

Final Project Evaluation Report

Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic

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From
the People of Japan



Executive Summary

Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic Project.

The project was implemented by International Organization for Migration (IOM) Lesotho country office as part of the emergency response to the crisis of returnees who were coming back to Lesotho mainly from South-Africa and whose livelihoods was adversely affected by COVID-19. Vulnerable communities in five selected project districts (Qacha's Nek, Quthing, Mohale's Hoek, Mafeteng and Leribe) were also supported through community development projects. The project had a total funding amounting to USD 669,990 from the Embassy of Japan in Lesotho targeting to directly benefit 200 returnees and other vulnerable households through vocational skills training, 5,000 community members through community development projects and District COVID-19 Secretariat (DISCOSEC) members through reintegration trainings. The project had a short duration of only 12 months (March 2021 – March 2022). The anticipated outcomes of the project were as follows.

- ✓ Government of Lesotho has improved its ability to successfully implement reintegration programmes.
- ✓ Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin.
- ✓ Government of Lesotho - through Ministry of Local Government has improved its ability to enhance social unity/cohesion through community development initiatives.

Evaluation Methodology

The evaluation exercise adopted mixed methods evaluation approach (qualitative and quantitative) where a combination of open ended and close ended questions was used to collect the primary data from various groups of target respondents. Key informants' interviews, household survey, desk review, observations, focus group discussions and literature review were the methods used for data collection. Simple random sampling and purposive sampling were used to select the respondents. A total of 82 respondents were interviewed in this evaluation. About 28 community development project/cooperative members and 30 returnees were randomly selected and interviewed through household survey while 3 community leaders, 6 representatives of the DISCOSEC, 3 District Administrators and 6 community development projects committee members were reached through key informants interviews. The assignment was organized and completed in three phases which are planning for the evaluation, data collection and data analysis and report writing.

Findings by Evaluation Criteria

The activities implemented through the project were aligned to the unique needs of the beneficiaries (returnees, the communities and DISCOSEC members). This can be attributed to the fact that the design and selection of the activities were informed by the findings of rapid assessments and rigorous consultations at community and district levels. The project was highly effective in

implementing all the planned activities as per the implementation and exiting most of the targets. The project bolstered its efficiency by leveraging on the successes and lessons learnt from 6 months pilot reintegration skills training project which was funded by UKAID in 2020 targeting around 180 trainees. The community development projects are highly likely to be successful and sustainable due to strong commitment (among other things) demonstrated by the members by committing to continue with the payment of their monthly subscription fee, continue buying their products and voluntarily participate in project activities without payment expectation in return

Conclusions

The major conclusions arising from the evaluation are as follows:

1. IOM has made considerable progress in improving the livelihoods of benefiting returnees and targeted households who were severely impacted by COVID-19.

- ✓ About 99% (98/200) trainees graduated from the vocational training due to the support provided by the project and majority were already pursuing their businesses when the project phased out by 30th April 2022.
- ✓ 97% of the trainees who graduated from the vocational training further participated in business coaching training which was meant to equip them with some basic entrepreneurship and business management skills for them to better manage their businesses.
- ✓ Almost all the trainees were provided with startup kits and M3,000(USD 200) when the project closed down in order for them to start their own businesses without having to worry about start-up capital which is normally a huge challenge faced by small and medium enterprises in Lesotho.

2. The community development projects/cooperatives made substantial progress in promoting social cohesion and collaboration among the communities severely impacted by COVID-19 pandemic.

- ✓ The strong commitment and collaboration were noticed in three visited community development projects during the evaluation. The community members and committee members interviewed were passionate about the project and determined to be the first target market for their products, market the products to their friends and relatives, continue paying their monthly subscriptions, encourage more community members to join and protect the project sites from theft and damage by animals.

3. The project was able to build on existing initiatives and implement lessons learned from previous projects.

- ✓ The lessons learned from the pilot reintegration project piloted in 2020 for about 6 months through UKAID funding informed the design and implementation of the second phase (Embassy of Japan funded project) and helped to avoid repetition of the same mistakes and inefficient utilization of the resources. Specifically, some of the lessons learned in phase 1 led

to provision of start-up capital to all trainees and improving the selection criteria of the returnees in phase 2.

Recommendations

Some of the recommendations made by the evaluation team include but not limited to the following.

- ✓ Selection process and verification of beneficiaries' eligibility could be improved through intensive verification (upon selection by community leaders and NACOSEC members) by independent consulting firm/consultant who does not have direct interest to the project activities and associated benefits.
- ✓ Increasing duration of the vocational trainings to at least 3 to 6 months could allow the trainees to have a better grasp of the training content which will then enable them to make high quality and competitive products or services upon completion.
- ✓ Concurrent implementation of project activities like procurement of the startup-kits could start way ahead even before the trainees graduate to avoid delayed procurement processes and deliveries which can discourage and kill the momentum of the trainees who were eager to start their own businesses.

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List of Acronyms

DA	District Administrator
DCS	District Community Council Secretary
DISCOSEC	District COVID-19 Secretariat
DMA	Disaster Management Authority
IOM	International Organization for Migration
GoL	Government of Lesotho
NACOSEC	National COVID-19 Secretariat
USAID	United States Agency for International Development
UKAID	United Kingdom Agency for International Development
MoSD	Ministry of Social Development
MoLG	Ministry of Local Government
MoLE	Ministry of Labour and Employment
NCC	National Consultative Committee on Migration (NCC)
NGO	Non-Governmental Organization

1.0 Introduction

1.1 Country Overview

General Overview

Lesotho is among the smallest countries in the world uniquely enclaved within its only bordering country – Republic of South Africa with an estimated area of 30,000 km² (11,600 sq mi). The country has an estimated population of 2.2 million with males constituting 48.9 % and 51.1% of females. Majority (66%) of the people in the country still reside in rural areas where agriculture is major driver for their livelihoods. Key challenges in the agriculture sector include climate change and environmental shocks. (Census, 2016). The country had an estimated Gross Domestic Product of \$1.84 billion and nominal gross domestic product (GDP) per capita of \$1,091 in 2021 (World Bank, 2021).

High unemployment rate (22.5) % - using strict definition and 38.3 % - using expanded definition that includes discouraged job seekers and lack of opportunities especially among the youth remains one of the utmost challenges facing the country in recent years. Poverty levels in Lesotho are estimated to have stagnated at around 30% between 2020 and 2021¹ (World Bank, 2021).

Country Migration Overview

Between March and April 2020, the Government of Lesotho through the help of IOM created a database meant to register Basotho migrants who were stranded and severely affected by COVID-19 in South-Africa and in need of economic assistance (e.g., food, rent payment etc.) or return assistance (e.g. transport costs, immigration paperwork) among others. The database was further meant to gather information on total number of people in need of help and their locations (provinces) in South-Africa. Between April 16 and May 2nd, 2020, a total of 15,869 Basotho migrants living in South-Africa and who were economically affected by COVID-19 had registered their names and situation through the database link created with the support of IOM. Out of 15,869 registered vulnerable Basotho migrants, 61% (9,653 persons) were females and 39% (6,216 persons) were males. 50% of the registered vulnerable Basotho migrants were based in Gauteng followed by Kwazulu Natal (21%), Free State (13%), North West (6%) and Western Cape (5%). There were few registered persons in Limpopo (1%), Mpumalanga (1%) and Northern Cape (1%). The table below presents more detailed information of the registered migrants in South-Africa who were affected by COVID-19².

¹ World bank Lesotho (2021). Link: <https://www.worldbank.org/en/country/lesotho/overview#1>

² Rapid Assessment – Basotho Migrants in South-Africa, May 2020

Table 1: Registered Basotho Migrants Affected by COVID-19 -April-May 2020

Province	Female	%	Male	%	Total	%
Eastern Cape	170	2%	192	3%	362	2%
Free State	1,233	13%	829	13%	2,062	13%
Gauteng	5,211	54%	2,682	43%	7,893	50%
Kwa Zulu Natal	1,751	18%	1,551	25%	3,302	21%
Limpopo	88	1%	39	1%	127	1%
Mpumalanga	127	1%	83	1%	210	1%
North West	638	7%	333	5%	971	6%
Northern Cape	77	1%	61	1%	138	1%
Western Cape	306	3%	419	7%	725	5%
(blank)	52	1%	27	0%	79	0%
Grand Total	9,653		6,216		15,869	100%

Source: IOM Lesotho Rapid Assessment - Basotho Migrants in South Africa, May 2020.

Impact of COVID-19

Like many other countries in the world, Lesotho has been negatively impacted by COVID-19 pandemic since 2020 which led to numerous socio-economic interruptions and catastrophes which include loss of life and loss of employment among many others. Lesotho was among the last countries in sub-Saharan Africa to record the first case of COVID-19 (May 2020) but due to lack of adequate preparedness, poor health infrastructure and health systems; and limited resources the country was still severely impacted by the pandemic.

The country remains vulnerable to the COVID-19 pandemic after emerging from a second wave of infections at the start of 2021 and coming to the end of a third wave which started in June 2021. While Lesotho launched a timely national response since the first cases of COVID-19 were identified in May 2020, Lesotho, like neighboring countries, continues to experience resurgences of infections which pose challenges to the health sector and the economy as a whole. As of mid-March 2022, it is estimated that about 57 percent of eligible population in Lesotho have been vaccinated. During the same period, there have been cumulative 32,720 confirmed cases and 697 deaths. Despite the vaccine roll-out, new variants or strains of the virus are likely to necessitate new restrictions and further lockdowns especially during the upcoming winter season which imply downside risks to growth. New waves of infection globally, regionally and domestically are expected to weigh down Lesotho's exports, lower remittances and capital inflows.

1.2 IOM Overview

The International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. The organization was established in 1951, and currently has 174 member states, a further 8 states holding observer status and offices in over 100 countries. IOM is committed

to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM works to help ensure the orderly and humane management of migration to promote international cooperation on migration issues, to assist in the search for practical solutions to migration problems and to provide humanitarian assistance to migrants in need, including refugees and internally displaced people.³

The IOM constitution recognizes the link between migration and economic, social and cultural development, as well as to the right of freedom of movement. IOM works in the four broad areas of migration management which includes **Migration and development, Facilitating migration; Regulating migration and Forced migration**. The activities that cut across the four aforementioned areas include, *the promotion of international migration law, policy debate and guidance, protection of migrants' rights, migration health and the gender dimension of migration*.

Lesotho was admitted as an IOM Member State on **29 November 2010**. It came under the purview of the IOM Regional Office for Southern Africa in Pretoria. From 2020, IOM is committed to support the following seven migration related initiatives in Lesotho:

- ✓ **Enhance Lesotho law enforcement institutions' understanding of best practices** to identify trafficked persons, investigate trafficking cases and prosecute traffickers and apply the gained skills and knowledge in their work,
- ✓ **Support the Government to ensure that the rights of Basotho migrant workers are upheld** by employers and host governments through the regularization of labour movements. IOM will also support the Government in the implementation of potential bilateral labour agreements in order to bring a developmental impact from the regular migration,
- ✓ IOM is **developing evidence and whole-of-government approaches through the National Consultative Committee**, which consists of various ministries, migrant support organizations, private sector and NGOs. IOM continues to support the annual review for Migration Governance Index in order to enhance evidence-based approach,
- ✓ IOM intends to support the **administration of the migration profile for Lesotho**,
- ✓ Support the **creation of the Basotho diaspora association**. An emigrant support model could be considered to extend support for Basotho vulnerable migrants abroad, and IOM intends to pilot emigrant support activities through the soon-to-be established diaspora association,
- ✓ **Expand return and reintegration support for stranded migrants and forced migrants**. IOM will support the Government in screening migrants at the borders and provide tailored shelter, education, livelihood and health assistance,

³ IOM Website, 2022. Link: <https://www.iom.int/who-we-are>

- ✓ Support the Government to **enhance border and migration management through capacity-building** for immigration and border officials, as well as provision of equipment to strengthen security of the borders/airport, and travellers' complaints/feedback mechanism.

2.0 Background

2.1 Project Rationale

The outbreak of COVID-19 pandemic which started late in 2019 has significantly devastated economies of most countries globally and it has become a grave humanitarian crisis. The most vulnerable countries, communities and groups of people especially in African continent were the most affected due to their limited resources, poor health infrastructure and systems and lack of preparedness among others to cope and fight the pandemic. Some of the strict pandemic control measures like lock downs and indeterminate closure of non-essential services taken to curb the spread of the COVID-19 by most of the countries including South Africa (which has a large population of Basotho migrants) resulted in loss of livelihood for many people. A series of COVID-19 lockdown control measures introduced by the government of South Africa from March 2020 left numerous numbers of Basotho migrants residing in that country food insecure and with limited means of survival due to loss of jobs and no income. This scenario then forced Basotho migrants in South Africa to return to Lesotho in large numbers through official and unofficial borders. The Government of Lesotho started receiving overwhelming number of calls from its citizens who were stranded or destitute and, in some instances, evicted in South Africa asking for help and support with resources (mainly money and food) to safely return to Lesotho or cope with their daily needs while still in South Africa.

The Government of Lesotho was to a large extent unprepared to support Basotho migrants stranded in South Africa or to support reintegration of those who were returning back to Lesotho due to COVID-19 ramifications they were faced with in South-Africa. The Government then reached out to the international non-profit and donor community in the country and abroad for help with resources and initiatives to respond to the socio-economic challenges faced by its citizens living in the country, returnees (mainly from South-Africa) and those still stranded abroad. The IOM Lesotho country office decided to respond to the Lesotho Government's plea for support with the ***"Socio-Economic Reintegration of Returnees and other Vulnerable Households in Migration Affected Areas severely impacted by COVID-19 pandemic"*** project.

2.2 Project Overview

The ***"Socio-Economic Reintegration of Returnees and other Vulnerable Households in Migration Affected Areas severely impacted by COVID-19 pandemic"*** project was a pilot intervention in which the Government of Lesotho needed and requested support from international organizations such as IOM which has extensive experience in sustainable reintegration

programming – to support the Basotho returnees from South-Africa due to COVID-19 related adverse livelihood conditions they were faced with in South Africa. The project was implemented in five districts of Lesotho (Qacha’s Nek, Quthing, Mohale’s Hoek, Mafeteng and Leribe) between March 2021 and March 2022. The five districts were chosen for their high influx of returnees from South-Africa to Lesotho. The total funding of the project was *USD 669,990 (Total grant including UN levy: USD 676,690)* and it was from the Japanese Embassy in Lesotho.

IOM applied part of the reintegration assistance modality which proved to be effective and productive based on the global IOM Reintegration Project Framework which was modified and tailored to the context of Lesotho and the urgent needs of returnees pressured by continuous challenges of COVID-19 .

Project Goal and Key Activities

The **goal** of the project was to support sustainable reintegration of returnees who continued to come back to Lesotho through official borders and informal crossings (so-called “community crossings”) from South Africa since March 2020 when South Africa implemented the COVID-19 lockdown and border closure. The project key **activities** for improvement of the returnees and other vulnerable households livelihoods included but not limited to the following.

- ✓ Identification of 200 returnees and other vulnerable households, and assess their preferred choice of skills to be developed;
- ✓ Provide the 200 returnees and other vulnerable households with humanitarian assistance (in kind assistance), COVID-19 risk information and Personal Protective Equipment (PPEs);
- ✓ Provide market-oriented vocational skills, business management knowledge and small business start-up support or job placement.

The above key activities were designed to improve beneficiaries’ livelihoods through maximizing their income-generating opportunities and enhancing their living conditions while addressing the returnees’ immediate needs to restore their livelihoods and ensure their safety from being infected/affected by COVID-19. Livelihood options were carefully selected based on the local market assessment needs. COVID-19 risk communication was also integrated throughout the project.

Direct project beneficiaries through **capacity building initiatives** (*return and reintegration Training, cooperatives training etc.*); **livelihoods improvement activities** through skills training and provision of start-up kits and capital and **promotion of social cohesion** through community development projects among others are listed below.

Table 2: Target Primary Project Beneficiaries

#	Target Beneficiaries	Total Target Beneficiaries	Target Interventions
1.	Severely Vulnerable Households due to COVID-19	5,000 (1,000) from each of the five project districts	Community Development Projects (cooperatives)
2.	Youth Returnees and Youth from households severely impacted by COVID-19 Pandemic	200	Skills Training – vocational/trades training and business coaching
3.	DISCOSEC Members (Ministry of Social Development, Ministry of Local Government, Ministry of Labour, DMA, DA, DCS etc.)	N/A	Capacity building on return and reintegration projects
4.	Local Leaders (chiefs, religious and cultural leaders, local government councillors)	N/A	Capacity building on return and reintegration projects.
5.	Community Development Projects Committee Members	N/A	Cooperative's training and technical training related to the community project of their choice.

The target project community councils in each of the five project districts were identified by the DISCOSEC teams and those are listed in the table below including the estimated population in each council as per data from Bureau of Statistics Lesotho.

Table 3: Target Project Community Councils by Population

#	District	Community Council	Estimated Population Size
1.	Mafeteng	Sekameng	2,337
2.	Mohale's Hoek	Silioe	2,404
3.	Quthing	Tosing	1,813
4.	Qacha's Nek	Qhoalinyane	1,279
5.	Leribe	Leshoele	1,384

Source: BOS, 2016

Project Outcomes

The project comprised of three broad outcomes and those were as follows.

- ✓ **Outcome 1:** Government of Lesotho has improved its ability to successfully implement reintegration programmes.
- ✓ **Outcome 2:** Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin.
- ✓ **Outcome 3:** Government of Lesotho - through Ministry of Local Government has improved its ability to enhance social unity/cohesion through community development initiatives.

Partnerships

The Project was designed and implemented through extensive consultations, deliberations and collaboration with key stakeholders at national, district and community level and those include but not limited to the following.

- ✓ Ministry of Local Government (MoLG),
- ✓ Ministry of Social Development (MoSD),
- ✓ Ministry of Labour and Employment (MoLE),
- ✓ Disaster Management Authority (DMA),
- National COVID-19 Secretariat (NACOSEC),
- National Consultative Committee on Migration (NCC) - a multi-sectoral and inter-Ministerial body to advise GoL on migration issues which consisted of representatives from employers, workers, private sector, migrant associations, and academia.
- Community Leaders (Chiefs and councilors)

Throughout the entire project life cycle (project design and planning, implementation, monitoring and evaluation and project close-out phase) IOM was committed to continuously deepen the existing partnerships and strengthen cooperation with a wide range of stakeholders with the purpose to expand and crystalize the collaboration and partnership towards the project common goal.

Delivery Structure & Staff

The program was implemented by IOM Lesotho country office in close collaboration with partner ministries (both at national and district level) vocational schools and community members. The IOM country project staff comprised of the following positions.

- ✓ **National Monitoring and Evaluation Officer** - at 10% level of effort,
- ✓ **Sr. Project Assistant** - at 100% level of effort,
- ✓ **Field Assistant livelihood** - at 100% level of effort,
- ✓ **Field Assistant Social work** - at 100% level of effort,
- ✓ **Communication Assistant** - at 80% level of effort
- ✓ **Resource Management Assistant**- at 30% level of effort,
- ✓ **Procurement Assistant / Driver** - at 100% level of effort.

2.3 Evaluation Objective and Scope

The overall objective of the evaluation was to determine the extent to which the project (Socio-Economic Reintegration of Returnees and other vulnerable households' project) contributed to its objectives and judge on the overall performance of the project against its results framework and evaluation criteria (*Relevance, Effectiveness, Efficiency, Impact, Sustainability, and Gender and Human Rights*). The evaluation measured the project performance based on the following key areas:

- ✓ Assess whether the project has met the intended objectives and outputs as set out in the Project Proposal or Project Results Matrix,
- ✓ Assess how the project performed against key standard evaluation criteria,

- ✓ Assess the challenges and opportunities, best practices and lessons learnt for future programming.

2.4 Evaluation Methodology

The mixed methods research/evaluation approach (qualitative and quantitative) through a combination of both open ended and close ended questions was used in this evaluation. Data collection methods utilized included **Key informants' interviews, household interviews, desk review, observations, literature review and focus group discussions**. The assignment was completed in three phases which include **1) planning for the evaluation, 2) evaluation data collection** and **3) data analysis and report writing**

The steps employed in each phase are summarised below.

Phase 1: Planning for the Evaluation

The activities undertaken in this phase included project kickoff meeting with the IOM Evaluation team, preliminary desk review, development of data collection tools and compilation of the inception report. The purpose of planning and preparation phase was to clarify questions and assumptions regarding the evaluation, ensure mutual understanding of the evaluation scope and deliverables by both parties (consultant and IOM Evaluation team) and agree on the evaluation timelines/schedule.

Phase 2: Evaluation Data Collection

This phase entailed primary data collection from the target respondents at various levels (national, district and community level) through key informants' interviews, household interviews, focus group discussions and observations using standard questionnaires and interview guides. A detailed desk review of the project key documents was conducted to assess the project performance against the set targets and intended outcomes. Some of the documents reviewed by the evaluation team include the following.

- ✓ Full Project Proposal
- ✓ Budget,
- ✓ Work Plan,
- ✓ Rapid Assessments
- ✓ Feasibility Studies,
- ✓ Training Reports,
- ✓ Local Market Assessment,
- ✓ Meeting Notes,
- ✓ Monthly Reports,
- ✓ Beneficiary Lists

Both simple random sampling and purposive sampling techniques were predominantly used for selection of the target respondents. The people who are most knowledgeable and have firsthand information about the project which include but not limited to DISCOSEC members, Community Leaders and District Administrators were purposely targeted as key informants for the evaluation. Due to time and budget constraints which made it not feasible to cover all the five project districts,

three districts were sampled for the evaluation and those are Quthing, Mafeteng and Mochale's Hoek. The table below presents the planned number of the target respondents per category against the actual numbers reached during data collection.

Table 4: Evaluation Sampling Plan

#	Target Respondents Population	Planned Sample Size	Actual Number Reached
1.	200 Returnees	15% - 30 beneficiaries (10 per district)	30 (100%)
2.	5000 beneficiary households	30 households (10 per district)	28 (93%)
3.	Community Development Projects - Cooperatives	6 Committee Members (2 per district)	6 (100%)
5.	Vocational Schools	4 Representatives (1 per each school)	2 (50%)
6.	Project Staff	Country Director (1) Project Manager (1) Monitoring and Evaluation Officer (1) Project field Staff (2)	4 (80%)
7.	District Administrators (DA)	3 Administration Officers (1 per district)	3 (100%)
8.	Ministry of Social Development (MoSD)	1 - National - Community Development Manager	1 (100%)
9.	Ministry of Labour and Employment (MoLE)	1 - National - Migrant Liaison 1 - National - National Employment Service	2 (100%)
9.	National COVID-19 Secretariat (NACOSEC)	National - 1 representatives	--
10.	District COVID-19 Secretariat (DISCOSEC)	District - 12 representatives (4 per district)	6 (50%)
11.	National Consultative Committee on Migration	National - 1 representative	--
12.	NGO Partners -Skillshare	2 representatives (1 District Level and 1 National)	1
13.	Community Authorities - (Chiefs or councilors)	3 representatives - (1 per district)	3 (100%)
14.	Consultants	2 - Consultants	1 (50%)
Total Number of Participants (Excluding Consultants)			82 Respondents

The planned sample sizes for the target respondents like members of DISCOSEC could not be achieved by the evaluation team because of their participation in the district workshops which were ongoing during the visits. Multiple effort to reach additional representatives from the vocational schools were also fruitless however the evaluation team is strongly confident that with the data collected as per the above table, the project performance is fairly assessed, and strong recommendations and conclusions established.

Phase 3: Data Analysis and Report Writing

Upon completion of data collection exercise, data (qualitative and quantitative) was entered into the excel data entry sheets, cleaned and then analysed from all lines of evidence in order to ensure

that there is a strong foundation of evidence upon which to base the evaluation findings, conclusions and recommendations. Further analysis of both desk review data and primary data was conducted to ensure rigorous recommendations and conclusions. The draft evaluation report was prepared and shared with the IOM evaluation team for review and comments leading to this final evaluation report.

2.5 Evaluation Limitations

The initial plan of the evaluation team was to cover all the five project districts with primary data collection for the evaluation, however during the inception meeting discussion with the IOM team plan proved to be not feasible given the limited timeframe of the evaluation, remote and hard to reach location of some of the project beneficiaries (mostly returnees).

3.0 Project Achievements

Outcome 1: Government of Lesotho (GoL) has improved its ability to successfully implement reintegration programmes

Return and Reintegration Trainings

To strengthen facilitation of reintegration of returnees at district and community level the project staff working together with various implementing partners conducted a training on return and reintegration across all five project districts targeting **Local Leaders, DAs, and DISCOSEC members**. The data for community leaders' training is presented through the table below.

Table 5: Local Leaders Trainings (chiefs, traditional and religious leaders, councillors etc.)

Districts	Target Group	Total Community Councils	Total Attendance	Males	Females	Training Dates
Mohale's Hoek	Community Leaders	8	50	27	23	17,18, 19 May 2021,
Leribe	Community Leaders	12	52	33	19	1-3 September 2021

The members of the the DISCOSEC team from five project districts were trained on return and reintegration in order to capacitate them to better deal and handle the reintegration of returning migrants better within their host districts and communities and their data is presented in a table below.

Table 6: DISCOSEC Members Training

District	Target group	Total community councils	Total Attendance	Males	Females	Training dates
Leribe	DISCOSEC	N/A	16	8	8	30-Nov-2021
Mafeteng	DISCOSEC	N/A	11	3	8	26-Nov-2021
Mohales' Hoek	DISCOSEC	A/A	20	12	8	25-Nov-2021
Quthing	DISCOSEC	N/A	10	4	6	24- Nov-2021
Qacha's Nek	DISCOSEC	N/A	10	2	8	23-Nov- 2021

Studies/Assessments conducted

Several studies/assessments were conducted during and before actual project implementation mainly through external consultants with the purpose to understand the socio-economic conditions and needs (immediate and long term) of Basotho returnees and most vulnerable communities to inform development of relevant interventions. The table below summaries the assessments conducted, their purpose and key findings.

Table 7: Studies/Assesments Conducted

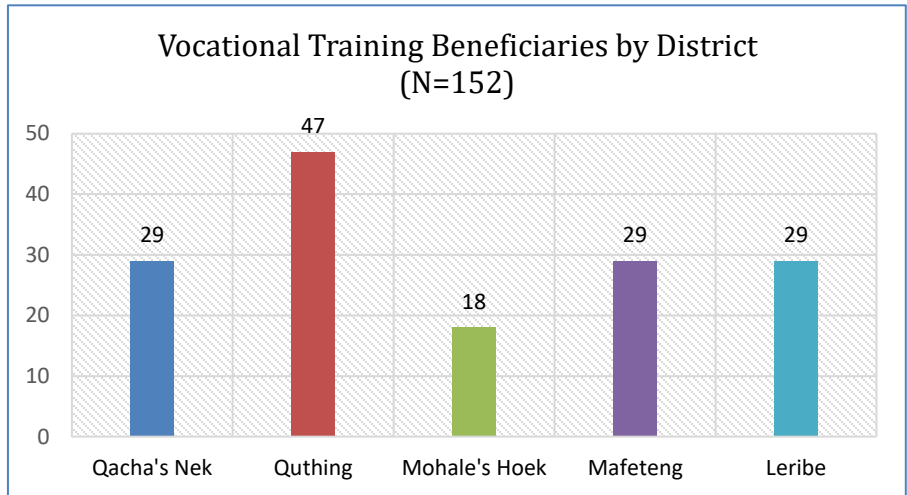
#	Studies Conducted	Purpose	Findings
1.	Community Projects Identification and Feasibility study	<ul style="list-style-type: none"> To identify community development projects that can improve beneficiaries' livelihoods through maximization of income-generating activities, whilst also developing an environment that reintegrates the returnees into the community of origin. 	<p>Through participatory community consultations, the communities and their local authorities in the target project areas identified key development challenges, and areas of assistance that they deem would improve their livelihoods and social cohesion. Below is the list of the identified community projects (mainly agribusiness) per district;</p> <ol style="list-style-type: none"> Layers Project – Mafeteng and Qacha's Nek Vegetable Production Project - Mafeteng and Leribe Water Bottling Project - Mohales Hoek Apiculture with Orchard- Mohales Hoek Bakery & Food Processing Project - Quthing. Fisheries Project - Leribe Communal Water Harvesting -Leribe
2.	Basotho Vulnerable Migrants: Gender, Poverty, Health and COVID-19 Risk IOM Lesotho - Rapid Assessment, May 2020	<ul style="list-style-type: none"> Between April 16 and May 2 2020, a total of 15,869 Basotho migrant populations living in South Africa and who are economically affected by COVID-19 have registered their name and situation through the link. IOM Lesotho country office then conducted a rapid assessment with the purpose to understand their socio-economic conditions 	<p>Immediate Humanitarian Needs</p> <ul style="list-style-type: none"> Food provision and/or cash transfer to the vulnerable migrants in South Africa (food voucher could be the only feasible option considering the location where they are living) Provide accurate information on COVID-19 while ensuring the referral health service regardless of immigration status for those who have COVID-19 symptoms Uphold human rights for undocumented migrants (Marginalization will increase COVID-19 pandemic risk among this category of migrants)

#	Studies Conducted	Purpose	Findings
		and their critical needs for support.	
3.	The Rapid Assessment of the Livelihood Situation of Returnees and COVID-19 Preparedness and Response level in Migration Affected Areas in Lesotho	<ul style="list-style-type: none"> Understand the impact of COVID 19 on vulnerable returnees mainly from South Africa to inform IOM Lesotho country office policy advocacy as well as humanitarian and socio-economic interventions targeting the returnees and their families, as well as migration affected communities Inform COVID-19 risk communication targeting the border communities in four districts (Quthing, Qacha's Nek, Mofale's Hoek and Mafeteng) 	<p>Some of the key findings of Rapid Assessment were as follows</p> <ul style="list-style-type: none"> Majority (40%) of the responders (returnees) were predominantly youth with ages ranging between 26-35 years old, followed by those aged 36-45 years old (24%) followed by those below the age of 25 years (19%). The main concerns of the returnees were lack of food (73%), loss of employment (56%) and lack of survival income (19%). The returnees continued to face various life challenges (lack of food - 90%, lack of work - 70%, lack of PPEs - 41%, destructed education - 39%, lack of water and sanitation - 38%, lack of COVID-19 information - 33%, future uncertainty - 30% poor health condition - 28%).
4.	Beneficiary Profiling and Tracer Study	<ul style="list-style-type: none"> To assess if the livelihoods of the returnees change after completion of the skills training on the trade of their choice. 	<ul style="list-style-type: none"> Majority of the graduates were satisfied with the skills training course; however, it is not bringing the change in their lives since IOM did not provide either business setup capital or setup kits for the graduates. The graduates who managed to get financial support from family, relatives or get loan started their own business while many of them are still unemployed, or their income level remain similar.
5.	Local Market Assessment and Skills Training Opportunity and Capacity Assessment	<ul style="list-style-type: none"> Conduct Labour market assessment in selected districts with the purpose to identify the trades which are in demand in the market and identify the vocational school which has training on such trades 	<ul style="list-style-type: none"> Identified the trades which are in demand in the market across all five project target districts. The assessment was further able to identify the vocational schools which offer training on the trades identified as marketable.

Outcome 2: Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin.

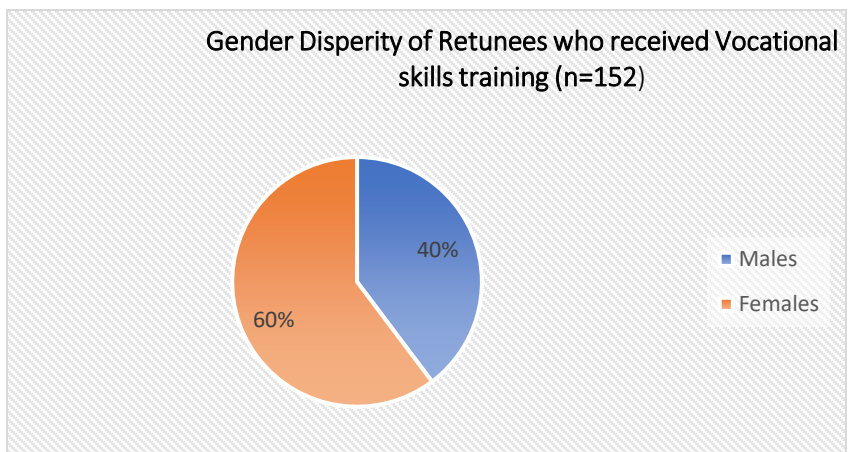
Trades Skills Training

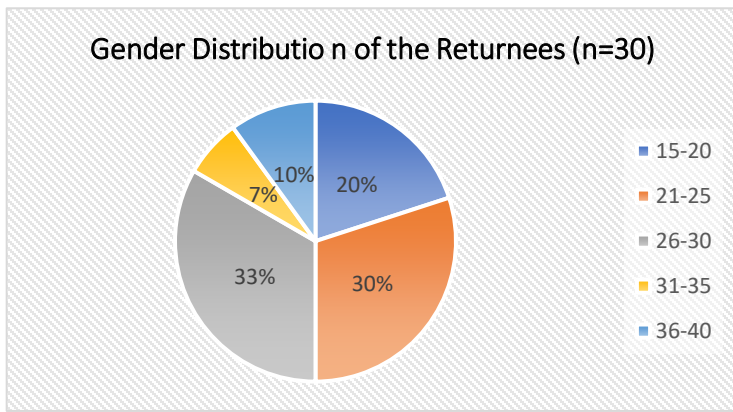
The project was intended to support a total of 200 returnees with skills development training on various trades through local vocational schools and individual service providers which have the capacity to delivery custom trainings for the trades which were identified to be on demand in the local market by the Local Market Assessment and Skills Training Opportunity and Capacity Assessment and preferences of the returnees. The vocational



schools which were identified to have the capacity for skills training include *Leloaleng, Jo Motors, Mathato Dressmaking, Hatty, St. Marry Mozarello and CCEBS*. The chart below presents data on the number of participants for trades' training per district according to the project excel database however, the evaluation team learned during primary data collection that a total of 198 trainees graduated from the vocational skills trainings.

The chart below presents Gender distribution of the returnees who benefited from vocational training skills and it is clear that female representation was higher than that of the males. The analysis was based on the clients database which the evaluation team received from IOM Lesotho and the evaluation team understands that the actual total number of trainees is around 198 not the 152 as per the database. It is then clear that female returnees were the most affected by COVID-19 pandemic and this is despite the fact that the selection criteria used to select the returnees for skills training was not deliberate in ensuring that their representation is the higher than those of males.





The project reached more younger (both within 26-30 and 21-25 age ranges) in returnees who received skilled training while the maximum age was 40 and 16 as the youngest. This therefore demonstrates that youth aged between 21 and 30 years were among the most vulnerable groups because of COVID-19.

Provision of start-up kits to successful graduates was one of the key project activities and the table below presents the information on cost estimates for start-up kits per trade. Both hair dressing and catering start-up kits constituted the highest amount of the budget while leather making start-up kits constituted the least.

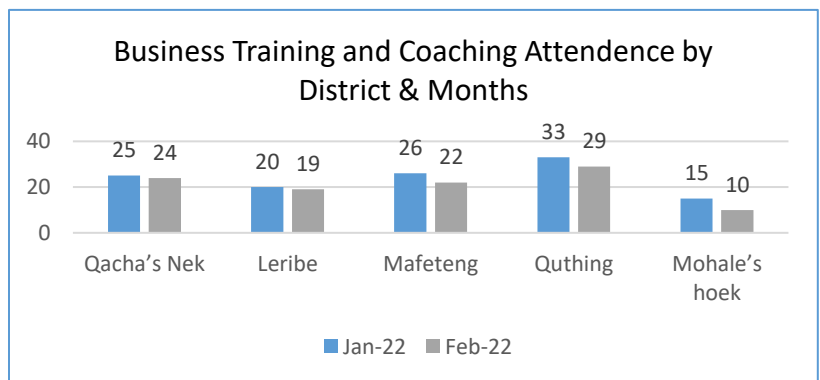
Table 8: Cost Estimates for Start-up Kits

#	Trades	No. of Beneficiaries	Cost Estimate (Maloti)
1.	Tailoring	18	57, 240,00
2	Hair Dressing	20	227 400,00
3	Computer	11	Information not available
4	Catering	21	237 413,61
5	Automotive	19	62,190
6	Leather	5	14,033,50
7	Brickmaking	9	Information not available
8	Cosmetic Making	32	Information not available
9	Electrical Installation	12	42,008,40
10	Carpentry	15	82,500.00
Total Budget		162	722 785,51

Source: Start-up kits grouping excel Sheet

Business Training and Coaching

The returnees who participated in skills training initiative were also trained on business management through an external consultant with the purpose to equip them with appropriate skills for establishing and managing a start-up business. The trainings took place in both January and February 2022 covering all the five project districts and the attendance information is depicted on the chart below. According to the final training report, the trainings were much appreciated by the beneficiaries who attended and to ensure sustainability in a short to medium term, the training team



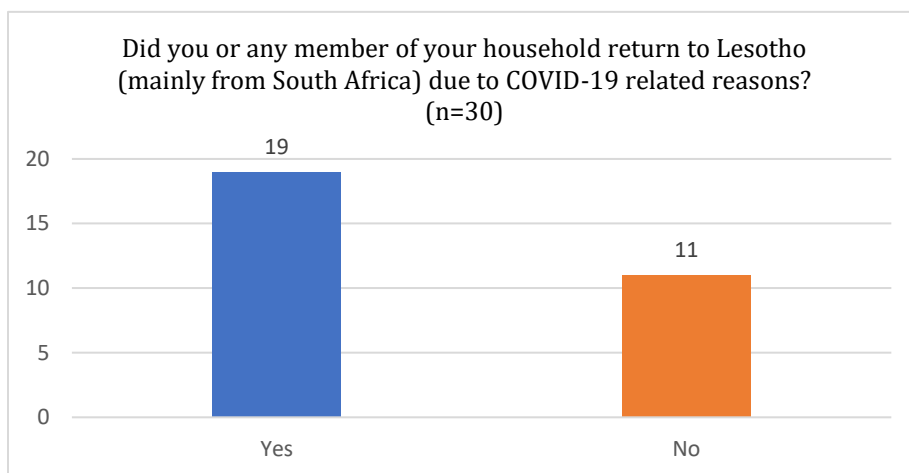
made arrangements with the beneficiaries to set up the WhatsApp groups which they would use to support and learn from each other and get help if they face any challenges especially during the start-up phase of their businesses. The topics covered during business coaching sessions included **stock control, record keeping and costing.**

4.0 Assessment of Evaluation Criteria

4.1 Relevance and Project Design

The activities implemented through the project seems to have been aligned to the unique individual needs of the returnees, communities and DISCOSEC members. This can be attributed to the fact that the design and selection of the activities we informed by rapid assessment findings and rigorous consultations at community and district levels. For example, local market assessment informed which vocational trades would be more viable and marketable across the five project districts while identification of the community development projects was informed by identification and feasibility study conducted through external consultants and regular consultations with DISCOSEC members informed capacity gap on reintegration issues. The assessments and consultations were effective in identifying and establishing better undertaking of the target beneficiary needs then map them with most viable support mechanisms selected and agreed upon with the beneficiaries.

The participation in the community development projects was voluntary through payment of the membership and monthly subscription fees which ranged between M 5.00 (USD 0.33) and M 500 (USD 33.33), respectively. Public gatherings were mostly used for recruitment of the members. The selection criteria are deemed to have been transparent and fair by the community members as it gave all the members equal chance to become a member of the cooperative/community development project. The selection process for the trainees was led by the members of the DISCOSEC through consultations with the community leaders (Local Chiefs). The process was somewhat effective in ensuring that only deserving returnees are supported with vocational skills training however, there were some inconsistencies which were observed by the evaluation team.



The chart below indicates that majority of the trainees were not returnees nor any member of their household was however, most were from the households whose livelihoods were severely impacted by COVID-19. The selection criteria which was used by the community leaders could have been improved and standardized to ensure that at least most of beneficiaries are

the actual vulnerable returnees. About 82% of those who were returnees mentioned loss of job as the main reason they came back to Lesotho. In terms of trades participation, 73% of the returnees indicated that they

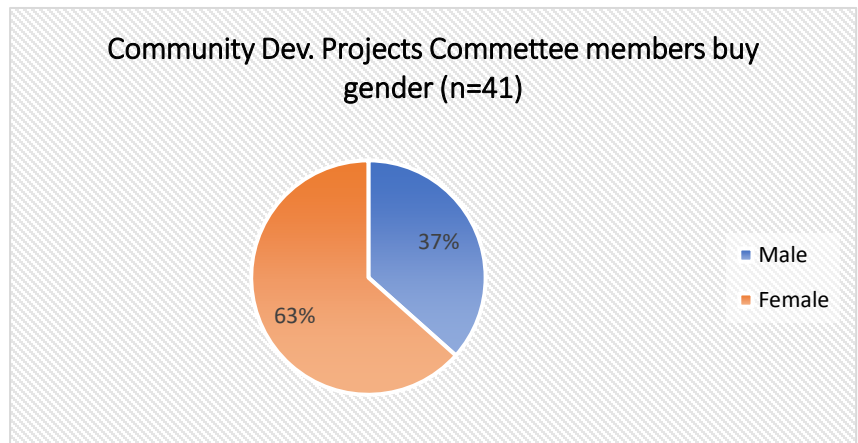
participated in the trade of their first choice while 27% did not. Some trades getting oversubscribed and some not being recommended for a certain district (s) by the local market assessment were the two main reasons why some trainees could not enroll in the trades of their chose.

4.2 Effectiveness

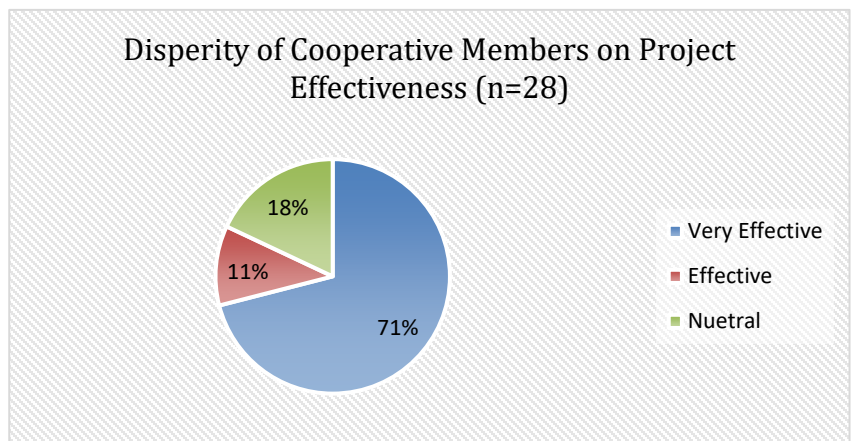
The project effectiveness in terms of meeting its intended outcomes/objectives and implementation of the planned activities was assessed through community development projects, skills training and capacity building for DISCOSEC members, the three main intervention components. The chart below presents the results from the cooperative members regarding their views on project effectiveness

Community Development Projects

Gender distribution data in community development projects committees is presented through the chart below. Females command the majority representation with 63% while the males have 37% representation.



As per the chart below, 71% of the members of the community development projects/cooperatives shared the view that the community development projects were very effective in strengthening social cohesion and collaboration within their communities and in creation of employment for some of the members. The members are even determined to encourage more community members to join in as that will increase their monthly subscription amount among other things hence allow them expand their production quickly or even diversify to other projects. The members were further optimistic that the project will bring about some positive impact in the livelihoods of their households in the future.

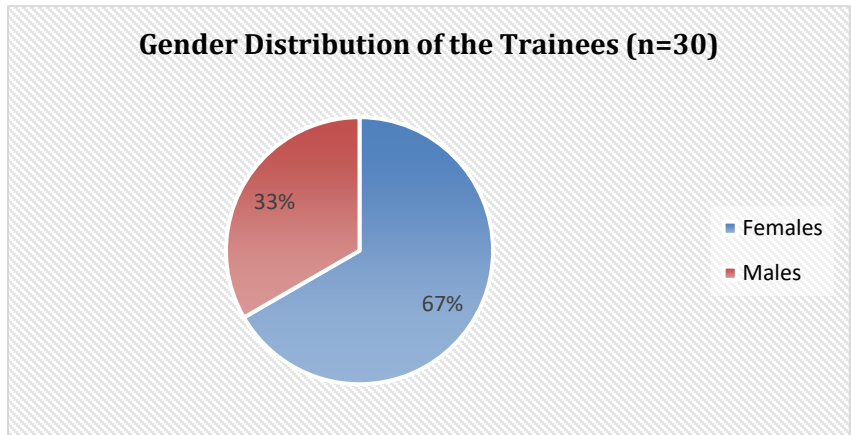


The selection criteria for the community development projects was participatory and consultative process as already mentioned under relevance section above and the community members were mostly happy about it. The committee members of the community development projects were

trained on cooperatives management and governance as well as on technical aspects related to their chosen project (e.g. layers production training in Leribe - Leshoele and bee keeping training in Mohale’s Hoek – Siloe) to ensure effective management of the projects/cooperatives.

Skills Training

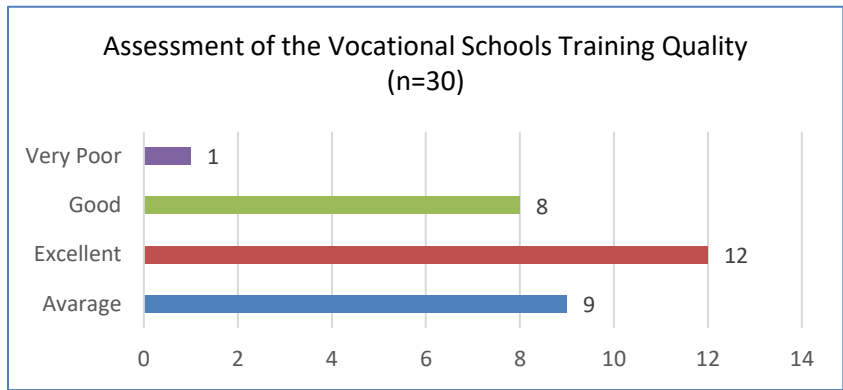
According to the chart below, females constituted majority of the interviewed returnees with about 67% and this is consistent with the findings of the Rapid Assessment – Basotho Migrants in SA conducted by IOM which indicates that there were more females whose livelihoods were severely impacted by COVID-19 than their male counterparts.



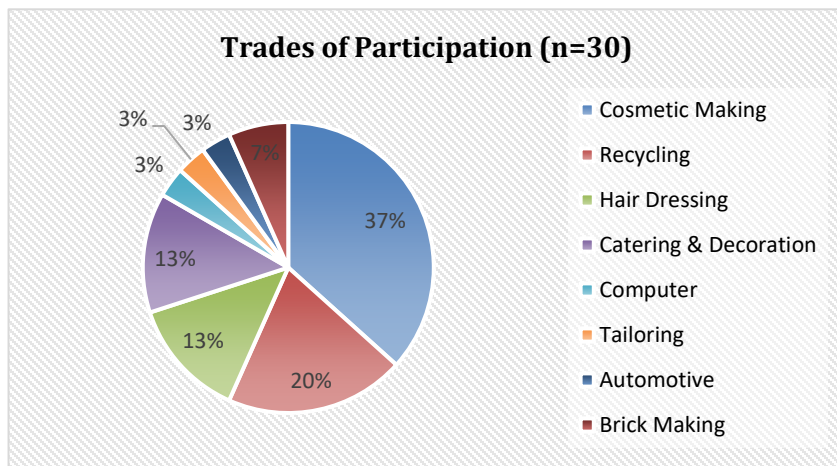
About 93% of the trainees thought the duration of the skills training was short which then led to covering most of the training content in a hurry and under pressure. In some cases the trainees were unable to cover all components of the curriculum as well as being unable to fully master some tasks as they required sometime of to fully learn and understand. The normal duration for the trades was ranging between 6 months to the 2 years depending on the qualification level (certificate or Diploma) The training sessions in some of the schools had to run till late at night in order to cover as much content as possible within the limited training time frame. The vocational training was initially planned to run for 3 months but in most cases the training took about 3 weeks and this was attributed to the Christmas holidays which made the month of December shorter. The December 2021 holidays were cited as another factor which contributed to short length of the vocational training.

The completion rate at vocational schools was at 99% (198/200) and around 97% of the trainees who graduated further participated in business coaching training which among other benefits helped the trainees to better understand their customer needs, do their own marketing, manage their own financial records, do their own budgeting and saving as well as overall management of their businesses.

The trainees were generally happy about the quality of vocational training they received in terms of teaching methods and content covered as per the chart below. The schools had enough material and equipment for demonstrations and support learning with few exceptional cases where some schools had shortages of material.



Upon completion of the training, about 97% of the interviewed trainees decided to start their own businesses both as individuals or through partnerships with their class-mates. However, they had to wait for business startup kits to be delivered for significant amount of time (several months) which led to others deciding to go back to South-Africa hoping to get better jobs while others lost moral. During the evaluation, other trainees were still searching for the commercial building/space where they could rent and work from since they had just received the start-up kits. The monetary (M3,000 = USD 200) and start-kits support provided by the project still made it easy for most trainees to start their own businesses, earn income and support their families' livelihoods.



The chart below presents trainees participation per trade and cosmetic making had most (37%) interviewed participants during the evaluation while tailoring, computer training and automotive had the least (3%) number of the participants.

Table 8. below indicates the project achievements per indicator and against the set targets for each of the main activities. It is then clear that the project was able to exit most the targets while it fell short on other few and this was mainly due to the fact that some activities were just starting when the project was ending. The project was further able to implement all the planned activities in the implementation plan.

Table 8: Indicator Performance Tracking Table (IPTT)

#	Activities	Indicators	Target	Actual
Outcome 1: GoL has improved its ability to successfully implement reintegration programmes				
1.	Conduct Reintegration trainings for DISCOSEC Members	# of DISCOSEC members trained on reintegration	57	Males: 25, Females: 32 Total: 57
2.		# of DISCOSEC teams trained on Reintegration	5	5
3.	Conduct Reintegration trainings for Community Leaders	# of community Leaders trained on reintegration	--	Males: 60 Females: 42 Total: 102
Outcome 2: Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin				
4.	Vocational trainings for the returnees	# of returnees who graduated from vocational training as a result of the project support	200	198
5.	Provide Business coaching training for the returnees	# of returnees who participated in business coaching training	200	119
6.	Provide the start-up kits to the returnees	# of returnees who received the start-up kits	200	198
Outcome 3: GoL (Local Government) has improved its ability to enhance social unity / cohesion through community development initiative				
7.	Support establishment of the community development projects	# of community development projects established through the project support	5	5
8.		# of beneficiary members for the community development projects	5,000	Siloe= 51 Sekameng=12 Qacha= 200 Tosing=32 Leshoele= 93 Total: 388
9.	Provide training on cooperatives and community development project technical skills to the committee members	# of community development committee members trained on cooperatives and technical skills for their chosen community development project	75	Females: 33 Males: 30 Total: 63
10.		# of community development project committees trained	5	5

4.3 Efficiency

The overall efficiency of the project in terms of timely completion of project activities, proper planning, leveraging on the previous and ongoing initiatives as well as allocation and utilization of the project resources was assessed, and the findings are presented in the next succeeding paragraphs below.

Staffing

The key project staff comprised of the project Manager and two field officers who were responsible for coordination and implementation of project activities at district and community level including trainings and workshops. The Project Manager was responsible for the overall management of the project and ensuring its successful implementation, staff management, budget management and leading high-level engagements with key project stakeholders. During the interview with the evaluation team project staff felt that the project had enough staff to successfully implement the project activities. The country representative of IOM Lesotho office was also involved in some high-level strategic project activities including some project stakeholder meetings.

Equipment and Startup Kits Procurement

The project had enough funding to support all the project activities however some of the activities which include procurement of the returnees' startup kits were delayed due to delays from the South African based suppliers who had to make procurement from other countries like China. This contributed to project seeking no cost extension by one month so that all activities like distribution of start-up kits can be completed. Each community development project was allocated about M52,000 (USD 3,467) while the trainees were each given M3,000 (USD 200) in addition to the startup kits they were provided post their vocational training period to cover their daily operational costs (for those who started their own businesses) and other personal daily costs.

Building on Existing & Previous Initiatives

To further ensure that the project was efficiently delivered, and its limited resources make the optimum impact, the evaluation exercise established that in some districts and communities the community development projects built on the already existing community initiatives instead of starting the new projects all together. For example, in Tosing Community Council - Bakery project was already established and this was the same case with the farming project in Sekameng Community Council in Mafeteng. However, these projects were faced with numerous challenges mainly those related to shortage of resources but those were resolved through the support provided by the project which included procurement of the equipment and funding to support operational costs of the community development projects.

The project further bolstered its efficiency by leveraging on the successes and lessons learnt from 6 months pilot reintegration skills training project which was funded by UKAID in 2020 targeting around 180 trainees. This previous project was surrounded by numerous challenges and did not

even provide the start-up capital to all the trainees due to limited funding, but it laid out the foundation for the second phase funded by the Japanese Embassy.

Funding

The project budget amount was perceived to have been enough by the project team as it was able to cover all planned activities and expenditures accordingly. The beneficiaries did not also strongly point out limited amount of money provided by the project as a big issue despite some community development project members who mentioned that they can procure additional furniture (tables and chairs etc.) with additional funding.

The summary of the budget breakdown with project key components and project outcomes based on the financial data obtained by the evaluation team is presented through the table below. Project activities were allocated majority (66%) of the budget amount while office costs were allocated the least with 10%. This is consistent with IOM budget guidelines and procedures which requires that overhead and administration costs constitute the least percentage of the overall budget. Project outcome number two was allocated the biggest (44%) portion of the budget which can be due to its big scope which include multiple activities.

Table 9: Studies/Assessments Conducted

#	Cost Categories	Amount (USD)	Percentage (%)
Budget Breakdown by Project Key Components			
1.	Staff Costs	119 880,00	18%
2.	Office Costs	63 800,00	10%
3.	Project Activities Costs	442 479,00	66%
4.	Overhead Costs	43 831,00	7%
Total		\$669 990,00	100%
Budget Breakdown by Project Outcomes			
1.	Outcome 1: GoL has improved its ability to successfully implement reintegration programmes	23 500,00	4%
2.	Outcome 2: Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin	292 000,00	44%
3.	Outcome 3: GoL (Local Government) has improved its ability to enhance social unity / cohesion through community development initiatives	84 000,00	13%
4.	Monitoring and Evaluation	42 979,00	6%
Total		\$442 479,00	66%

Table 10: Project Budget and Expenses by Quarter.

Quarters	Budget (Maloti)	Expenses (Maloti)	Balance (Bdgt-Exp) Maloti	Burn Rate (%)	Available Balance (%)
Quarter 1	126198,40	83006,50	43191,90	66%	34%
Quarter 2	259768,45	180015,07	79753,38	69%	31%
Quarter 3	468773,50	354408,19	114365,31	76%	24%
Quarter 4	669990,10	665986,71	4003,39	100%	0%

Table 10 above indicates the project expenses per quarter against the budget and it is apparent that the project was never significantly over or under budget throughout its implementation. The average burn rate per quarter was at 78%. The highest expenditures were however in the last quarter where the difference between both quarter 3 and 4 was around 24% which was a significant jump from average of 3% between quarter 1, 2 and 3. The significantly high burn rate in the last quarter is possibly due to the fact that several activities like procurement and distribution of the start-up kits for the returnees was delayed.

4.4 Impact

The actual impact of the project was not yet clearly observable during the evaluation due to short (12 months) duration of the project, however there already promising preliminary hints of the positive impact in the future as described in the paragraphs below.

Most community development projects visited during the evaluation had just started their operations during evaluation data collection however members are quite optimistic about the future of the projects in uplifting their households livelihood and bringing about some socio-economic improvements within their communities. The projects have created jobs for the members who did not have jobs before and now earn a salary through which they can support their families. The members of the community development projects are now economically busy most of the time which then helps to improve their well being by reducing their vulnerability to challenges like stress and depression which are sometimes caused by prolonged idling.

There were some returnees who, during the evaluation had already started working (self-employed (53%) and others already employed signaling some preliminary impact of the project. An estimated 27% of the project beneficiaries who participated in the trainings and received the start-up kits indicated that their income level increased after the trainings and support provided by the project. Some of the returnees moved back to South-Africa after completing the vocational training with the hope to get better paying jobs since their skills had improved.

The anecdotal information from some of the trainees who are already in business indicates some positive signs of success as they have returning customers who are happy about the quality of their products especially those who are in cosmetics making industry.

4.5 Sustainability

Sustainability mechanisms and structures in place or planned to be implemented beyond the lifespan of the project by the various groups of the key stakeholders which include returnees, members of the community development projects, community leaders and Government ministries were explored as part of the evaluation and the findings are presented below.

IOM Support

The capacity building trainings provided to various groups of beneficiaries including the returnees (vocational & business coaching trainings) and community development committee members (cooperatives training and technical trainings related to their chosen projects) which were built in the project design have the potential to sustain the project benefits and activities for longer term as the beneficiaries are equipped with skills and knowledge to better run and manage businesses and cooperatives.

Community Development Project (Cooperative) Members

- ✓ The members of the community development projects are committed to continue buying the products of the project and market them through word of mouth to their relatives and friends within their communities and other neighboring villages. The members are further determined to protect the projects sites from theft and damage by the animals through fencing and personnel security.
- ✓ Some households have plans for substitute members who will continue supporting the project activities in case the primary member gets sick or busy with other household priorities.
- ✓ There is strong commitment from the members to continue with the payment of their monthly subscription fee and voluntary participation to the project activities without payment expectation in return.
- ✓ The approach of working closely with district authorities and Government Ministries have the great potential to sustain the project activities beyond its lifespan however lack of resources like transport for monitoring purpose might limit level of support.
- ✓ Regular community development project equipment maintenance which was highlighted by some of the group members will be crucial in ensuring long term productivity and existence of the projects.

The Community Authorities (Chiefs and Local Government Councilors)

- ✓ The community authorities (chiefs and councilors) pledged to continue supporting the community projects with security against theft and securing the legal documentation which include Lease or Form-C for the project sites where applicable. The two of the observed projects by the evaluation team have already secured the documents for the project sites.

4.6 Gender and Human Rights

The project design was intentional about gender dimensions by proposing at least 50% participation of women in skills training. The evaluation discovered that the female (60%) participation in vocational schools training was higher than that of males (40%) and the same scenario was true in community development projects committee membership where 63% of the members were females versus 37% of males. This development therefore reaffirms the finding from IOM rapid assessments that females were the most affected by COVID-19 compared to their male counterparts.

The selection criteria for membership to the community development projects followed a consultative and participative process involving community members, community leaders, district level government officers and guidance of IOM project staff. The community members themselves agreed on their own membership criteria during the public gatherings and all the community members were given equal chances to obtain membership. This process was thought to be fair and transparent by the committee members and the ordinary members during the evaluation. The most common membership criteria were payment of membership and monthly subscription fees which in some cases were unfortunately not affordable to some people especially those who were severely impoverished.

5.0 Lessons Learnt & Best Practices

The best practices observed from the project and which can be replicated in future similar projects include the following.

- ✓ The project design and selection of activities which were informed by the findings of the assessments and intensive stakeholder consultations aided in ensuring that the project provides the most relevant support to the respective target beneficiaries and bolstered the participation in project activities especially in the community development projects.
- ✓ Comprehensive reintegration model adapted in the project design targeting individuals (returnees), COVID-19 affected communities and Government Ministries (DISCOSEC) all in one project was strategic in addressing the immediate, medium term and long term gaps related to management of the reintegration issues at district and community level.
- ✓ The voluntary participation criteria used in most community development projects and payment of membership and subscription fees improved commitment to the projects which will then increase their odds of success moving forward.
- ✓ Local market assessment was vital in mapping the demand and supply forces across the different target communities where the beneficiaries live and availed valuable information on the most marketable business types/industries. This reinforced the relevance of some of the key project intervention.

6.0 Conclusions

Several conclusions about the performance of the project were and those are articulated at length below.

1. IOM has made considerable progress in improving the livelihoods of the returnees and households who were severely impacted by COVID-19 pandemic.

- ✓ About 99% (98/200) trainees graduated from the vocational training due to the support provided by the project and majority were already pursuing their businesses when the project phased out by 30th April 2022.
- ✓ 97% of the trainees who graduated from the vocational training were further participated in business coaching training which was meant to equip them with some basic entrepreneurship and business management skills for them to better manage their businesses.
- ✓ Almost all the trainees were provided with startup kits and M3,000 (USD 200) when the project closed down in order for them to start their own businesses without having to worry about start-up capital which is normally a huge challenge faced by small and medium enterprises in Lesotho.

2. The community development projects/cooperatives made substantial progress in promoting social cohesion and collaboration among the communities severely impacted by COVID-19 pandemic.

- ✓ The strong commitment and collaboration were noticed in three visited community development projects during the evaluation. The community members and committee members interviewed were passionate about the project and determined to be the first target market for their products, market the products to their friends and relatives, continue paying their monthly subscriptions, encourage more community members to join and protect the project sites from theft and damage by animals.

3. The project was able to build on existing initiatives and implement lessons learned from previous projects.

- ✓ The lessons learned from the pilot reintegration project implemented in 2020 for about 6 months through UKAID funding informed the design and implementation of the second phase (Embassy of Japan funded project) and helped to avoid repeating the same mistakes and inefficient utilization of the resources. Specifically, some of the lessons learned in phase 1 led to provision of start-up capital to all trainees and improving the selection criteria of the returnees in phase 2.
- ✓ In some districts like Quthing and Mafeteng the project supported already existing community development projects instead of suggesting completely new projects. This ensured that the limited project support and resources were directed where they will make most impact.

4. The project impact was not yet fully observable during the evaluation due to short term duration (12 months) of the project.

- ✓ The project was of the emergency relief nature hence had quite limited duration which then limited full realization of its intended outcomes. However, some preliminary achievements including strong commitment of the community development members in supporting their project activities and significant number of trainees (97%) who started their own businesses after completion of the vocational training are encouraging developments.

5. Gender dimensions were intentionally integrated in the design of the project.

- ✓ It was evident from the rapid assessments conducted by IOM Lesotho country office that women returnees were the most stranded and negatively affected by COVID-19. The project design then prescribed that, out of 200 target returnees for the vocational training (80% returnees and 20% other vulnerable group) 50% of them should be females. Out of the 30 interviewed returnees during the evaluation data collection at least 60% were females and 40% were males which is somewhat consistent with the project design which intentionally embraced equal participation of females and males in the vocational training. However, the selection criteria used to select beneficiary returnees was not explicitly deliberate in ensuring 50% participation of the females.

7.0 Recommendations

- ✓ **Selection process and verification of beneficiaries' eligibility could be improved** - intensive verification of the beneficiaries (returnees) eligibility (upon selection by community leaders and NACOSEC members) could be improved through engagement of independent consulting firm/consultant who does not have direct interest to the project activities and associated benefits. This might be costly and time consuming to implement but can minimize the number of ineligible beneficiaries. IOM could further work together with district and community leaders to develop a scoring system consisting of socio-economic vulnerability indicators such as income level, education level, child or women headed households, household size etc. and ensure that only individuals attaining a certain score are recruited as direct beneficiaries in the project.
- ✓ **Increasing duration of the vocational trainings** to at least 3 to 6 months could enable the trainees to have a better grasp of the training content which will then enable them to make high quality and competitive products or services upon completion.
- ✓ **Integration of Gender dimensions in project design and implementation.** Instead of targeting 50% of female beneficiaries for the vocational skills training the project should have increased the target to at least 55-60% since women were the most vulnerable group due to COVID-19. However,

- ✓ **Concurrent implementation of project activities.** Some project activities like procurement of the startup-kits could happen way ahead even before the trainees graduate to avoid delayed procurement processes and deliveries which can discourage and kill the momentum of the trainees who were eager to start their own businesses.

- ✓ **Management of beneficiaries expectations.** The support which the project would provide especially to the trainees would need to be clarified early as some of them came with high wrong expectations that they were going to get monetary allowances and then decided to drop out once they found out that was not the case.

- ✓ **With recent dismantlement of DISCOSEC team - IOM** would consider working together with one or few ministries like Social Development and Local Government in implementing similar projects in the future since these ministries have presence at all levels (National, District and Community level). This could further make project activities more efficient since consultations and planning would involve very limited number of government stakeholders.

Appendix A: Project Logic Model

The chart below presents the project logic model developed from the information contained in the project proposal. As demonstrated in the chart the project design and intended outcomes were centered around *capacity building at various levels (National, District and Community) on reintegration of returnees programs, livelihoods support tailored to the needs of returnees and promotion of community social cohesion and collaboration through community development projects.*

INPUTS	ACTIVITIES	OUTPUTS	OUTCOMES
<ul style="list-style-type: none"> ➤ Funding, ➤ Project Staff ➤ Training Material ➤ Ministry Staff (district level) ➤ DISCOSEC Staff 	<ul style="list-style-type: none"> a) Identify social workers at national and district level to serve as focal points for the project; b) Provide training to the district officers and social workers to monitor socio-economic reintegration of returnees; c) Support the public awareness raising for local government authorities, decision makers, private sector and local community leaders to facilitate the reintegration of returnees; d) Conduct training of local government authorities and other representatives from civil society and community based organizations for better understanding on socio-economic reintegration of returnees and community participation. 	<p>Output 1.1: Ministry of Local Government, Ministry of Social Development at national level, and District COVID-19 Secretariat (DISCOSEC), District Disaster Management Team (DDMT) and social workers at field level demonstrate an increased capacity to pilot reintegration programme in Lesotho</p>	<p>Outcome 1: GoL has improved its ability to successfully implement reintegration programmes</p>
<ul style="list-style-type: none"> ➤ Funding, ➤ Project Staff ➤ Training Material ➤ Ministry Staff (district level) ➤ DISCOSEC Staff ➤ Consultants ➤ Vocation schools 	<ul style="list-style-type: none"> a) Identify and register direct beneficiaries; b) Profile direct beneficiaries highlighting their qualifications, skills and preferences; c) Conduct labour market assessment in selected districts and identify the most marketable trades which have community demands (i.e. tailoring, knitting, welding, carpentry, masonry, catering, brickmaking etc.); and d) Identify and conduct capacity assessment and profiling available local skills training institute or Small, Medium Enterprises (SMEs). 	<p>Output 2.1: Livelihood support programs are tailored to the identified beneficiaries' needs and market opportunities</p>	<p>Outcome 2: Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin</p>

INPUTS	ACTIVITIES	OUTPUTS	OUTCOMES
<ul style="list-style-type: none"> ➤ Funding, ➤ Project Staff ➤ Target trades ➤ Ministry Staff (district level) ➤ DISCOSEC Staff ➤ Consultants ➤ Vocational schools 	<ul style="list-style-type: none"> a) Select 200 beneficiaries based on the vulnerable assessment / criteria to be agreed with social workers (80% returnees and 20% other vulnerable group, at least 50% should be female); b) Provide 200 beneficiaries with COVID-19 risk communication and Personal Protective Equipment (PPEs) to the selected beneficiaries to conduct 5-6 months training in selected trades for the beneficiaries; c) Provide 200 beneficiaries with monthly stipends for humanitarian needs (food) and transport allowance; d) Identify, select well trained business trainers / coaches; e) Conduct TOT for business trainers / coaches; conduct 3-4 months training on business management (learning, field application and coaching) during their skills training; f) (Provide start-up kits to successful graduates as per their trades; and (g) Provide with small capital grants for successful graduates 	<p>Output 2.2: Returnees demonstrate the ability to rebuild their livelihoods in Lesotho through increased income generating / employment opportunity</p>	
<ul style="list-style-type: none"> ➤ Funding ➤ Project Staff ➤ Ministry Staff (district level) ➤ DISCOSEC Staff ➤ Consultants ➤ Community people, ➤ Community Leaders, 	<ul style="list-style-type: none"> a) Mapping of target and priority administrative sectors and communities with high number of returnees; b) Assess priority needs in terms of small-scale community development and income generating projects; c) Identify and select priority areas of intervention and target beneficiaries within the communities; d) Support the implementation of small-scale community development projects or income generating activities (i.e. community infrastructure rehabilitation, saving and loan group formulation, agricultural processing, livestock project). 	<p>Output 3.1: Community development projects are accessible to returnees and host community members</p>	<p>Outcome 3: GoL (Local Government) has improved its ability to enhance social unity / cohesion through community development initiative</p>

Appendix B: Evaluation Terms of Reference

Socio-Economic Reintegration of Returnees and other vulnerable households in migration affected areas severely impacted by COVID-19 pandemic Project type:	Community Stabilisation (CS) Return and Reintegration (RR)
Geographical coverage:	Lesotho: 5 districts, Qacha's Nek, Quthing, Mofeng, Mafeteng and Leribe districts
Executing agency:	International Organization for Migration (IOM)
Beneficiaries:	Direct Beneficiaries: 200 returnees and other vulnerable households, 5,000 community members
Partner(s):	Ministry of Social Development (MoSD), Ministry of Local Government (MoLG), Ministry of Labour and Employment (MoLE), National COVID Secretariat (NACOSEC), National Consultative Committee on Migration (NCC), Disaster Management Authority (DMA), District Authority (Quthing, Mofeng, Maseru, Mafeteng and Leribe District), NGO partners and UN agencies
SDGs:	SDG 1, 3, 8, 11 and 17
Management site:	Maseru, Lesotho
Duration:	March 2021 to March 2022 (12 Months)

1. BACKGROUND OF THE PROJECT

"Socio-Economic Reintegration of Returnees and other vulnerable members in migration affected areas severely impacted by COVID-19 pandemic" project is built on the successes, lessons learnt, and established partnerships from the IOM's global experience. In line with its long-standing mandate and multisectoral expertise, IOM has been advocating for the adoption of sustainability-oriented reintegration policies that respond to the economic, social and psychosocial needs of returning migrants while also benefiting communities of origin and addressing structural challenges to reintegration. This project aims at supporting sustainable reintegration of returnees who continue to come back to Lesotho through official borders and informal crossings (so-called "community crossings") from South Africa since March 2020 when South Africa implemented the COVID-19 lockdown and border closure.

In the proposed project, IOM intends to apply part of the reintegration assistance modality which proved to be effective and productive based on the global IOM Reintegration project which will be modified and tailored to the Lesotho context and the urgent needs of returnees pressured by continuous challenges of COVID-19. In particular, the project aims at the following: (1) Identification of 200 returnees and other vulnerable households, and assess their preferred choice of skills to be developed; (2) Provide the 200 returnees and other vulnerable households with humanitarian assistance (in kind assistance), COVID-19 risk information and Personal Protective Equipment (PPEs), (3) Provide market-oriented vocational skills, business management knowledge and small business start-up support or job placement. These activities are designed to improve beneficiaries' livelihoods through maximizing income-generating opportunities and enhancing their living conditions while addressing the returnees' immediate needs to restore their livelihoods and ensure their safety from being infected/affected by COVID-19. Livelihood options will be carefully selected based on the local market assessment, and COVID-19 risk communication will be integrated throughout the proposed intervention.

The followings are the three Outcomes of the project.

Outcome 1: GoL has improved its ability to successfully implement reintegration programmes

Outcome 2: Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin

Outcome 3: GoL (Local Government) has improved its ability to enhance social unity / cohesion through community development initiative

1. OVERALL OBJECTIVE OF THE EVALUATION

This evaluation will be conducted at the end of the project by an external evaluator. The evaluation results will be shared internally within IOM and the donor (Embassy of Japan) as well as the key government counterpart, namely, Ministry of Labour and Employment (MoLE) and Ministry of Social Development (MoSD) and will offer information for future project development in similar geographical and/or thematic settings. Moreover, key findings will be made available to relevant stakeholders within the GoL.

The overall objective of this evaluation is to determine the extent to which the project contributed to its overall objective and judge on the overall performance of the project against its results framework and relevant evaluation criteria. The evaluation will measure achievements based on the following broad objectives:

- ✓ Assess whether the project has met the intended objective and outputs as set out in the project proposal/results matrix;
- ✓ Assess how the project performed against key standard evaluation criteria
- ✓ Assess the challenges and opportunities, best practices and lessons learnt for future programming

2. SPECIFIC OBJECTIVES OF THE EVALUATION

This final evaluation will assess the completed project against the following criteria amongst others that the evaluator may suggest:

Relevance:

1. To examine the relevance of the project in line with GoL's needs and priority;
2. To analyze the quality of the project design;
3. Assess the extent to which the project promoted gender equality and human rights in its design, implementation and monitoring processes.

Effectiveness:

4. To assess the extent of achievement on activities, outputs and extent of contribution to the projects; stated
5. To analyze the effectiveness in reaching target beneficiaries. To analyze strengths and weaknesses of the project and draw recommendations and lessons learnt for future interventions;
6. To analyze the direct impact of the project on five target District authorities (target districts) as the key beneficiary for conducting rapid assessment, building capacity of the district officials in supporting reintegration of returnees and other vulnerable populations in the migration affected area of their respective districts, also, the direct and indirect impact of the project on MoLE and MoSD as the key counterpart Ministries on the reintegration program / support
7. Analyze factors behind successes and/or failures identified from the project and bring out key lessons and best practices

Efficiency:

8. To assess whether the available financial and human resources were optimally used;
9. Assess strengths and weaknesses in project management arrangements and how they enabled or hindered project success

10. Assess whether the project was delivered on time as planned and the factors that enabled or hindered timely delivery

Impact:

11. Assess the long-term benefits or major changes that have come about due to the projects delivery of key outputs

Sustainability:

12. To assess the extent to which this project contributes to a sustainable and progressive results in the area of socio-economic reintegration of returnees and other vulnerable people to be resilient for the future similar shock

13. To assess if the conditions are in place for the results to continue after the intervention has finished (financial, institutional, legal, technical and political)

3. METHODOLOGY OF THE EVALUATION

This evaluation will utilize a qualitative research design and mixed methods approach to data collection. This evaluation may draw on the following proposed methods in gathering relevant data: applicants are welcome to propose different methodologies if necessary in their technical proposals.

3-1. Desk Review

A review of relevant project documentation and other relevant publications as part of secondary data collection.

3-2. Key informant interviews in Lesotho (Maseru)

Face-to-face interviews or virtual meetings of with key stakeholders that the evaluator would independently identify and discuss with IOM.

3-3. Direct observation and interviews in the Field (Qacha's Nek, Quthing, Mofale Hoek, Mafeteng and Leribe)

Physical observation at the sampled districts / migration affected communities and face-to-face interviews with relevant field based key stakeholders, and observation at the sampled districts and meet with NGO partners and beneficiaries that may provide useful information for the evaluation such as District Administrators office, DISCOSEC members such as DMA officers, social workers, small business officers and others who have participated in the project implementation and monitoring.

4. REPORTING and deliverables

Following all desk and field research, an analytical report will be drafted by the valuator and shared with relevant colleagues and stakeholders for comments. The final report will be distributed among relevant stakeholders.

Expected deliverables are as follows:

1. Evaluation plan outlining the strategy and roadmap to execute the evaluation (workplan, list of identified key informants so that appointments and can be arranged, data collection tools) for inputs by the CO team.
2. Draft evaluation report for comments/feedback
3. Final report for submission to IOM Lesotho.
4. Final Report (English language, 25-30 pages excluding annexes). includes - but not limited to: an executive summary, evaluation methodology, recommendations, best practices and lessons learnt. The report should highlight provide findings around the key evaluation criteria (1) relevance, (2)

effectiveness, (3) efficiency, (4) impact and (5) sustainability of the project among others key evaluation areas outlined above.

5. QUALIFICATIONS AND EXPERIENCES

The successful consultant (consulting firm) should have the following qualifications and experience:

- A. Advanced master's degree and above in a social science discipline such as monitoring and evaluation; development studies; population or migration studies; international relations or development; social statistics, statistics, international relations, or other relevant field
- B. Minimum of 10 years of relevant professional experience at academia or with international organizations such as NGOs, UN agencies in Africa
- C. Proven previous working experience in conducting project evaluations, baseline surveys or other assessments or reviews in related areas and preferably in Southern Africa region.
- D. Good knowledge of migration governance, labour migration and returned migration in Africa is an asset
- E. Working experience with senior officials within government, inter-governmental, and non-governmental organizations.
- F. Full computer literacy, including familiarity with research tools.
- G. Proven capacity to coordinate all administrative and technical aspects of the consultancy.
- H. Excellent writing skills
- I. Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships.

6. EVALUATION BUDGET AND TIMELINE

The evaluation is expected to start from 10 February 2022 and should have been finalized by 31 March 2022.

7. APPLICATION PROCEDURE

Interested candidates should submit their proposal (both technical and financial proposal) not exceeding 20 pages. Proposals should outline the proposed methodology and list of tools to conduct the evaluation, a short bio of the evaluator and any other individual to be involved in the evaluation directly or indirectly demonstrating their suitability against the requirements above.

It would be advantageous if a list of similar or other evaluations conducted in the past are provided to support your application with references. The proposal should also have a suggested tentative time frame and budget to execute this assignment. Candidates who demonstrate ability to deliver quality work within reasonable time and cost will be highly considered.

Full proposals to be submitted to lesothoadmin@iom.int by **28 January 2022**. Only shortlisted applicants will be contacted.

Appendix C: Interview Guides/Questionnaires

1. Returnees Interview Guide

Introduction of the data collection team to the respondents:

- ✓ “My name is... and I came for data collection on behalf of IOM (Lesotho country office) through a consultant (Mr Fulu Koali) who has been contracted by IOM Lesotho country office to conduct end of project evaluation for “Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic project”
- ✓ The purpose of the evaluation is to assess with you the performance of the project and how it has impacted your livelihood.
- ✓ This interview and the answers you provide will be treated in absolute confidentiality and will not be passed to any third party.
- ✓ The interview will last about 30 minutes.

Name of the Interviewer: _____

Interview Date: _____

Biographic Information of Respondent

Name	
Gender	1. Male <input type="checkbox"/> 2. Female <input type="checkbox"/>
Age	<input type="text"/>
Marital Status	1. Single 2. Divorced 3. Married 4. Separated 5. Widow(er)
Education Level	1. Never Attended School 2. Primary school 3. Secondary School 4. High School 5. Tertiary
District	1. Qacha's Nek 2. Mofale's Hoe 3. Leribe Quthing Mafeteng
Trade of Participation	1. Tailoring 2. Computer 3. Automotive 4. Brickmaking 5. Electrical Installation 6. Hair Dressing 7. Catering 8. Leather 9. Cosmetic 10. Carpentry 11. Catering and Decoration

Name of Vocational School Attended	1. Leloaleng	3. Jo Motors
	2. Mathato Dressmaking	4. Hatty
	3. St. Marry Mozarelo	5. CCEBS

Background

1. Did you or any member of your household return to Lesotho (mainly from South Africa) due to COVID-19 related factors?

Yes **No**

If yes, why did you decide to return back to Lesotho?

1. Lost the job due to COVID-19
2. Got sick from COVID-19
3. To take care of a family member contracted COVID-19
4. Other (Specify:_____)

If yes to Q1, Did you or your family member feel accepted in your household and community when first came back due to COVID-19 related reasons?

Yes **No**

Explain:_____

A. Relevance

2. Did you participate in the trade which you wanted and which was in line with your plans or needs?

Yes **No**

If no, explain:_____

3. What factors or information influenced the choice of trade you got trained on?

Explain:_____

4. On a scale of 1-5 where 5 is excellent and 1 very poor how would you rank the quality of training content?

B. Effectiveness

5. How was the quality of the training (delivery method, content resources, support) you received from your chosen trade and vocation school?

1. Very poor
2. Poor
3. Average
4. Good
5. Excellent

Explain:_____

6. Was the time of the training enough?

Yes **No**

Explain:_____

7. What did you decide to do to improve your livelihood and income situation after completing the training on your selected trade?

1. Search for job

- 2. Start own business
- 3. Other Specify: _____

8. What is your current employment status?

- 1. Employed
- 2. Self Employed
- 3. Unemployed
- 4. Other, specify: _____

9. Did you receive the start-up kit from the IOM post training on your chosen trait?

Yes **No**

Explain: _____

10. Did you participate in business management training alongside the skills training you received?

Yes **No**

11. If yes to Q10, how useful did you find the training? _____

C. Efficiency

12. What other support offered by this project did you receive?

- 1. Trafficking in Persons (TIP) Training
- 2. Return & Reintegration Training
- 3. PPE
- 4. Monthly Stipends
- 5. None

Other, specify: _____

13. Did you receive support from other organizations or similar projects?

Yes **No**

If yes, please Explain: _____

D. Sustainability

14. Is there any support, which you are getting to find employment opportunities or in your start-up business post the skills training?

Yes **No**

Explain: _____

E. IMPACT

15. Has your monthly household income increased post your participation in the skill training on your chosen trade?

Yes **No**

Explain: _____

16. In general, how has your participation in skills training impacted your livelihood thus far?

Explain: _____

F. Best Practices and Lessons Learned

17. What main successes did you observe from the project?

Explain: _____

18. What factors or events do you feel contributed to the project successes?

Explain: _____

19. What main challenges did you observe in the project?

Explain: _____

20. What factors or events do you feel contributed to the failure of some project components?

Explain: _____

21. What changes should be made in future similar projects in their program design, delivery and resources to improve their impact?

Explain: _____

22. Do you have any final comments and recommendations about the project?

Explain: _____

2. Household (Cooperative Members) Interview Guide

Introduction of the data collection team to the respondents:

- ✓ *“My name is... and I am coming for data collection on behalf of IOM (Lesotho country office) through a consultant (Mr Fulu Koali) who has been contracted by IOM Lesotho country office to conduct end of project evaluation for “Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic project”*
- ✓ *The purpose of the evaluation is to assess the performance of the project and how your participation in the community development project impacted the livelihood of your household and social cohesion within the community.*
- ✓ *This interview and the answers you provide will be treated in absolutely confidentiality and will not be passed to any third party.*
- ✓ *The interview will last about 30 minutes.*

Name of the Interviewer: _____

Interview Date: _____

Biographic Information of Respondent

Name		
Gender	3. Male <input type="checkbox"/>	
	4. Female <input type="checkbox"/>	
Age	<input type="text"/>	
Marital Status	3. Single	3. Married
	4. Divorced	4. Separated
	5. Widow(er)	
Number of Household Members		
Education Level	6. Never Attended School	
	7. Primary school	
	8. Secondary School	
	9. High School	
	10. Tertiary	
District	4. Qacha’s Nek	Quthing

	5. Mophale's Hoe	Mafeteng
	6. Leribe	
Community Council		
Name of the Community Development Project		

Background

12. Did you or any member of your household return to Lesotho (mainly from South Africa) due to COVID-19 related factors?

Yes

No

If yes, why did you decide to return back to Lesotho?

- 5. Lost the job due to COVID-19
- 6. Got sick from COVID-19
- 7. To take care of a family member contracted COVID-19
- 8. Other (Specify:_____)

B. Relevance

13. Was the selection criteria for beneficiaries of the community development projects adequate in identifying the most vulnerable households?

Yes

No

Explain:_____

14. What support did you get thus far through the community development project?

Explain:_____

15. Was the support able to meet your immediate, mid-term or long term households needs?

Explain:_____

16. What other support did you or any member of your household receive from the project? (tick all supports received)

- 1. Monthly stipend for food and transport
- 2. Trafficking in Persons (TIP) Training
- 3. Reintegration Training
- 4. PPE
- 5. Community Development Project
- 6. None
- 7. Other specificity:_____

B. Effectiveness

6. On a scale of 1 – 5 where 5 is very effective and 1 least Effective, please rank the community development project effectiveness in helping to improve the livelihood of your household.

Explain:_____

C. Efficiency

7. Was the support you received from community development project enough to improve your household livelihood amid Covid-19?

Yes No

Explain: _____

8. Did your household receive other support from other organizations or similar community development projects?

Yes No

If yes, please explain: _____

9. Did the support you received from community development project come in a timely manner?

Yes No

Explain: _____

D. Sustainability

10. How is your household planning to continue sustaining the benefits you received from community development project and other supports of the project beyond its lifespan?

Explain: _____

11. How is your household going to support the continuity of the community development project and ensure that it continues existing beyond the lifespan of the IOM project?

Explain _____

12. How is your community planning to continue sustaining community development project activities and its benefits beyond project lifespan?

Explain: _____

E. IMPACT

13. What change have you recognized in the livelihood of your household as a result of the supports you received from the community development project and other project components?

Explain: _____

F: Social Cohesion

14. Do you think the community Development Project strengthen community social cohesion and collaboration?

Yes No

Explain: _____

G. Best Practices and Lessons Learned

15. What main successes did you observe from community development project?

Explain: _____

16. What factors or events do you feel contributed to the successes of community development project?

Explain: _____

17. What main challenges did you observe in the community development project?

Explain: _____

18. What factors or events do you feel contributed to the failure of the community development project?

Explain: _____

19. What changes should be made in future similar community development projects in their selection, design, implementation and resources to improve their impact?

Type/name of the Community Development Project	
---	--

Background

17. Did you or any member of your household return to Lesotho (mainly from South Africa) due to COVID-19 related factors?

Yes **No**

If yes, why did you decide to return back to Lesotho?

- 9. Lost the job due to COVID-19
- 10. Got sick from COVID-19
- 11. To take care of a family member contracted COVID-19
- 12. Other (Specify: _____)

18. What was the selection criteria for the members of community development project committee?

Explain: _____

C. Relevance

19. Was the community development project selection criteria adequate in ensuring that the chosen project is consistent with the most pressing development challenges of the community?

Yes **No**

Explain: _____

20. Are you satisfied with the chosen community development project?

Yes **No**

Explain: _____

21. What training (s) did you receive in order to support the activities of the community development project?

Explain: _____

B. Effectiveness

6. On a scale of 1 – 5 where 5 is very effective and 1 least effective, please rank the effectiveness of the Community Development Project in achieving its intended results and outcomes?

Explain: _____

7. How effective has the community project committee been in coordinating community activities of the community development project?

Explain: _____

8. What are the roles and responsibilities of the community development project committees?

Explain: _____

9. Do you feel well capacitated on the technical aspects of your chosen community development project?

Yes **No**

Explain: _____

10. What environmental considerations have you observed during planning and execution of the project activities?

Explain: _____

C. Efficiency

11. Does the community development project have enough resources to carry out all its activities?

Yes **No**

Explain: _____

12. What other support is your community development project receiving??

Explain: _____

13. Do you feel like the resources of the community development project are managed and utilized adequately?

Yes **No**

Explain: _____

D. Sustainability

14. Is there a community development project support received from the district level for management and technical guidance?

Yes **No**

If yes, how effective has the support been throughout all the stages of community development project?

Explain: _____

15. How is your community planning to continue sustaining community development project activities and its benefits beyond project lifespan?

Explain: _____

E. IMPACT

16. What change have you recognized in the livelihoods of beneficiary households of the community development project?

Explain: _____

F: Social Cohesion

17. Do you think the community Development Project strengthen community social cohesion and collaboration?

Yes **No**

Explain: _____

G. Best Practices and Lessons Learned

18. What main successes did you observe from community development project?

Explain: _____

19. What factors or events do you feel contributed to the successes of community development project?

Explain: _____

20. What main challenges did you observe in the community development project?

Explain: _____

21. What factors or events do you feel contributed to the failure of the community development project?

Explain: _____

22. What changes should be made in future similar community development projects in their selection, design, implementation and resources to improve their impact?

Explain: _____

23. Do you have any final comments and recommendations about the project?

Explain: _____

4. NACOSEC/DISCOSEC Representatives - Interview Guide

Introduction of the data collection team to the respondents:

- ✓ *“My name is... and I am coming for data collection on behalf of IOM (Lesotho country office) through a consultant (Mr., Fulu Koali) who has been contracted by IOM Lesotho country office to conduct end of project evaluation for “Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic project”*
- ✓ *The purpose of the evaluation is to assess the performance of the project and how your agency or department benefitted or collaborated with the project in supporting the returnees and the communities severely affected by COVID-19.*
- ✓ *This interview and the answers you provide will be treated in absolutely confidentiality and will not be passed to any third party.*
- ✓ *The interview will last about 30 minutes.*

Name of the Interviewer: _____

Interview Date: _____

Biographic Information of Respondent

Name		
Gender	7. Male	<input type="checkbox"/>
	8. Female	<input type="checkbox"/>
Age		<input type="text"/>
District	10. Qacha’s Nek	Quthing
	11. Mochale’s Hohe	Mafeteng
	12. Leribe	Maseru

Background

22. What was the role or involvement of your agency in the project?

Explain: _____

23. Did you or any representative from your agency receive a training related to reintegration of the COVID-19 returnees within their communities?

Yes

No

If yes, what training did you receive:

- a. TIP

- b. Reintegration
- c. Community development project
- d. Other: Specify _____

24. Do you think the training was adequate?

Yes **No**

Explain: _____

25. What did you like and dislike most about the trainings?

Explain (Like Most) _____

Explain (Dislike Most) _____

26. What do you think can be improved on the training you received?

Explain: _____

D. Relevance

27. Were the trainings you participated consistent with your agency mandate?

Yes **No**

Explain: _____

28. What factors or information motivated your agency to participate in the trainings and other capacity development initiatives delivered by the project ?

Explain: _____

B. Effectiveness

8. On a scale of 1 – 5 where 5 is very effective and 1 least Effective, please rank the project effectiveness in achieving its intended outcomes?

Explain: _____

C. Efficiency

9. Did you have any ongoing initiatives in your agency related to any of this project focus areas?

Yes **No**

If yes, Explain _____

If yes, how did the project built on (complement) the ongoing initiatives at your agency?

10. Did your agency get enough support and resources from the project?

Yes **No**

Explain: _____

11. Were there any other similar initiatives that were implemented by other organizations in your district?

Yes **No**

If yes, explain: _____

D. Sustainability

12. Does your agency have any plans to continue supporting the project activities beyond the lifespan of the project?

Yes

No

Explain _____

E. IMPACT

13. What changes or improvements did your agency make or put in place after the trainings and other capacity development support provided by project? _____

F. Best Practices and Lessons Learned

14. What main successes did you observe from the project?

Explain: _____

15. What factors or events do you feel contributed to the project successes?

Explain: _____

16. What main challenges did you observe in the project?

Explain: _____

17. What factors or events do you feel contributed to the failure of some project components?

Explain: _____

18. What changes should be made in future similar projects in their program design, delivery and resources to improve their impact?

Explain: _____

19. Do you have any final comments and recommendations about the project?

Explain: _____

5. IOM Staff Interview Guide

Introduction of the data collection team to the respondents:

- ✓ *“My name is... and I am coming for data collection on behalf of IOM (Lesotho country office) through a consultant (Mr Fulu Koali) who has been contracted by IOM Lesotho country office to conduct end of project evaluation for “Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic project”*
- ✓ *The purpose of the evaluation is to assess with you the overall performance of the project, its successes, challenges, best practices and lessons learned.*
- ✓ *This interview and the answers you provide will be treated in absolute confidentiality and will not be passed to any third party.*
- ✓ *The interview will last about 30 minutes.*

Name of the Interviewer: _____

Interview Date: _____

Biographic Information of Respondent

Name	
Gender	9. Male <input type="checkbox"/> 10. Female <input type="checkbox"/>
Age	<input type="text"/>
What is your position at IOM Lesotho Country office	
For how long have you been working for IOM Lesotho Country Office?	

Background

1. What was your involvement in the project?

Explain: _____

E. Relevance

2. How were the key project activities and focus areas identified during the project design?

Explain: _____

3. Do you think the project activities were addressing the most pressing needs of its different target beneficiaries?

Explain: _____

4. How adequate was the criteria for selecting the project beneficiaries in ensuring that the most vulnerable households/returnees and target agencies/ministries do benefit from the project?

Explain: _____

B. Effectiveness

5. On a scale of 1 – 5 where 5 is very effective and 1 least Effective, please rank the project effectiveness in achieving its intended results and outcomes?

Explain: _____

C. Efficiency

6. Did the project have enough **resources** to successfully meet its intended results and outcomes?

Explain: _____

7. Was the project **timeframe** enough to realize its intended results and outcomes?

Explain: _____

8. What other similar projects/initiatives (internal and external) which the project collaborated with or built on to avoid duplication of efforts and waste of resources?

Explain: _____

D. Sustainability

9. Does IOM Lesotho country office have any plans to ensure continuation of the project activities (at national, district and community level) beyond the lifespan of the project?

Yes

No

Explain: _____

10. Are there any structures in place (at community, district and national level) which will continue supporting the project activities beyond its lifespan?

Explain: _____

E. IMPACT

11. What change or progress was made by the project on the following project outcomes?

F. Best Practices and Lessons Learned

12. What main successes did you observe from the project?

Explain: _____

13. What factors or events do you feel contributed to the project successes?

Explain: _____

14. What main challenges did you observe in the project?

Explain: _____

15. What factors or events do you feel contributed to the failure of some project components?

Explain: _____

16. What changes should be made in future similar projects in their program design, delivery and resources to improve their impact?

Explain: _____

17. Do you have any final comments and recommendations about the project?

Explain: _____

6. Vocational Schools Interview Guide

Introduction of the data collection team to the respondents:

- ✓ *“My name is... and I am coming for data collection on behalf of IOM (Lesotho country office) through a consultant (Mr Fulu Koali) who has been contracted by IOM Lesotho country office to conduct end of project evaluation for “Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic project”*
- ✓ *The purpose of the evaluation is to assess with you how successful the reintegration project has been in attaining its intended outcomes*
- ✓ *This interview and the answers you provide will be treated in absolute confidentiality and will not be passed to any third party.*
- ✓ *The interview will last about 30 minutes.*

Name of the Interviewer: _____

Interview Date: _____

Biographic Information of Respondent

Vocational School Name	
Name of the Respondent	
Gender	11. Male <input type="checkbox"/> 12. Female <input type="checkbox"/>
Age	<input type="text"/>
What is your position in the school?	
How long have you been working for the school?	

Background

1. What was the involvement of your school in the reintegration project?

Explain: _____

2. Specifically which courses were offered to the trainees by your school?

Explain: _____

F. Relevance

3. Was the school able to adequately revise and tailor the curriculum to the unique needs of the trainees?

Explain: _____

4. What was the duration of the training?

Yes No

Explain: _____

5. Do you think the overall duration of the training was enough?

Yes No

Explain: _____

6. How adequate was the criteria for selecting the project beneficiaries in ensuring that the most vulnerable households/returnees and target agencies do benefit from the project?

Explain: _____

B. Effectiveness

7. On a scale of 1 – 5 where 5 is very effective and 1 least Effective, please rank the project effectiveness in achieving its intended results and outcomes?

Explain: _____

8. Did majority of the trainees successfully finish their training timeframe with the school?

Yes No

Explain: _____

C. Efficiency

9. Did the project provide enough **resources** to successfully support all the trainees?

Yes

No

Explain: _____

10. Do you think the schools had enough resources to adequately support the trainees?

Yes

No

Explain: _____

11. How much was the tuition amount per trainee (per month/duration of the training)?

Explain: _____

12. Was the amount the same for other regular students?

Yes

No

Explain: _____

D. Sustainability

13. Does the school have any plans in place to support the trainees beyond the duration of the training at the school?

Yes

No

Explain: _____

E. IMPACT

14. What change, or difference was made by training to the trainees upon completion?

Explain: _____

F. Best Practices and Lessons Learned

15. What main successes did you observe from during and after the training?

Explain: _____

16. What factors or events do you feel contributed to those successes?

Explain: _____

17. What main challenges did you observe during and after the training?

Explain: _____

18. What factors or events do you feel contributed to the failure of some of the training components?

Explain: _____

19. What changes should be made in future similar projects in their program design, delivery and resources to improve their impact?

Explain: _____

20. Do you have any final comments and recommendations about the project?

Explain: _____

7. Community Leaders Interview Guide

Introduction of the data collection team to the respondents:

- ✓ “My name is... and I am coming for data collection on behalf of IOM (Lesotho country office) through a consultant (Mr Fulu Koali) who has been contracted by IOM Lesotho country office to conduct end of project evaluation for “Socio-Economic Reintegration of Returnees and other Vulnerable Households in migration affected areas severely impacted by COVID-19 Pandemic project”
- ✓ The purpose of the evaluation is to assess with you the project performance how successful it was in terms of meeting its intended outcomes.
- ✓ This interview and the answers you provide will be treated in absolutely confidentiality and will not be passed to any third party.
- ✓ The interview will last about 30 to 45 minutes.

Name of the Interviewer: _____

Interview Date: _____

Biographic Information of Respondent

Name		
Gender	13. Male <input type="checkbox"/>	14. Female <input type="checkbox"/>
Age	<input type="text"/>	
Marital Status	7. Single 8. Divorced 5. Widow(er)	3. Married 4. Separated
Role/ Position within the community	1. Chief, 2. Community Councilor 3. Religious leader 4. Traditional Leader	
Community Council		
Village/Community		
District	13. Qacha’s Nek 14. Mophale’s Hoek 15. Leribe	4. Quthing 5. Mafeteng 6. Mafeteng

Background

29. Did you or your representative/s get a training on reintegration of the COVID-19 returnees within your Community? **Yes** **No**

If Yes, what training did you receive:

- e. TIP
- f. Reintegration
- g. Community development project
- h. Other: Specify _____

30. What was your role or involvement in the project activities?

Explain: _____

G. Relevance

31. Did you find the training you received aligned to your mandate and your role in the community?

Yes

No

Explain: _____

32. What factors or information motivated your participation in the capacity development of the project?

Explain: _____

B. Effectiveness

5. Was there any community development projects in your community supported by IOM?

Yes

No

Explain: _____

6. On a scale of 1 – 5 where 5 is very effective and 1 least Effective, please rank the project effectiveness in achieving its intended outcomes in your community?

Explain: _____

7. How adequate was the selection criteria used to select the project beneficiaries across all the project support areas?

Explain: _____

C. Efficiency

8. Did you have any other ongoing similar projects in your community implemented by the government or other organizations?

Yes

No

If yes, explain _____

If yes, how did the project supported by IOM built on those ongoing similar initiatives at your community?

D. Sustainability

9. Are there any plans to continue with the project activities at community level beyond the lifespan of the project?

Yes

No

Explain _____

E. IMPACT

10. What changes or improvements did you make or put in your role after the trainings and other capacity development support provided by project? _____

11. What changes were brought by the community development projects within your community?

Explain: _____

12. Do you think the community development project brought about or strengthened collaboration and oneness spirit in your community?

Explain: _____

F: Social Cohesion

13. Do you think the community Development Project strengthen community social cohesion and collaboration?

Yes No

Explain: _____

G. Best Practices and Lessons Learned

14. What main successes did you observe from the project?

Explain: _____

15. What factors or events do you feel contributed to the project successes?

Explain: _____

16. What main challenges did you notice in the project?

Explain: _____

17. What factors or events do you feel contributed to the failure of some project components?

Explain: _____

18. What changes should be made in future similar projects in their program design, delivery and resources to improve their impact?

Explain: _____

19. Do you have any final comments and recommendations about the project?

Explain: _____