questions is greatly appreciated. Your responses will be kept completely confidential to the maximum extent allowable by law. Your responses will be combined with those from other stakeholders in Nigeria.</i></p> <p><i>For any questions about the study, contact Fulvia Clerici, UN WOMEN, Abuja Contact Email: fulvia.clerici@unwomen.org</i></p>	
RELEVANCE -Evidence of meeting the needs of NAPTIP and Women-led organizations	1. Are you aware of the objectives of this project? In what ways has the project met the needs of Women-led organizations?
-Outputs delivered in relation to objectives	2. What outputs did the project deliver in order to achieve the objectives?
-Evidence of the inclusion of human rights priorities	3. What were the human rights priorities captured in the project?
-Perception of UN Women's comparative advantage by national partners and other development partners	4. What do you consider as UN Women's areas of comparative advantage as far as implementing this project is concerned? 4a. How satisfied are you with the relevance of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
EFFECTIVENESS -Evidence of contribution to results as outlined in the	5. To what extent has the project achieved its objectives?

project plan and articulated in the theory of change	
-Factors that influenced project performance	6. What challenges affected the achievement of the project's output and outcome targets?
-Evidence of new knowledge and practices for better results	7. What new knowledge and practices were created by implementing the project? 8. How can they be deployed for better results in future anti-trafficking projects?
EFFICIENCY -Evidence of resources being allocated in conformity to prioritized targets	9.
-Evidence of existing cost or time-saving measures put in place by the project	10. What were the cost or time-saving measures applied in the implementation of the project? 11. How helpful have those measures been in achieving project objectives?
-Extent to which resources/inputs were allocated in a timely manner	12. To what extent were resources allocated in a timely manner?
-Evidence & degree of timeliness of output delivery	13. What sort of complaints did you have about the timeliness of output delivery by the project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
-Level/degree of cost effectiveness of project implementation	14. Was the delivery of services under the project cost-effective? Elaborate with specific examples.
-Evidence of key successes and suggestions for improvement	15. What are the project's main successes? 16. What factors are responsible for the successes? 17. What could you have done better? 17a. How satisfied are you with the efficiency of this project? [Very Satisfied-Satisfied-Fairly satisfied-Not satisfied]
Level/degree of involvement of duty bearers and rights holders in achieving project outcomes	18. How have you participated in this project? What are your notable contributions to the results?
Evidence of challenges and opportunities	19. What challenges did you have to contend with during the course of project implementation? 20. What opportunities were open at the same time?
-Suggestions for addressing future challenges	21. What are your suggestions for addressing those challenges in future?
IMPACT -Evidence of changes that occurred on account of the project	22. What changes/improvements in the result areas can be attributed directly to the implementation of this project? 22a. What sort of complaints did you have about the nature of changes that have occurred due to the implementation of this project? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response
-Evidence of changes to gender equality, human rights, climate & environment and corruption brought about on account of the project	23. What changes occurred in relation to gender equality and human rights due to the implementation of this project? 24. Was there any aspect of the project with concerns about or affected by climate and the environment? 25. How did the project tackle the issue of corruption and what changes resulted therefrom?
SUSTAINABILITY	26. Did the project have an articulated exit strategy?

-Evidence of strong ownership by partners	27. What were the elements of the strategy? 28. What was done to implement the exit strategy?
-Evidence that the capacity of partners has been strengthened	29. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Evidence that the capacity of duty bearers and rights holders has been strengthened	30. Was anything done to strengthen the capacity of partners regarding the exit strategy?
-Likelihood of continuation of the benefits created by the project	31. What is the likelihood of continuation of the benefits created by the project?
-Extent to which partners' financial capacity can maintain benefits from the project	32. To what extent can your financial capacity maintain the benefits of the project?
-Options to support partners to maintain these benefits	33. How best can you be supported to maintain the benefits?
-Evidence of existing innovations	34. What innovations have emerged under the project?
-Evidence of replication and/or up-scaling of successful practices	35. What efforts were made to replicate or up-scale successful practices (if any)?
-Evidence of strong ownership by partners	36. What have you done to demonstrate, claim and maintain ownership of this project? 36a. How satisfied are you with the sustainability of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
COHERENCE -Evidence of correspondence in project design, management and implementation with international frameworks for GEWE	37. Is there any similarity in approaches adopted by the project and other interventions to protect and empower women? 37a. What sort of complaints did you have about the similarity of approaches? (A) none (B) minor complaints (C) few complaints (D) major complaints Kindly give reasons for your response.
GHR -Evidence of gender and human rights integration in project design and implementation	38. In what ways were gender equality and human rights concerns integrated into the design and implementation of the project?
-Extent to which gender and human rights concerns are reflected in project service delivery	39. To what extent were gender equality and human rights reflected in the delivery of project activities? Elaborate with examples.
-Degree of satisfaction of stakeholders with the project's compliance with development effectiveness principles (transparency, accountability, anti-corruption, etc.)	40. What steps were taken to ensure transparency, accountability, anti-corruption etc. in the implementation of the project? 40a. How satisfied are you with the coherence of this project? [Very satisfied-Satisfied-Fairly satisfied-Not satisfied]
-Evidence of the project's contribution to changes in	41. In what ways has the project contributed to improvements in the quality of life of women and girls under the project?

the quality of life of women and girls	
DISABILITY INCLUSION -Evidence of the inclusion of PWDs	42. To what extent was the project disability-inclusive?
-Proportion of PWDs in project activities	43. What steps were taken to include PWDs in project activities?
-Evidence of barriers faced by PWDs	44. What efforts were made to address the barriers faced by PWDs while participating in project activities?
-Evidence of the project's contribution to meeting the needs of PWDs and changes in their quality of life	45. In what ways has the project contributed to meeting the needs of PWDs and improving their quality of life?

Annex 5 – Schedule of Evaluation Mission

No.	Destination	Period	Schedule	LOE (Days)
1	Abuja	March 23 rd – 25 th , 2022	Ibadan-Abuja (by air)	2
2	Edo	March 28 th – April 2 nd , 2022	Abuja-Benin (by air) March 28 th	5
3	Lagos	April 4 th – 8 th , 2022	Ibadan-Lagos (by road) April 4 th	5
	Home bound	April 9 th	Lagos-Ibadan (by road)	

Annex 6 – Evaluation Management and Reference Group Members

Group	Member
Evaluation Management Group	<ul style="list-style-type: none"> ▪ The Regional Evaluation Specialist ▪ The Regional Evaluation Analyst ▪ The Country Office Deputy Representative ▪ The Country Office Monitoring and Evaluation Specialist
Evaluation Reference Group	<ul style="list-style-type: none"> ▪ Regional Evaluation Specialist UN Women WCARO ▪ Monitoring and Evaluation Analyst, UN Women WCARO ▪ Monitoring and Evaluation Specialist, UN Women Nigeria

	<ul style="list-style-type: none"> ▪ UN Women Deputy Representative ▪ WPS Programme Analyst ▪ Executive Director, CLEEN Foundation ▪ M&E Officer CLEEN HQ ▪ Project Officer, Edo State ▪ Project Advisor, Lagos State ▪ Deputy Ambassador of Italy to Nigeria ▪ CEO Nigerian Women Trust Fund ▪ Hon. Commissioner, Edo State Ministry of Social Development and Gender Issues ▪ NAPTIP HQ ▪ NCIO ▪ NAPTIP Zonal Commander Lagos ▪ Associate Professor, Benin University, Edo State ▪ Executive Director of the Society for Empowered Youth Development, Edo State
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Annex 7 – List of Stakeholder Respondents

List of Stakeholder Respondents for Edo State

S/N	Organization	Location(s)	Role in project implementation	Age/gender
1	DAAR Communication Plc	Edo	HOC	Adult/Female
2	People's Daily N/P	Edo	Correspondent	Adult/Male
3	Plus TV	Edo	Participant	Adult/Male
4	National Point	Edo	Correspondent	Adult/Male
5	Business Day	Edo	Snr. Correspondent	Adult/Male
6	Daily Trust	Edo	Correspondent	Adult/Male
7	TVC News	Edo	Participant	Adult/Male
8	ITV/Radio CSOs	Edo	Participant	Adult/Male
9	Strength for the Homeless and	Edo	Executive Director	Adult/Female

	Youth Foundation			
10	Caring Heart Initiative	Edo	Executive Director	Adult/Female
11	Initiative for Gender Equality and Advancement	Edo	Executive Director	Adult/Female
12	TAMPEP	Edo	Executive Director	Adult/Female
13	Girls' Power Initiative Benin	Edo	Executive Director	Adult/Female
14	The laws youth initiative	Edo	Executive Director	Adult/Female
15	AHWRCDI	Edo	Executive Director	Adult/Female
16	Society for Empowered Youth Development	Edo	Executive Director	Adult/Female
17	The laws	Edo	Executive Director	Adult/Female
18	WOYCAP	Edo	Executive Director	Adult/Female

LAW ENFORCEMENT AGENCIES

S/N	Organization	Location(s)	Age/gender
1.	National Agency for the Prohibition of Trafficking in Persons (NAPTIP)	Edo	Adult/M
		Edo	Adult/F
		Edo	Adult/M
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/M

		Edo	Adult/M
2	Nigeria Police Force (The Gender desk and Anti-trafficking units)	Edo	Adult/F
		Edo	Adult/M
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/M
		Edo	Adult/M
3	National Human Rights Commission (NHRC)	Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/M
		Edo	Adult/M
4	Nigeria Immigration Service (NIS)	Edo	Adult/M
		Edo	Adult/F
		Edo	Adult/M
		Edo	Adult/F
		Edo	Adult/F
5	Edo state Anti-trafficking task force team	Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F

6	Nigeria Security and Civil Defence Corps (NSCDC)	Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
		Edo	Adult/F
7	National Drug Law Enforcement Agency	Edo	Adult/F
		Edo	Adult/F

SCHOOLS

S/N	Schools	State	Location
1	Itohan Girls Secondary School	Edo	Oredo
2.	Iyoba Girls Secondary School	Edo	Egor
3.	Eyaen Secondary School	Edo	Uhumwode
4	Anglican Girls Secondary School	Edo	Ugbor
5.	Blue Dove Educational Center	Edo	Oliha Community

List of Stakeholder Respondents Selected for Lagos State

Secondary Schools

S/N	SCHOOL
1.	Ikeja Senior Grammar School, Ikeja
2.	New Era Girls' Senior Secondary School, Surulere, Lagos
3.	Olu Abiodun secondary school, Iju Ifako, Lagos
4.	Director, Education District 2, Maryland, Lagos
5.	Sito Gbeyhrome Senior Secondary School, Badagry -Seme, Lagos.

Law enforcement Agencies

S/N	ORGANISATION
1.	NAPTIP, Lagos.

2.	Anti-human trafficking unit, NSCDC, Lagos
3.	NDLEA, Lagos
4.	Anti-trafficking unit, Nigeria Police Force, Lagos.
5.	FRSC, Ojodu, Lagos
6.	National Commission for Refugees, Migrants and IDPs Lagos zonal command
7.	NHRC, Lagos State command

Government Agencies

S/N	ORGANISATION
1.	Ministry of Youth & Social Development, Lagos
2.	Ministry of Justice, Lagos
3.	Federal Ministry of Labour and Employment

Women-led Organisations

S/N	ORGANISATIONS
1.	Women's Right & Health project, Lagos
2.	Bella Foundation for Child & Maternal Care, Lagos
3.	Cece Yara Foundation, Lagos
4.	Bimbo Odukoya Foundation, Lagos
5.	CPN, Lagos

CSOs LIST

S/N	ORGANIZATION
1	WEB OF HEART FOUNDATION
2	WOMEN'S CONSURTIIUM OF NIGERIA (WOCON)
3	WARIF, LAGOS
4	GOOD WOMEN ASSOCIATION
5	PARTINERSHIP FOR JUSTICE

MEDIA LIST

S/N	ORGANIZATION
1	EKO FM, RADIO
2	TV360 NIGERIA

3	NAN (NEWS AGENCY OF NIGERIA)
4	THE GUARDIAN NEWSPAPER
5	THE NATION NEWSPAPER

Annex 8 - List of Documents consulted

1. Annual Progress Narrative Report - Preventing Forced Migration and Trafficking of Women and Girls in Nigeria: Build Resilience, Promote Sustainable Development – 1st July 2021 to 31st December 2021
2. Annual Progress Narrative Report - Preventing Forced Migration and Trafficking of Women and Girls in Nigeria: Build Resilience, Promote Sustainable Development – July 2020 – June 2021
3. A Compendium and Simplification of The Provisions of The Violence Against Persons (Prohibition) (Amendment) Law 2021 of Edo State
4. Checklist for Inception Report
5. CLEEN Quarterly Report October 2020
6. CLEEN Quarterly Report March 2021
7. CLEEN Quarterly Report July 2021
8. CLEEN Quarterly Report October 2021
9. CLEEN Quarterly Report December 2021
10. First Performance Monitoring Report on Preventing Forced Migration and Trafficking of Women and Girls in Nigeria: Build Resilience Promote Sustainable Development
11. Gender Audit Report – An Assessment of Protection Services and Shelters for Trafficked Victims in Edo State, September, 2020
12. Gender Audit of Protection Services and shelters in Lagos State for Preventing Forced Migration and Trafficking of Women and Girls in Nigeria.
13. Global Evaluation Report Assessment and Analysis System (GERAAS) - Independent Evaluation Service (IES), Independent Evaluation and Audit Services (IEAS), UN Women. New York, August 2019
14. How to Manage Gender-Responsive Evaluation - Evaluation Handbook, Independent Evaluation Office
15. Inception Phase Report - Preventing Forced Migration and Trafficking of Women and Girls in Nigeria: Build Resilience Promote Sustainable Development (June -December, 2019)
16. NAPTIP Gender Policy 2020

17. NAPTIP Implementation Strategy to the NAPTIP Gender Policy 2020
18. Preventing Forced Migration and Trafficking of Women and Girls in Nigeria: Build Resilience, Promote Sustainable Development – June 2019 – February 2022
19. Project 3rd Interim Report July – December, 2020
20. Project 4th Interim Report January – June 2021
21. Second Performance Monitoring Report - Preventing Forced Migration and Trafficking of Women and Girls in Nigeria: Build Resilience, Promote Sustainable Development
22. Report of Impact Stories Documented in Edo State
23. Violence Against Persons Law – Edo Amended

Annex 9 – Terms of Reference



National Consultant to Conduct End Project Evaluation

Location:	Abuja, Nigeria
Application Deadline:	25 th January 2022
Type of Contract:	Individual Contract
Post Level:	National Consultant
Languages Required:	English
Starting Date: (date when the selected candidate is expected to start)	28 February 2022
Contract End Date:	6th May 2022
Duration of Contract:	45 working days

I. BACKGROUND

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

Nigeria is simultaneously a country of origin, transit and destination for all streams of migration and for trafficking. According to the International Organization for Migration (IOM) Migration Profile (2009) and the World Bank remittances report on Nigeria (2010), the country's increasing out-migrating population ranges between 836,832 and 1,041,284. Although North America and Europe remain the largest receiving continents, countries within the ECOWAS sub-region also host a significant number of the migrant population from Nigeria. Beyond irregular migration, Nigeria also experiences several cases of trafficking. Women and children constitute the majority of those trafficked. A large proportion of poor women migrants and women trafficked to Europe, especially Italy, are from Nigeria and a growing number of those, are trafficked into the sex sector.

It is against the above-mentioned background that the Government of Italy and UN Women have embarked on a partnership, through the 2-year Project for Prevention of forced migration and trafficking in women and girls in Nigeria. The project has complemented and built on the recent efforts of the Nigerian government to address trafficking and irregular migration concerns, including the implementation and review of major policies in the field including the VAPP Act, and strengthened the gender-responsiveness of interventions by the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) to facilitate prevention, protection, prosecution and partnerships. Furthermore, the project has implemented targeted activities to support women's organizations in their efforts aimed at preventing and addressing the effects of forced migration and trafficking. A peculiar focus was drawn on the collaboration among women-led organizations and security agencies as important stakeholders in designing and implementing prevention and response efforts. The project is implemented from January 2020 to February 2022 in Edo State, Lagos State and FCT were secondary beneficiary States.

II. Description of the Project

The main goal of the project for Prevention of forced migration and trafficking in women and girls in Nigeria, build resilience promote sustainable development was to prevent forced migration and trafficking of women and girls

through economic empowerment and resilience building, and facilitate the reintegration of women and young women returnees. The project was guided by the following theory of change:

If (1) an enabling gender sensitive policy environment that addresses primary and tertiary prevention of forced migration and trafficking is in place; if (2) integrated gender-responsive preventive services in source migration-trafficking sites are effectively designed and implemented; if (3) women and girls (supported by men and boys) effectively influence the design and implementation of enabling policies and gender-responsive preventive and reintegration services for effective access; (4) then forced migration and trafficking will be prevented; because (5) barriers to women's empowerment, resilience and participation in inclusive development will be addressed.

The project articulated into two outcomes; outcome 1: *An enabling gender sensitive policy environment that addresses forced migration and trafficking is in place, whose design and implementation is influenced by women and girls' rights organizations in source migration trafficking sites.*

Output 1.1 Gender-sensitive policy instruments on migration and trafficking are formulated or adapted.

Output 1.2 Capacity of targeted institutions strengthened to provide gender-friendly protection services that address the needs of women and girls' survivors in source migration trafficking sites.

In this result area, the project supported the review of existing policies, laws and plans on migration-trafficking and ensure that these are gender-responsive, in particular it has developed a Gender Policy for NAPTIP and contributed to amend the VAPP Law in Edo State. It has further facilitated multi-stakeholder policy dialogues to elaborate priority legal and policy interventions to strengthen fair and safe migration for women and prevent trafficking. It has supported capacity-building interventions, including training and technical support services to government, NGO partners, to implement gender-responsive, survivors-centred policies and services for women migrants and survivors of trafficking. The project has also facilitated a gender audit of protection services within existing shelters and safe homes in Edo, Lagos States and FCT. Finally, under this outcome it has supported the development of tools and training to enhance gender-responsive service delivery by frontline service providers including the security and justice sector agencies.

The outcome two related to *Increased gender-sensitive information and awareness-raising in source migration-trafficking sites contribute to the prevention of women's irregular migration and trafficking*

Output 2.1 Collaboration and networking among women's organizations and targeted government institutions managing forced migration issues, including the security sector is enhanced.

Output 2.2 Increased awareness-raising and engagement with men and boys and traditional leaders in migration sites

The key activities contributing to the results included community-based interventions aimed at raising awareness and changing social norms. Recognizing the importance of collective action, the project has established and strengthened networking among women at state and national levels and provided capacity-building support to women's organizations to lead efforts aimed at preventing forced migration and trafficking. The project supported the building of a knowledge base on the perceptions of women migrant/trafficking survivors, and violence they experience, as well as an understanding of good practices in strengthening fair and safe migration, taking note of the voices and opinions of women themselves. The above-mentioned outcome supported public awareness campaigns through traditional and social media and Nollywood engagement, to highlight the risks of trafficking and violence faced by women migrants. A focus on engaging men and boys, including traditional and religious leaders to serve as champions and partners in support of strategies that promote and protect the rights of women and girls was emphasized through the support of the adoption of the GEOB. A participatory final evaluation of the Project is proposed to be undertaken from February to April 2021, involving key stakeholders at national level and the two target states. To this end, UN Women is seeking to contract a National Evaluation Consultant to facilitate the end of project evaluation.

III. OBJECTIVES OF THE FINAL EVALUATION

The **Overall Objective** of the final evaluation is to assess the extent to the project for Preventing Forced Migration and Trafficking in Women and Girls in Nigeria has achieved the intended and/or unintended outcomes, provide an in-depth analysis and understanding of why certain intended or unintended outcomes have or have not occurred, analyze the challenges encountered, learn from the current COVID-19 crisis, and document lessons for improving future projects in the area.

The specific objectives of the evaluation are:

- i. To analyze the relevance of the project's implementation strategy and approaches with a special focus on the gender review of legal frameworks on migration and trafficking, and the increase in gender-sensitive information and awareness-raising in source migration-trafficking sites;
- ii. To assess the project's effectiveness and organizational efficiency in the implementation of the project
- iii. To assess the impact of the project in the two States and the extent to what cross-cutting issues of gender, human rights, were mainstreamed in the project implementation.
- iv. To assess the mechanisms put in place for the sustainability of the project's results, including the level of local ownership, accountability, capacities, partnerships and coordination in target states.
- v. To determine the efficiency of strategies for ensuring the effective and efficient implementation of the project, including in the context of the COVID-19 crisis in target states and country at large.
- vi. To document lessons learned, best practices, success stories and challenges to inform the implementation of future programming for UN Women in the area of preventing forced migration and trafficking in women and girls
- vii. Support decision making to capitalize on the next strategy note
- viii. Support a retrospective approach to support greater accountability for effectiveness and learning
- ix. Based on findings, to provide recommendations for a possible second phase of support after the completion of the current project.

IV. DUTIES AND RESPONSIBILITIES

The consultant will directly report to UN Women Team on issues requiring daily supervision or information. In particular, the Country Office M&E Specialist, the Regional Office Evaluation Specialist and the Country Office Deputy Representative will provide quality assurance and approve all evaluation products (ToR, inception report, draft and final reports). The Regional Evaluation Specialist will chair the EMG - and thus holds final responsibility for the quality assurance process and approval of deliverables (to be assessed against UN Women's GERAAS parameters). An Evaluation Reference Group (ERG), chaired by the Country Representative will also be set up to facilitate participation and systematic involvement of key stakeholders in the evaluation, ensuring quality by providing inputs on evaluation products, and ensures dissemination of the evaluation results.

The National expert consultant will be responsible for the following tasks:

- Within the current COVID-19 crisis, develop and submit a detailed methodology for the final evaluation, including desk review, analytical work, data collection techniques, key activities and timeframe for the assignment, in close cooperation with the UN Women office in Nigeria.
- Undertake a desk review of relevant documents, including the VAPP Act and policies related to NAPTIP, logical and monitoring frameworks, and progress reports, among others.
- Conduct field missions to target states and consultation meetings with the project's key stakeholders, partners and beneficiaries, including relevant government institutions, security agencies, civil society organizations, women's groups/networks, and the donor, among others to review the project in line with the set objectives of the final evaluation. The process of conducting consultation meetings is expected to use high standard methods to maximize the collection of quality information and ensure the safety of respondents including conformity to the applicable COVID-19 prevention protocols.
- Develop and submit a final evaluation report of the project, with relevant recommendations based on the interpretation of the evaluation findings and key lessons identified.

The information generated by the evaluation will be used by UN Women and different stakeholders to:

- Contribute to building of the evidence base on effective strategies for strengthening the support to the government, security agencies, NAPTIP, women-led organizations and other stakeholders to tackle human trafficking in Edo and Lagos states, and Nigeria at large.
- Facilitate the strategic reflection, learning and further planning for programming in the areas of strengthening the capacity of the Government of Nigeria, national stakeholders and structures on HT with the aim to increase relevant workable solutions.

Main evaluation users include the UN Women Country Office in Nigeria, the Government of Nigeria (including Edo and Lagos states), the Government of Italy (Project donor), national stakeholders mainly NAPTIP and NGO implementing partners. These stakeholders will be closely involved in the evaluation process to increase ownership of findings, draw lessons learned and make greater use of this final review results. The findings of the evaluation are expected to contribute to effective programming, efficient project delivery and creation of strong partnerships and ownership for sustainable results.

V. EVALUATION CRITERIA AND KEY EVALUATION QUESTIONS

The evaluation will apply OECD/DAC evaluation criteria: relevance, effectiveness, efficiency, sustainability and coherence. The evaluation will also take into consideration gender equality and human rights, and disability inclusion, as separate standalone criteria.

The review will seek to answer the following key evaluation questions and sub-questions:

Relevance: *The extent to which the objectives of the Project are consistent with the evolving needs and priorities of the beneficiaries, partners, and stakeholders.*

- i. To what extent do the project objectives address identified rights and needs of the target groups (e.g. NAPTIP, Women-led organizations)?
- ii. To what extent target state partners were involved in conceptualization and design process?
- iii. To what extent is the intervention aligned with national and international agreements and conventions on gender equality and women's empowerment in the context of women and migration?
- iv. Are the activities and outputs of the Project consistent with the intended impacts and effects? Do they address the problems identified?
- v. To what extent are human rights recognized and addressed as priorities through the project and its implementation to comply with CEDAW and other international commitments?
- vi. Is the Project design articulated in a coherent structure? Is the definition of goal, outcomes and outputs clearly articulated? Is the theory of change still valid?
- vii. What capacities and skills should UN prioritize and further develop to bring greater coherence and relevance to its interventions?
- viii. To what extent did the implementing partners possess the comparative advantage in the project's area of work in comparison with other partners in Nigeria?
- ix. To what extent has the project's design process included a collaborative process, shared vision for delivering results, strategies for joint delivery and sharing of risks among implementing organization?

Effectiveness: *The extent to which the Project's Objectives were achieved or are expected / likely to be achieved.*

- i. How successful was the Project in terms of the progress made towards achievement of the expected results (outputs and outcomes)? What are the results achieved?
- ii. What are the reasons for the achievement or non-achievement?
- iii. To what extent have beneficiaries been satisfied with the results? To what extent have capacities of relevant duty-bearers and rights-holders been strengthened?
- iv. To what extent did UN Women build the capacity of implementing partners to deliver results and set targets?
- v. Does the Project have effective monitoring mechanisms in place to measure progress towards results?
- vi. Has the Project's organizational structure, managerial support and coordination mechanisms effectively supported the delivery of the Project?
- vii. To what extent are the Project approaches and how innovative are strategies for achieving the planned results? What -if any- types of innovative good practices have been introduced in the Project for the achievement of results?

Efficiency: *A measure of how economically resources / inputs (funds, expertise, time, etc.) were converted to results.*

- i. Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the Project outcomes?
- ii. What measures have been taken during planning and implementation to ensure that resources are efficiently used?
- iii. Have the outputs been delivered in a timely manner?
- iv. Were the Project and its components cost-effectively implemented? Could the activities and outputs have been

- delivered with fewer resources without reducing their quality and quantity?
- v. Has the Project's organizational structure, managerial support and coordination mechanisms effectively supported the delivery of the Project? What are the key successes and recommendations for improvement?
 - vi. How did the Project utilize existing local capacities of right-bearers and duty-holders to achieve its outcomes?
 - vii. Has the project built synergies with different other ongoing projects at national and state levels including those implemented with other actors (e.g. the Government of Nigeria, CSOs,) etc.?
 - viii. To what extent were the Project's monitoring mechanisms in place implemented to effectively measure and inform the management of the project's performance and progress towards targets? To what extent were monitoring data objectively used to inform management action and decision-making?
 - ix. To what extent were follow-up actions taken address challenges, obstacles and risks associated to the Project, and what has been done to mitigate these in order to reach planned outcomes.
 - x. What were (if any) key opportunities and/or challenges in the operational context of the project?
 - xi. What changes/interventions would have been emphasized to capitalize on the opportunities for improving the project delivery?
 - xii. What future considerations should be made to address any emerging challenges?

Impact: The various effects of the Project

- i. What are the effects produced, positive and negative, intended or unintended, directly (target groups) and indirectly (larger society)?
- ii. Have there been any negative effects of the project on the four cross cutting issues: gender, human rights, climate and the environment and corruption?

Sustainability: *The likelihood of a continuation of benefits for women from a development intervention after the intervention is completed or the probability of continued long-term benefits.*

- i. Were requirements of national ownership satisfied? Was the Project supported by national/local institutions? Do these institutions, including Government and Civil Society, demonstrate leadership commitment and technical capacity to continue to work with the Project or replicate it?
- ii. What capacities of national partners, both technical and operational, have been strengthened?
- iii. To what extent have the capacities of duty-bearers and rights-holders have been strengthened?
- iv. What is the likelihood that the benefits from the Project will be maintained for a reasonably long period of time if the Project were to cease?
- v. To what extent are the financial capacities of partners likely going to maintain the benefits from the Project? What might be needed to support partners to maintain these benefits?
- vi. How successful was the Project in promoting replication and/or up-scaling of successful practices?
- vii. Which innovations have been identified (if any) and how can they be replicated?

Coherence: *The extent to what other interventions support or undermine the intervention and vice-versa, including aspects of complementarity, harmonization and co-ordination.*

- To what extent is the Project coherent with similar interventions implemented for promoting women's protection and participation in the country?
- To what extent is the Project coherent internally in UN Women and within the UN System in Nigeria?
- To what extent is the Project coherent with wider donor policy?
- To what extent is the Project coherent with international obligations for women's human rights, other human rights conventions and other international frameworks for gender equality and the empowerment of women?

Gender Equality and Human Rights

- To what extent have gender and human rights considerations been integrated into the project design and implementation?
- How has attention to/ integration of gender equality and human rights concerns advance the area of work?
- Has the Program been implemented in accordance with human rights and development effectiveness principles (participation, empowerment, inclusion, non-discrimination, national accountability, transparency)?
- What was the main value added of the Program in changing the quality of life of women and girls?

Disability Inclusion

- Were persons with disability included in the design and implementation of the project?
- What portion of beneficiaries were persons with disabilities?
- What were the barriers persons with disabilities have had to face?
- How has the program contributed to addressing the priorities and changing the quality of life of people with disabilities?

Based on these findings, what are the recommendations for possible new projects after the completion of the current project? This should include necessary follow-on interventions identified, components that requires continued investments, new entry points identified, and level of engagement (state/federal, policy/operational).

It is expected that the National consultant will develop an Evaluation Matrix, which will relate to the above questions (and refine them as needed), the areas they refer to, the criteria for evaluating them, the indicators and the means for verification as a tool for the evaluation. The final evaluation matrix will be approved by UN Women along the final methodology/inception report.

VI. STAKEHOLDERS PARTICIPATION

The final evaluation will be gender-sensitive, consultative, and apply inclusive and participatory processes as reflected in the UN Women’s guidelines for gender-responsive evaluations and the UNEG Evaluation Handbook. Throughout the evaluation process, the consultant will ensure the participation of relevant institutions, women and CSOs representing various groups of women from the Project target areas. Special attention will be given to representativeness of all target groups and beneficiaries. The consultant is expected to validate findings through engagement with stakeholders at workshops, debriefings, or other forms of engagement.

The consultant is expected to discuss during the Inception Workshops how the process will ensure participation of stakeholders at all stages, with a specific emphasis on rights holders and their representatives at all stages of the evaluation process.

The evaluation team is encouraged to further analyze stakeholders according to the following characteristics:

1. System roles (target groups, project controllers, sources of expertise, and representatives of excluded groups);
2. Gender roles (intersections of sex, age, household roles, community roles);
3. Human Rights roles (rights holders, principal duty bearers, primary, secondary and tertiary duty bearers);
4. Intended users and uses of the respective evaluation.

The consultant is encouraged to extend this analysis through mapping relationships and power dynamics as part of the evaluation.

It is important to pay particular attention to participation of rights holders—in particular women and vulnerable and marginalized groups—to ensure the application of a gender-responsive approach. It is also important to specify ethical safeguards that will be employed. The consultant is expected to validate findings through engagement with stakeholders at stakeholder workshops, debriefings or other forms of engagement.

The evaluators are expected to validate findings through engagement with stakeholders at stakeholder workshop, debriefings or other forms of engagement.

The primary stakeholders of the evaluation are the Government of Italy (donor partner), NAPTIP HQ and Zonal Commander in Edo and Lagos States, the Edo State Ministry of Women Affairs and the State-level committee on GBV, Judiciary, law enforcement agencies, CLEEN Foundation, and other institutions working to prevent HT, and key beneficiaries.

VII. SCOPE OF THE EVALUATION

The final evaluation will cover the key components of the Preventing Forced Migration and Trafficking in Women and Girls in Nigeria in Nigeria project, namely: the formulation and adoption of gender-sensitive policy instruments on migration and trafficking; strengthening the capacity of targeted institutions to provide gender-friendly protection services that address the needs of women and girls survivors in source migration trafficking sites;

enhancing the collaboration and networking among women organizations and targeted government institutions managing forced migration and trafficking issues including the security sector; and increasing the awareness and engagement with men and boys and traditional leaders nationwide and in migration sites.

The evaluation will focus on the activities of the Project between **June 2019 and February 2022**, and will review the Project documents, reports, and other relevant documents. The participatory approach to the evaluation will focus on mobilizing key stakeholders, partners and target beneficiaries in each state to respond to set questions and share the benefits, good practices, challenges and lessons learnt from the Project. The results and findings from field missions will also form a critical component of the data available for the review. **The geographic scope** of the evaluation will include key stakeholders and beneficiaries’ representatives at federal and state level (target states are Edo and Lagos States). The evaluation will include field missions to these states. The evaluation will measure against evaluation criteria that will be used - as per OECD DAC standard practices (e.g. relevance, efficiency, effectiveness, sustainability, etc.)

VIII. EVALUATION PROCESS AND METHODOLOGY

The evaluation methodology will deploy a participatory mixed method, including quantitative and qualitative data collection methods and analytical approaches to account for complexity of gender relations and to ensure participatory and inclusiveness processes that are culturally appropriate. The evaluation will apply a theory-based approach. The theory of change should elaborate on the objectives and articulation of the assumptions that stakeholders use to explain the change process represented by the change framework of this project and how this has contributed to prevent and address human trafficking. A participatory review workshop with all key stakeholders involved in the project implementation, including but not limited to UN Women Project team, Government MDAs, NGO partners, will be conducted in each of the target states.

Phases for which the consultant will be responsible for submitting quality deliverables entail the following:

- **Inception Phase:** At the beginning of the assignment, the consultant will be provided with key sources of information for an initial desk review. The online inception meetings will be conducted with the UN Women Project team. At the end of this phase an inception report including a refined evaluation methodology will be delivered. The inception report will be validated and approved by UN Women.
- **Data Collection Phase:** Based on the inception phase, the consultant will carry out an in-depth desk review, and field missions will be conducted to complete data collection and triangulation of information. To this end, a one-day participatory review workshop with key stakeholders and beneficiaries will be conducted in each of the target states. A debrief meeting will be organized where the consultant will present preliminary findings to UN Women and key stakeholders at the conclusion of the data collection phase.
- **Data analysis and Synthesis Phase:** The collected information will be analyzed, and a final review report will be delivered.

The final review is expected to be conducted according to the following time frame below.

Mid-Time Review Task and Time Frame

Task	Time frame	Responsible party
Final ToR (after consultations with Donor and Regional Office) and recruitment processes		UN Women Deputy Representative, M&E Specialist, Project Team, Regional Evaluation Specialist
Engagement of the National Consultant for the Assignment		UN Women Country Representative and Deputy Representative

Inception meeting with UN Women, and desk review of relevant documents	February 2022	National Consultant & UN Women CO & RO team
Submission of inception report and data collection tools to UN Women	February 2022	National Consultant
Feedback to the consultant on the inception report and data collection tools	February 2022	UN Women team
Submission of finalized inception report and data collection tools	March 2022	National Consultant
Facilitate meetings with stakeholders, partners and selected beneficiaries of the Project in target states	March 2022	National Consultant; logistics by UN Women CO team
Reporting stage (presentation of preliminary findings and analysis of data)	March 2021	National Consultant
First draft report submission	March 2022	National Consultant
Review of draft report by UN Women	28 th March-08 th April 2022	UN Women
Review draft report based on inputs	08 th April-15 th April 2022	National Consultant
Final Evaluation Report Submission	19 th April 2022	National Consultant
Use and follow-up, Management response	April-May 2022	UN Women Project Team Representative Final Approval
Total Number of Calendar Days	45 days	

EXPECTED DELIVERABLES

The National Consultant is expected to submit and facilitate the following deliverables events:

1. **Inception Report**, outlining the refined scope of the work, a detailed outline of the evaluation design and methodology, evaluation questions, and criteria for the approach for in-depth desk review and field work to be conducted in the data collection phase. The report will include an evaluation matrix and a detailed work plan.
2. **Facilitate participatory meetings with stakeholders, partners and selected Project beneficiaries** at national level and target states (Edo and Lagos) to collect relevant data.
3. **Presentation of preliminary findings report** (conducted in target states). A presentation detailing the emerging findings of the review will be shared with UN Women and key partners for feedback. The revised presentation will be delivered to key stakeholders for comments and validation. The consultant will address the feedback received into the draft report.
4. **Draft evaluation report** which will be shared with UN Women for initial feedback.
5. **Final review report** taking into consideration comments and feedback collected from UN Women. The report shall include the following chapters: Executive Summary, Introduction and Background, Evaluation approach and methodology (including limitations), Findings, Conclusions, Lessons learnt, Recommendations and relevant Annexes, including Evaluation Brief (3-4 pages)

A model Evaluation Report will be provided to the consultant based on the below outline.

1. Title and opening pages
2. Executive summary
3. Background and purpose of the evaluation
4. Project/object of evaluation description and context
5. Evaluation objectives and scope
6. Evaluation methodology and limitations
7. Findings: relevance, effectiveness (normative, coordination, operational), efficiency, sustainability, and gender and human rights
8. Conclusions
9. Recommendations
10. Lessons and innovations
11. Annexes:
 - o Terms of reference
 - o Literature - documents consulted
 - o Lists of institutions interviewed or consulted and sites visited (without direct reference to individuals)
 - o Analytical results and methodology related documentation, such as evaluation matrix,
 - o List of findings and recommendations

All payments to the consultant will be made subject to the approval of deliverables by the evaluation management group, in line with conformity to GERAAS evaluation guidelines. Payments will be effected as follows:

Deliverables	% to be paid
Submission of an approved inception report	15%
Submission of approved draft report (meets GERAAS evaluation standards)	35%
Submission of the approved final evaluation report (meets GERAAS standards and incorporates inputs by EMG and ERG)	50%

The

consultant will serve as the evaluation facilitator and will have the overall evaluation responsibilities and accountability for data collection, data analyses and the report writing.

Ethical Code of Conduct

The United Nations Evaluations Group (UNEG) Ethical Guidelines and Code of Conduct for Evaluation in the UN system are available at: <http://www.uneval.org/document/detail/100>; Norms for evaluation in the UN system: <http://unevaluation.org/document/detail/21> and UNEG Standards for evaluation (updated 2016): <http://unevaluation.org/document/detail/1914>.

EXISTING INFORMATION SOURCES

- a) Project Document,
- b) Project First Interim Narrative Report and other relevant reports.
- c) NAPTIP Gender Policy, Implementation strategy, Amended VAPP Act
- d) Partner Reports
- e) Gender Audit Reports
- f) Performance evaluation reports by the IP
- g) UN Women Strategic Note (2018 – 2022)
- h) Other studies related to Nigeria, as applicable

