

Final Report

**Evaluation on the project
“Safe Migration for Bangladeshi Workers Innovation Fund”**

**Implemented by
BITA**

**Supported by
BRAC**

by

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With Thanks



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Acronyms and Abbreviations

BITA	Bangladesh Institute of Theatre Arts
BCCT	BITA Culture and Communication Trust
DEMO	District Employment and Manpower Office
FGD	Focus group Discussion
IGA	Income Generating Activities/Approach
KII	Key Informant Interview
MORA	A local bamboo made tool/bench
NGO	Non Government Organization
PLA	Participatory Learning Appraisal
PRA	Participatory Rapid Appraisal
RIDS	Responsive to Integrated Development Services
SDG	Sustainable Development Goal
ToR	Terms of Reference
UP	Union Parishad
Upazila	Sub-district
WC	Women Circle

Executive Summary

1. Introduction

1.1 Description of the “Safe Migration for Bangladeshi Workers Innovation Fund” project

BITA (Bangladesh Institute of Theatre Arts) has been implementing a project funded by BRAC 7 unions –Khorana, Kachuai, Haidgaon, Kelishahar, Dakshin Bhurshi, Chanhara, Bhatikhain - of Patiya upazila.. The project titled with **Safe Migration for Bangladeshi Workers Innovation Fund** is designed to

- i. To identify scope and opportunities for intended overseas migrant workers and channelize support for safe migration, welfare and development of migrant people and their families.
- ii. To develop enabling environment on safe migration for potential migrant women through providing appropriate information and sensitization program at the root-level.
- iii. To make competent of the prospective migrants for their overseas jobs through connecting them with skill based training programs.

The working area Patiya is a Upazila adjacent to the District headquarter of Chittagong. Since last 4 decades, the Upazila remains comparatively more vulnerable to safe migration in the migration prone are of Chittagong district. The project targeted a total of 9665 potential migrant people for delivering them information about messages on safe migration, welfare and development of the migrant people and their families including female migrants. In fact, BITA designed the project coinciding the issue of potential migrant people, their families and left behind families in order to ensure better livelihood and to mitigate in-country job security.

1.2 Objectives of the Evaluation

The overall objective of the evaluation is to understand the overall results and sustainability domains of the intervention of Innovation project under Safe Migration for Bangladeshi Workers Project of Patiya upazila.

Specific objectives are:

1. To assess the awareness level of the women on safe migration, potential migrants rights & process, self realization of left behind family member, and community involvement for safe migration in working area.
2. To identify the nature of migration, prospects and challenges of safe migration in Patiya.
3. To assess the scope of work for safe migration issue in the working area.
4. To observe the beneficiaries’ response towards innovative intervention of this project.

1.3 Core Assessment Issues:

According to the project outcome and as per objectives of the ToR of the evaluation, the core issues have been identified as follows:

- Awareness on safe migration, potential migrants rights & process
- Self realization of left behind family member and Capacity to retain/improve economic conditions
- Community involvement for safe migration
- Nature of migration, prospects and challenges of safe migration in Patiya
- Response towards innovative intervention of this project
- Service delivery mechanism and cooperative environment in Government and community level
- Effects of Innovative Tools: like women circle and theatre
- Overall Social impact

2. Assessment Design

2.1. Type of Assessment and Methodology

As part of study methodology, several stakeholders/program beneficiaries of both direct and indirect in nature were interviewed and consulted. The direct stakeholders participated in evaluation were community level women circle members, IGA and technical training participants, community women, left behind family members, youth group, UP Chairman, UP female member, Religious leader, Upazila level Government officials, NGO representatives, Theatre Performers and Project management personnel.

The primary source of data included conducting interactive meetings and group discussions, in depth interviews, case studies, consultation and community observation.

Interactive/Focus Group Discussion (FGD): The consultant facilitated a number of FGD sessions and conducted interview with different stakeholders for getting the qualitative information from them.

FGDs/interactive group meetings:

- i. 3 FGD sessions with women circle members
- ii. 3 FGD sessions with IGA and technical training participants
- iii. 2 FGD sessions with Community Women

In-depth Interviews

Adequate in-depth interviews were conducted with the following stakeholders to understand the perception on PUSM:

- i. UP Chairman of Kelishahar Union
- ii. Upazila Youth Development Officer
- iii. Field Supervisor, Upazila Social Welfare Department
- iv. UP female member
- v. Religious leader (IMAM) at Bhatikhain
- vi. Community leader
- vii. NGO representative
- viii. Theatre Performers

ix. Technical Training Participants

x. Staff of BITA

3. Assessment Issues and Findings

3.1. Awareness on safe migration, potential migrant's rights & process

Awareness on safe migration, potential migrant's rights and process is very indispensable for the potential or current migrant workers. The study observed that the targeted community received information on safe migration and migrant rights. But the level of community awareness on it is still low.

The FGD findings with women circle depicted that the women got information about safe migration in their regular meetings. The participants informed that earlier they didn't know by which process they would proceed with the visa. They have had blunder concept to deal with the visa process for going abroad for work. They informed that most of the people who went to middle-east as migrant worker didn't assess which types of visa they got. They always thought that if they could get any type of visa they will be able to earn money there. The participants significantly informed that most of the migrant workers came back within 5 or 6 months because of low skill on the respective job stated in visa.

3.2 Self realization of left behind family member & Capacity to retain/improve economic conditions

In the consultation with project team members it was found out that at the very beginning of the project, they assessed the need of the family member about the types of IGA. The participants of training need assessment preferred on Sewing Training, Bamboo Tool (MORA) making training as IGA.

The study observed that by receiving 5 days' long training and 3 days' long refresher trainings, most of the participants were inspired to carry on their home based business through applying their skill and competencies. But some of the participants of the FGD informed that this is very short time to gather absolute skill for starting business.

3.3 Community involvement for safe migration

The study observed a moderate capacity of local community to involve for playing role about safe migration in the community. But during the project period, within a short time the people exposed their eagerness to work for safe migration.

3.4 Nature of migration, prospects and challenges of safe migration in Patiya

The study found that in Patiya, the nature of migration is almost same as other parts of the country. Moreover, it was observed that the trend of migration has some uniqueness in this area. Earlier male migration was only the overseas migration but now-a-days female worker migration is rising from Patiya. The prospects of overseas migration from Patiya seemed to be high. Especially amongst the youth group of the community are enthusiastic to go abroad for employment. One of the FGD participants namely Abu Bakkar from Bhatikhine informed that `From our childhood me and my elder brother dreamed to go overseas country for

earning more money.’ During the FGD and KII, it was experienced that a bunch of challenges remains in migration for migrant workers of Patiya. Frequently, the migrant workers have to face fraudulent by the intermediaries who manage the visa for them. The intermediaries are usually a part of the migrants’ community who invest on social relations to fulfill their own interest.

3.5 Response towards innovative intervention of this project

The study experienced that community people have a highly positive notion towards innovative intervention of this project. Especially, women circle and street theatre programs are excessively accepted by the community people. Through the consultation it was realized that the community felt the necessity of awareness program for safe migration.

3.6 Service delivery mechanism and cooperative environment in Government and community level

Through the project, relationship between community and Government counter-part has been improved. But the expected service delivery mechanism and cooperative environment is not properly established. Participation only in the program or event by BITA is only the success of the project intervention.

3.7 Effects of Innovative Tools: like women circle and theatre

Women Circle created an environment in community level for unite the women for sharing and exchanging knowledge and information. But no regular intervention of women circle takes place. Despite, during the study it was also experienced that some women could develop their leadership by engaging with women circle. They could make a vibrant position in their family and society. The women circle leaders are confident to carry on the intervention if they get chance to be developed themselves in future, said one leader.

The community level theatre contributes to disseminate the information in a creative way. The people could remember the character and their advice very clearly. Babla Das, one of the performers informed that ‘I have also learnt a lot while I performed in the theatre. In time of presentation, we organized interaction with the audience. I experienced that all the audiences agreed with the theme and process of migration.’ The local organization, like club can be involved with the theatre activities.

3.8 Overall Social impact

While the earnings of migrant workers have had a tangible and positive impact on the family economy, the adverse social costs of migration have also been high. The high rate of income, resulting in higher living standards, is the most obvious consequence of migration. If the migration would not be safe or is in risk, then the migrant’s family will fall in more vulnerable situation. Therefore, safe migration contributes a lot in welcoming social economy and cultural progress.

4. Assessment of project performance

4.1. Relevance

In line with the issue of safe migration the consultant has found that the projects activities are highly relevant to generate well-beings of the potential migrant workers and left behind family members of this working area. Extending both software supports to the community people especially to migrant workers, their families and other community people, escalating the safe migration.

The project duly designed addressing the prior issue of the working area. The consultant has observed a high relevancy between the short term and long term objectives and the existing problem or situation in the concern issue of migration.

4.2. Efficiency

The project has been being implemented by BITA which have had the adequate experience in the field of social mobilization and creative communication with community. The project level management has been efficient in utilizing potential resources allocated to the different project activities. In all project activities the cost incurred to the project activities, allowances and financial resources were availed as per the plan and within the given year. The procurement and arrangement of the project were implemented as per the plan. Resource management had been well integrated.

4.3. Effectiveness

It was observed that a trend of changing mind is already in place in the working area with the sincere effort of the project team members in terms of safe migration. Except the functioning of network with Government, most activities of the project were implemented in line with the Project Document Application submitted to the donor.

4.4. Utility

The project contributed a lot for escalating the human and social capital of the society. The consultant experienced through the final evaluation, the project intervention directly benefited the community people, which the stakeholders and beneficiaries feel in high volume. It has created a wider space for getting necessary information and knowledge. It contributes in the changing minds of the people to defend all sorts of harmful practice and superstition and risk regarding migration to overseas countries.

4.5. Sustainability

The consultant observed during the study that the groups couldn't be linked properly with the service providing agencies for availing information and services as required. To do sustain the intervention knowledge and skills of migrant people is still to develop for come out obstacles and make use of opportunities.

4.6. Impact

It has been found that the target beneficiaries have got the software support, direct training support from the project and the project members and other stakeholders have become skilled and knowledgeable on the concern issues.

The changes among the beneficiaries' lives and within the other stakeholders have been felt while discussing various issues with them during the evaluation.

5. Lessons Identified and Recommendations

The consultant has not only looked into the problems and shortcomings of the project but also into its possible solutions, which are summarized as lesson identified and recommendations.

- The capacity building of the community elites in terms of message dissemination and mobilization for safe migration should build their confidence level. The mobilization of the women circle needed more priority in the project intervention area.
- Increasing women's human capital is one of the most effective ways to ensure the development at society level and thus to reduce vulnerability. More than 90% project participants are women.
- Visual presentation of the message towards marginalized and poor women helps them to internalize their problem and to help them to take proper decisions for immediate measures.
- Theater group members from the local community rather mixed up with professional staffs makes the information dissemination activities sustain in the community.
- The field level or front line staffs selected from the community would help the people to own the initiatives as well as the staffs could be in regular touch of the community, since any time anyone may need help regarding their journey to abroad for employment.
- Women circle is a comprehensive tool for unifying the women and to create a ground for sharing and exchanging knowledge and views.

5.1 Scope of work for safe migration issue in the working area.

1. The partner organizations, BRAC and BITA should consult with the community people, Government counterpart, and other network representatives to develop a future effective action plan for continuing the intervention.
2. A set of Behaviour Change and Communication materials and good practice documentation should be developed in printed and electronic form on the learning and process of the project intervention and disseminated it to the community; institution and Government and non-government counterparts that will contribute to other for replicate the intervention by their own support. In fact, the participants of women

circle and other meetings can't memorize all the process of safe migration, so they need some documents to keep in their house.

3. Youth Group should be developed and motivated who can share their learning with other fellows in community, schools and working place.
4. A lesson learned and good practice workshop should be organized with the participation of different stakeholders is needed to spread out the best practices to other actors.
5. Abuse and exploitation of migrant workers occur at different stages in the cycle of migration, and it would take major efforts to aware the potential migrant workers (especially women) in this respect. A number of recommendations may be made to cover the various stages of the migration cycle.
6. Before migration, one should have enough idea about the destination country. He should know how to speak, how to move on the roads. Emphasize on providing training on these issues to workers before going abroad is very indispensable.
7. The duration of the IGA training should be scaled up so that a comprehensive skill and knowledge would be developed. After training capital should be ensured for commencing business for the training participants.
8. Market linkage for the product made by the IGA participants is very necessary. Therefore, at least local and regional level market network should be developed in the further intervention.
9. Network with the Government should be more strengthen to formulate the cooperative environment between community and Government.
10. BITA can find out the pathway by mainstreaming the intervention with other rights based program of organization. And the organization should also share their achievement and learning with other donor in home and abroad for continuing such intervention.

1. Introduction

1.1 Description of the “Safe Migration for Bangladeshi Workers Innovation Fund” project

BITA (Bangladesh Institute of Theatre Arts) has been implementing a project funded by BRAC 7 unions –Khorana, Kachuai, Haidgaon, Kelishahar, Dakshin Bhurshi, Chanhara, Bhatikhain - of Patiya upazila.. The project titled with **Safe Migration for Bangladeshi Workers Innovation Fund** is designed to

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- v. To develop enabling environment on safe migration for potential migrant women through providing appropriate information and sensitization program at the root-level.
- vi. To make competent of the prospective migrants for their overseas jobs through connecting them with skill based training programs.

The working area Patiya is a Upazila adjacent to the District headquarter of Chittagong. Since last 4 decades, the Upazila remains comparatively more vulnerable to safe migration in the migration prone are of Chittagong district. The project targeted a total of 9665 potential migrant people for delivering them information about messages on safe migration, welfare and development of the migrant people and their families including female migrants. In fact, BITA designed the project coinciding the issue of potential migrant people, their families and left behind families in order to ensure better livelihood and to mitigate in-country job security.

The main problems which were considered at the time of developing the projects are: problems and sufferings in country and outside due to migration like unemployment, extortion, exploitation, unsafe working conditions, living condition (food, treatment, entertainment, insurance), insufficient job security, harassment of getting services, inadequate information, underpayment, influences of middlemen, sexual harassment (especially women), administrative and judiciary complexities. Migrant people suffer much because of low skill and unawareness about foreign labor laws and workers rights.

Therefore, BITA with the support of BRAC endeavored to bring out outcomes by the project intervention as follows:

- Enhanced capability and mobilization of potential migrant people to access and deal with the entitlements and services for safe migration in the destination.
- Improved service delivery mechanism and cooperative environment in Government and community level to response needs and well-being of migrant people and their families.
- Potential female migrants are capable to adapt in destination countries for securing decent livelihoods and well-being.
- Left-behind families of migrants’ people are engaged in IGAs to retain and improve economic status.

1.2 Objectives of the Evaluation

Evaluation of the respective project focused on various dimension like the relevancy, effectiveness, efficiency, utility and the sustainability of the project. In addition the evaluation has had a keen eye on Human Capital, Social Capital and Social Exclusion of the mass in the project intervention area.

The objectives and other dynamics of the evaluation have been rightly reflected in the TOR which has facilitated the consultations to understand the entire assignment effectively. However, the following factors have been taken into consideration to add more weights in the evaluation process.

The overall objective of the evaluation is to understand the overall results and sustainability domains of the intervention of Innovation project under Safe Migration for Bangladeshi Workers Project of Patiya upazila.

Specific objectives are:

5. To assess the awareness level of the women on safe migration, potential migrants rights & process, self realization of left behind family member, and community involvement for safe migration in working area.
6. To identify the nature of migration, prospects and challenges of safe migration in Patiya.
7. To assess the scope of work for safe migration issue in the working area.
8. To observe the beneficiaries' response towards innovative intervention of this project.

Objectively relation with Phase out of the Project

As the project is in an innovation phase, this evaluation particularly focused on the issue of identifying best practices, missed opportunities, and remaining sustainability factors from the perspective of the implementing organization as well as from the targeted area and its community people.

1.3 Core Assessment Issues:

According to the project outcome and as per objectives of the ToR of the evaluation, the core issues have been identified as follows:

- Awareness on safe migration, potential migrants rights & process
- Self realization of left behind family member and Capacity to retain/improve economic conditions
- Community involvement for safe migration
- Nature of migration, prospects and challenges of safe migration in Patiya
- Response towards innovative intervention of this project Service delivery mechanism and cooperative environment in Government and community level
- Effects of Innovative Tools: like women circle and theatre
- Overall Social impact

2 Evaluation Design

2.1. Type of Assessment and Methodology

As envisaged in the terms of reference, a participatory approach, i.e. PLA/PRA (Participatory Learning / Rapid Appraisal) with account for gender effects were followed to meet data/information needs of the assignment. Specifically, desk work, participatory focus group discussions and interview of key informants and site observation were among the methodologies used in this evaluation.

As part of preparatory work, on the first day of the study implementation at field, an inception meeting was conducted on Evaluation where all the Project Members of BITA participated. In this session objectives of evaluation and methodology to implement the work at field were explicated and made the respective staffs clear on the importance and use of evaluation for measuring the project status.

As part of study methodology, several stakeholders/program beneficiaries of both direct and indirect in nature were interviewed and consulted. The direct stakeholders participated in evaluation were community level women circle members, IGA and technical training participants, community women, left behind family members, youth group, UP Chairman, UP female member, Religious leader, Upazila level Government officials, NGO representatives, Theatre Performers and Project management personnel.

Both secondary and primary data were used in the evaluation which included the followings:

The consultant reviewed secondary sources of data for the study like project proposal, periodic report to donor, documents of participatory planning, project management documents i.e. minutes of meetings, women circle guideline etc.

The primary source of data included conducting interactive meetings and group discussions, in depth interviews, case studies, consultation and community observation.

Interactive/Focus Group Discussion (FGD): The consultant facilitated a number of FGD sessions and conducted interview with different stakeholders for getting the qualitative information from them.

FGDs/interactive group meetings:

- iv. 2 FGD sessions with women circle members
- v. 2 FGD sessions with IGA and technical training participants
- vi. 2 FGD sessions with Community Women

In-depth Interviews

Adequate in-depth interviews were conducted with the following stakeholders to understand the perception on PUSM:

- i. UP Chairman of Kelishahar Union
- ii. Upazila Youth Development Officer
- iii. Field Supervisor, Upazila Social Welfare Department
- iv. UP female member
- v. Religious leader (IMAM) at Bhatikhain
- vi. Community leader
- vii. NGO representative
- viii. Theatre Performer
- ix. Technical Training Participants
- x. Staff of BITA

A total of 2 case studies were collected through physical observation and collection of relevant data. The consultant had a keen observation in the community for observing the level of awareness, confidence and trust among the community people about the project.

2.2. Data/ Information collection and analysis

Align with the **points of attention of the evaluation** stated in the ToR, and **the core assessment issues** the major programmes or interventions were categorized. Besides, contemporary assumptions and theories and main evaluation criteria were emphasized in the whole process of Impact Assessment. In order to allow focused work, checklists were developed and used to guide consultations, FGDs and field observations.

The consultant conducted FGDs, and consultations with stakeholders using validated tools and methods and onsite visual inspections. Qualitative data /information were collected through FGD sessions and key informants' interviews in the field. Some case studies on successes and learning issues were also collected. Afterwards, data were compiled and processed for analysis.

2.3. Limitations

Participatory Evaluation Process can bring a better understanding on the impact on society and individual level when the project intervention takes a long time, but in this assessment process the project has been implementing only for 17 months. So the 'trend' of impact could be assessed rather than the impact assessment at this stage.

Rather than being an academic exercise, this is a practical, participatory, qualitative in-depth study. In accordance with the objectives specified by the project implementing agencies, it is guided by the critical concerns of identifying different status and changes those occurred during the project time. However, the consultant tried to overcome these limitations and successfully carried the study to reveal the real fact of the project objectives/ outcomes.

3. Assessment Issues and Findings

3.1. Awareness on safe migration, potential migrant's rights & process

Awareness on safe migration, potential migrant's rights and process is very indispensable for the potential or current migrant workers. The study observed that the targeted community received information on safe migration and migrant rights. But the level of community awareness on it is still low.

The FGD findings with women circle depicted that the women got information about safe migration in their regular meetings. The participants informed that earlier they didn't know by which process they would proceed with the visa. They have had blunder concept to deal with the visa process for going abroad for work. They informed that most of the people who went to middle-east as migrant worker didn't assess which types of visa they got. They always thought that if they could get any type of visa they will be able to earn money there. The participants significantly informed that most of the migrant workers came back within 5 or 6 months because of low skill on the respective job stated in visa.

On the other hand, some harmful traditional practices, stereo types and taboos are still working in these communities- like concealing the affairs of going abroad as they think that someone can disrupt his/her migration; someone of the community may apply spiritual power (locally called BAN/TABIS/Pani Pora) to hinder his/her journey. These are causing the welcoming risk to migrant workers.

Shahin Akter, UP female member of Chanhora Union stated that, she tried to make understand a woman member of women circle to review her visa which she got by the effort of her one relative. But the woman didn't even show the UP member her visa. One morning without informing anyone, she went away to abroad. Shahin said, still we don't know whether she remains well there.

The study depicts that knowledge level about migrant's rights and labour law is still to improve amongst the potential migrant workers as well as community. Despite, the study observed that through the project intervention, rate of community level awareness in the project targeted area has been gradually intensified and visible. The community people are provided various information about 'do' and 'don't do' in the time of migration.

Besides, the community dwellers are getting information and knowledge about safe migration.

The participants of FGD sessions in evaluation uttered some learning points which they learned as follows:

- Now we can identify the process for going abroad as migrant worker
- We won't go to abroad with FREE visa.

- We know where we should go to examine our visa; like: Union Parishad, BRAC office, DEMO office etc.
- We can get advice from BRAC center
- We can identify the cheat and hypocrisy now
- We got information about how to pay money for visa.
- Getting advice what is to be done or what should not be done during migrating

Through the study it is felt that the necessity of proper functioning of the Women Circle has a significant role for sharing information and knowledge. It was observed that the women of community owned the women circle activities duly.

The community level theatre is treated as tremendous tool for disseminating information about migration. Almost all participants of the FGD could remember all the process of Safe Migration by mentioning the dialogue of theatre which they watched in their community. The theatre namely- **Jabo Bohudur** has reflected in the community very fruitfully regarding publicizing the message about safe migration to the wider community.

3.2 Self realization of left behind family member & Capacity to retain/improve economic conditions

The project duly included the consideration of current and upcoming stipulation of left behind family members of the migrant workers. Through the project intervention need based IGA training was incorporated in action plan.

In the consultation with project team members it was found out that at the very beginning of the project, they assessed the need of the family member about the types of IGA. The participants of training need assessment preferred on Sewing Training, Bamboo Tool (MORA) making training as IGA.

The study observed that by receiving 5 days' long training and 3 days' long refresher trainings, most of the participants were inspired to carry on their home based business through applying their skill and competencies. But some of the participants of the FGD informed that this is very short time to gather absolute skill for starting business.

The participants also informed that they got business management

Shipra is now happy, as she can contribute in family income.

Shipra Dey is a 48 years old woman got training on MORA making at BCCT, BITA. She has 3 sons and 2 daughters. Her husband Babul Dey is working at a local grocery shop.

Applying the training skill she already started her home-based business by making MORA. She sold 12 MORAs in the mean time.

‘Now, I have money in my own hand. This business helps me to increase my family income.’
– said Shipra

orientation during the training period, which contributes them to deal with profitable business. Some told that as we are poor, we can't start business because of capital lacking.

Case Study: 1

Now I will be get rid of loan, says Samsunnahar,

Samsunnahar is a woman of 28 years old lives at Guatoli, Ward#6, Chanhara Union of Patiya Upazila. She is a daughter of Munshi Meah who was a migrant worker. Her husband Delwar Hossain is a salesman of a local company and trying to go abroad as his income is to poor too maintains their family.

Samsunnahar's family was going on within a circle of loan. They have to count an amount of giving interest of their loan. Once, Samsunnahar knew from local UP member that BITA is going to form a women circle in their Union. She with the permission of her husband participated in the women circle. Subsequently she came to know that a sewing training will be organized and she express her interest to join.

Women Circle members selected her as a participant of the training and she sincerely participated in the 5 days' long training at BCCT.

'I could learn 'Cutting Cloth' and a little bit stitching there and this skill of cutting cloth and taking measurement encouraged me to keep it up.' Samsunnahar informed in the FGD session.

After getting training from BITA she went to a local tailor to learn more about stitching. She worked with the tailor for few days more. Then she informed the local UP female member about her desire to start business in her home. The UP female member managed a sewing machine from the Youth Development Office. Samsunnahar was very happy to get the machine and started her business. Now-a-days she earns money which helps her family to refund the loan. Eventually, Samsunnahar got an opportunity to carry on her business.

3.3 Community involvement for safe migration

The study observed a moderate capacity of local community to involve for playing role about safe migration in the community. But during the project period, within a short time the people exposed their eagerness to work for safe migration.

Interactive dialogue session in the community plays a role to do pro-active the community in order to work for safe migration. Hafej Selim Uddin, Imam of local Mosque from Karol, Bhatikhine Union told, 'I got information about safe migration and migrant's rights and law while I participated in interactive dialogue session.' He also informed that he shares the information with the community people what should be done by them during going abroad for job.

The study observed that community mobilization is still to expose for creating a social initiatives for disseminating information about the issue. Despite, a group of people like, school teachers, local elites, religious leaders, women circle members, LG representatives are contributing to aware people.

Mr. Khorshed Alam, a community leader and local school teacher of Chanhara Union informed that he after getting message from theatre and the bill-board of BRAC disseminated it to the potential migrant worker in his locality. He also informed that if the intervention will continue, he will be able to form a local youth group to disseminate message in an organized form.

The study observed that local journalists are not significantly involved with the project activities. In this respect, the project member informed that only one journalist participated in the interactive dialogue session during the project intervention. But the role of journalist is very useful for ensuring safe migration.

3.4 Nature of migration, prospects and challenges of safe migration in Patiya

Nature of Migration. The study found that in Patiya, the nature of migration is almost same as other parts of the country. Moreover, it was observed that the trend of migration has some uniqueness in this area. Earlier male migration was only the overseas migration but now-a-days female worker migration is rising from Patiya.

Regarding the destination country, the migrant worker from Patiya chose mostly Middle-East and Malaysia. Through the FGD it was experienced that most of the migrant worker looking for construction work, electrical work, work in shop, goldsmith, saloon work, domestic labor etc. In terms of collecting money for the expense of going to destination country, most of the migrant worker manage this money by taking loan from informal sources like from relatives, friends, owner of the business/shop where he worked earlier,

It is also observed that mostly the migrant workers depend on the intermediaries (Dalal) or relatives, returnee migrants who are already working in the expected destination country for managing their visa and migration procedures.

Prospects of Migration The prospects of overseas migration from Patiya seemed to be high. Especially amongst the youth group of the community are enthusiastic to go abroad for employment. One of the FGD participants namely Abu Bakkar from Bhatikhine informed that ‘From our childhood me and my elder brother dreamed to go overseas country for earning more money.’

Challenges of Migration During the FGD and KII, it was experienced that a bunch of challenges remains in migration for migrant workers of Patiya. Frequently, the migrant workers have to face fraudulent by the intermediaries who manage the visa for them. The

intermediaries are usually a part of the migrants' community who invest on social relations to fulfill their own interest.

Most of the time, the migrant workers are to face problem regarding their jobs in the destination countries as their skills don't match with the job they are offered there. Language barrier is another challenge for them as they don't learn the language of the destination country before their journey. On the other hand, huge lacking about the knowledge of job like, salary amount, nature of jobs, laws and regulations of the destination country, condition of employment etc.

Moreover, high financial costs and high interest rates invariably lead to large debts even when he/she works abroad. They have to undergo with high risk when they are required to earn all the invested money to repay the loan as well as to ensure savings and maintaining families in home.

3.5 Response towards innovative intervention of this project

The study experienced that community people have a highly positive notion towards innovative intervention of this project. Especially, women circle and street theatre programs are excessively accepted by the community people. Through the consultation it was realized that the community felt the necessity of awareness program for safe migration.

One of the participants of FGD stated that this type of program was needed from 30 years back. She said, unity in women group has created an instance for last six months. The women can share their learning through the meeting. They got gender oriented information too. Through theatre it was reflected and they already got the message for safe migration. Consequently, they can get rid of the risk from any vulnerable situation regarding migration.

3.6 Service delivery mechanism and cooperative environment in Government and community level

Through the project, relationship between community and Government counter-part has been improved. But the expected service delivery mechanism and cooperative environment is not properly established. Participation only in the program or event by BITA is only the success of the project intervention. Soroj Kanti Sen, UP Chairman of Kelishahar couldn't even recall the program where he went. But he informed that he participated in one of the programs by BITA. Furthermore, the Upazila Youth Development Officer uttered about the less coordination with the Government and Community regarding the respective issue. On the other hand Field Supervisor of Upazila Social Welfare Department participated in 4 meetings organized by BITA. He told in KII, 'I think that this sort of intervention is very needed for the community. We can work together. But even, I didn't know about the message on Safe Migration. I also knew from those meetings where I participated.'

3.7 Effects of Innovative Tools: like women circle and theatre

Women Circle created an environment in community level for unite the women for sharing and exchanging knowledge and information. But no regular intervention of women circle takes place. On the other hand the study observed that the women circle didn't form and implement in line with the guideline. It is also notable that the visual materials for conducting the meeting and for disseminating awareness message on safe migration were inadequate. The members of women circle can't identify their role properly as the practice of the circle is in low level. Irregular and very few sitting cause a hindering situation for the women circle.

Despite, during the study it was also experienced that some women could develop their leadership by engaging with women circle. They could make a vibrant position in their family and society. The women circle leaders are confident to carry on the intervention if they get chance to be developed themselves in future, said one leader.

Anna Dey has been made a confident leader of women circle

Anna Dey, a rural woman of Raj Kumar Bari, Kelishahar Union of Patiya has been working with women circle since last one year. Her husband Sanjit Dey is a carpenter. They have 2 children. Anna studied up to grade 10 but couldn't pass SSC examination. So after marriage, she made a housewife herself.

While, the women circle was formed in Kelishahar, Anna took the responsibilities for organizing the women. Gradually, she became a leader of the circle. This made her confident boosted up. Anna tried to develop herself as a facilitator. Observing this, other organization started to call her in their program. She successfully has been working with different NGOs as volunteer.

`As I took the leadership, different NGO gave me responsibilities. I am very much happy. Today I earn 300 taka by getting commission through selling nutritious food to the community. Consequently, my husband's attitude are changing gradually. He kept my younger child with him and made me free to do meeting with you.` she stated in FGD.

The community level theatre contributes to disseminate the information in a creative way. The people could remember the character and their advice very clearly. Babla Das, one of the performers informed that `I have also learnt a lot while I performed in the theatre. In time of presentation, we organized interaction with the audience. I experienced that all the audiences agreed with the theme and process of migration.` The local organization, like club can be involved with the theatre activities.

3.8 Overall Social impact

After 17 months' intervention of the project, it is very difficult to assess the overall social impact especially based on such project's objective. Despite, a significant trend has been commenced towards achieving the objectives of the project. It is to say that, the community people are very enthusiastic to own the interventions. Through the project a change occurred in the cognition of the community people.

While the earnings of migrant workers have had a tangible and positive impact on the family economy, the adverse social costs of migration have also been high. The high rate of income, resulting in higher living standards, is the most obvious consequence of migration. If the migration would not be safe or is in risk, then the migrant's family will fall in more vulnerable situation. Therefore, safe migration contributes a lot in welcoming social economy and cultural progress. Eventually, it is mentionable that some visible changes align with the social impact has been occurred during the project intervention period.

4. Assessment of project performance

4.1. Relevance

Relevancy is a vital measuring phenomenon for project interventions whether the project intervention is in the track and relevant to the local, national and international perspectives. It is important to assess what extent the project objectives are related to the national and international instruments. In addition this is also significant to see whether the intervention is relevant from the perspective of the beneficiaries, target groups, local development priorities and in line with the SDG and country strategies. This has been mainly considered in terms of consistency between objectives and benefits and impact to the society. In line with these issues the consultant has found that the projects activities are highly relevant to generate well-beings of the potential migrant workers and left behind family members of this working area. Extending both software supports to the community people especially to migrant workers, their families and other community people, escalating the safe migration.

The intervention of innovation project aims at addressing the problem regarding poor access to get information about safe migration, laws and regulation about migration, the proper channel of assessing visa, to be aware about the fraud intermediaries, to examine the visa and to develop skill and knowledge about family IGA.

The project duly designed addressing the prior issue of the working area. The consultant has observed a high relevancy between the short term and long term objectives and the existing problem or situation in the concern issue of migration.

Within the short term objective the project aims to create an environment of cooperation between Government and Community level was very justifiable. But in application, this intervention couldn't be achieved by the project team properly within the short period of the project. So it would be consider in the time of designing the project idea. Information

dissemination is still a useful for the community in this respect. However, these sorts of actions under the project intervention intensify the social capital of the people.

4.2. Efficiency

Efficiency is related to the extent to which the costs of interventions can be justified by their results, taking alternatives into account. What measures have been taken during planning and implementation to ensure that resources are efficiently used, could interventions have been implemented with fewer resources without reducing the quality and quantity of the results. Efficiency also is defined as optimal resource use vis-à-vis outputs of the project. It has been experienced by the consultant that the project management has requisite experience and capacity to develop project planning, designing and executing the project activities.

The project has been being implemented by BITA which have had the adequate experience in the field of social mobilization and creative communication with community. The project level management has been efficient in utilizing potential resources allocated to the different project activities. In all project activities the cost incurred to the project activities, allowances and financial resources were availed as per the plan and within the given year. The procurement and arrangement of the project were implemented as per the plan. Resource management had been well integrated.

The consultant also observed that the frequent rate of the staff drop out hindered the project activities. The first time recruited front line staffs of the project were not so sincere. Consequently, formation and functioning of women circle was not so smooth.

It was experienced that the level of commitment of the senior management staff and project ownership of the project participants/beneficiaries are remarkably outstanding. And it is also notable that the hierarchy of the project management duly maintains and supervises the scheduling tasks considering little exception.

4.3. Effectiveness

Effectiveness relates to the extent to which development interventions have achieved their objectives. The tangible benefits stemming from interventions and physical achievements with particular attention to the related considering issues that have occurred in regards to the earlier time of project launched extent to which identified results are due to the project interventions rather than other external variables/factors.

The consultant observed that a trend of changing mind is already in place in the working area with the sincere effort of the project team members in terms of safe migration. Except the functioning of network with Government, most activities of the project were implemented in line with the Project Document Application submitted to the donor.

An easy access has been created for the community women and people towards women circle and message of safe migration could be ensured through the intervention. Through the project initiatives the traditional concept regarding migration are removing day by day and even from

the mind of the older people. And it is also true that this will require a long term intervention for fully removing the conventional theories of the community. Coinciding with this the study suggested to create a mechanism for making long term plan for building a community based sustainable practice.

4.4. Utility

The project contributed a lot for escalating the human and social capital of the society. The consultant experienced through the final evaluation, the project intervention directly benefited the community people, which the stakeholders and beneficiaries feel in high volume. It has created a wider space for getting necessary information and knowledge. It contributes in the changing minds of the people to defend all sorts of harmful practice and superstition and risk regarding migration to overseas countries.

The direct beneficiaries like potential migrant workers get the opportunities to build up their confidence in terms of coping with various hazards relating to migration.

The other stakeholders like community people, religious leaders are being pro-active. Their confidence and capacity have been grown up gradually for playing a vital role in the concern issue of the community.

4.5. Sustainability

Sustainability relates with the queries like to what extent interventions can corroborate the ownership of the community people and other relevant stakeholders. For the project the major actors of sustaining the intervention were targeted as women circle, training participants' groups and theatre group. The project planned to enable the migrant people to seek and deliver support to each other for the long term.

The consultant observed during the study that the groups couldn't be linked properly with the service providing agencies for availing information and services as required. To do sustain the intervention knowledge and skills of migrant people is still to develop for come out obstacles and make use of opportunities.

4.6. Impact

'Impact' is defined as the totality of effects of a development intervention, positive and/or negative, intended and/or unintended. It refers to wider results and achievements of overall objectives as set out in the project development plans. It also considers the intended and unintended effects of the intervention on people, institutions and the physical environment. In line with these facts and factors, impacts are being assessed.

On the basis of the aforesaid factors, it has been found that the target beneficiaries have got the software support, direct training support from the project and the project members and other stakeholders have become skilled and knowledgeable on the concern issues.

The changes among the beneficiaries' lives and within the other stakeholders have been felt while discussing various issues with them during the evaluation.

6. Lessons Identified and Recommendations

The consultant has not only looked into the problems and shortcomings of the project but also into its possible solutions, which are summarized as lesson identified and recommendations.

- The capacity building of the community elites in terms of message dissemination and mobilization for safe migration should build their confidence level. The mobilization of the women circle needed more priority in the project intervention area.
- Increasing women's human capital is one of the most effective ways to ensure the development at society level and thus to reduce vulnerability. More than 90% project participants are women.
- Visual presentation of the message towards marginalized and poor women helps them to internalize their problem and to help them to take proper decisions for immediate measures.
- Theater group members from the local community rather mixed up with professional staffs makes the information dissemination activities sustain in the community.
- The field level or front line staffs selected from the community would help the people to own the initiatives as well as the staffs could be in regular touch of the community, since any time anyone may need help regarding their journey to abroad for employment.
- Women circle is a comprehensive tool for unifying the women and to create a ground for sharing and exchanging knowledge and views.

5.1 Scope of work for safe migration issue in the working area.

11. The partner organizations, BRAC and BITA should consult with the community people, Government counterpart, and other network representatives to develop a future effective action plan for continuing the intervention.
12. A set of Behaviour Change and Communication materials and good practice documentation should be developed in printed and electronic form on the learning and process of the project intervention and disseminated it to the community; institution and Government and non-government counterparts that will contribute to other for replicate the intervention by their own support. In fact, the participants of women circle and other meetings can't memorize all the process of safe migration, so they need some documents to keep in their house.
13. Youth Group should be developed and motivated who can share their learning with other fellows in community, schools and working place.

14. A lesson learned and good practice workshop should be organized with the participation of different stakeholders is needed to spread out the best practices to other actors.
15. Abuse and exploitation of migrant workers occur at different stages in the cycle of migration, and it would take major efforts to aware the potential migrant workers (especially women) in this respect. A number of recommendations may be made to cover the various stages of the migration cycle.
16. Before migration, one should have enough idea about the destination country. He should know how to speak, how to move on the roads. Emphasize on providing training on these issues to workers before going abroad is very indispensable.
17. The duration of the IGA training should be scaled up so that a comprehensive skill and knowledge would be developed. After training capital should be ensured for commencing business for the training participants.
18. Market linkage for the product made by the IGA participants is very necessary. Therefore, at least local and regional level market network should be developed in the further intervention.
19. Network with the Government should be more strengthen to formulate the cooperative environment between community and Government.
20. BITA can find out the pathway by mainstreaming the intervention with other rights based program of organization. And the organization should also share their achievement and learning with other donor in home and abroad for continuing such intervention.

6. Conclusion

This evaluation report assesses the progress towards achieving the desired objectives and draw lesson/experience that could serve as inputs for further revision and inclusion of the project. Both primary and secondary data were collected through Participatory Rapid Approach - with full account for gender.

The project has built up the confidence of the community. Different project activities were performed according to the plan. The aim of the project is in the track of changing community people's condition in terms of safe migration. Human and financial resources management has been well performed. In all the components the cost incurred to the project activities, allowances and financial resources available within the given year have been used

accordingly except a little exception. The objectives and the strategy applied by the project are relevant and are in line with national and regional plans. The project has been creating awareness on safe migration by using different tools and mechanism like women circle, street theatre, interactive dialogue sessions and regular touch with community.

Project management is well coordinated at all levels. But the staff drop-out has interrupted sometimes. Despite, the well-organized management system has induced efficient utilization of human and financial resources that resulted in the successful implementation of the project activities.

Annex: 1

List of the Participants in FGD

Total FGD Participants: 70

FGD: 1

Area: Kelishahar Madyam Para

Sl.	Name	Gender	Age	Category
1	Shukla Dey	Female	34	Women Circle Member
2	Anna Dey	Female	28	Leader of WC
3	Ratna Dey	Female	36	Women Circle Member
4	Shobha Dey	Female	43	Women Circle Member
5	Panna Dey	Female	22	Women Circle Member
6	Daisy Dey	Female	25	Women Circle Member
7	Proma Dey	Female	29	Women Circle Member

FGD: 2

Area: Kelishahar Madyam Para

Sl.	Name	Gender	Age	Category
1	Sunita Das	Female	30	Training Participant
2	Sabita Dey	Female	24	Training Participant
3	Shukhi Dey	Female	48	Training Participant
4	Mina Dey	Female	19	Training Participant
5	Bulbuli Dey	Female	24	Training Participant
6	Lucky Dey	Female	32	Training Participant

FGD: 3

Area: Kelishahar

Sl.	Name	Gender	Age	Category
1	Shipra Dey	Female	45	Training Participant
2	Smriti Dey	Female	37	Training Participant
3	Bina Das	Female	34	Training Participant
4	Rinku Das	Female	26	Training Participant
5	Anita Dey	Female	29	Training Participant

FGD: 4

Area: Kelishahar

Sl.	Name	Gender	Age	Category
1	Mishu Dey	Male	17	Youth
2	Joy Shil	Male	19	Youth
3	Pallab Sutradhar	Female	18	Youth
4	Ovi Dey	Male	19	Youth
5	Shubho Dey	Male	19	Youth
6	Shipu Das	Female	20	Youth

FGD: 5

Area: Chanhara Union (5 and 6 no. WARD)

Sl.	Name	Gender	Age	Category
1	Samsunnahar	Female	21	WC Member
2	Sahana Akter	Female	22	WC Member
3	Shahin Akter	Female	35	UP female Member & WC leader
4	Momtaj Begum	Female	30	WC Member
5	Farjana Sultana	Female	31	WC Member
6	Najmin	Female	26	WC Member
7	Rojina Akter	Female	35	WC Member
8	Parvin	Female	19	WC Member

FGD: 6

Area: Chanhara Union (5 and 6 no. WARD)

Sl.	Name	Gender	Age	Category
1	Kusum Akter	Female	22	Left behind family member
2	Parvin Akther	Female	20	Left behind family member
3	Nagis Akter	Female	18	Training Participant
4	Pinki Akter	Female	18	Training Participant
5	Kona Akter	Female	15	Training Participant
6	Mahia Sultana	Female	16	Training Participant
7	Arju akther	Female	34	Left behind family member
8	Tasnia Ahmed Mili	Female	20	Training Participant

FGD: 7

Area: Karal Bhatikhine

Sl.	Name	Gender	Age	Category
1	Sumi Akter	Female	19	Youth and training participant
2	Abu Bakkar	Male	19	Youth and training participant
3	Robiul Hossain	Male	18	Youth and training participant
4	Yasmin Akter	Female	17	Youth and training participant raining Participant
5	Tanzina Akter	Female	18	Youth and training participant

FGD: 8

Area: Bhatikhine

Sl.	Name	Gender	Age	Category
1	Nahida Sultana Anika	Female	15	WC and training participant
2	Joynab Begum Any	Female	17	WC member
3	Yasmin	Female	19	WC and training participant
4	Jannatul Ferdous	Female	20	Youth and training participant
5	Rubi Akter	Female	42	WC member
6	Khurshida Akter Khushi	Female	40	WC member
7	Dilu Ara	Female	35	WC member

FGD: 9

Area: Bhatikhine

Sl.	Name	Gender	Age	Category
1	Nahida Sultana Anika	Female	15	WC and training participant
2	Joynab Begum Any	Female	17	WC member
3	Yasmin	Female	19	WC and training participant
4	Jannatul Ferdous	Female	20	Youth and training participant
5	Rubi Akter	Female	42	WC member
6	Khurshida Akter Khushi	Female	40	WC member
7	Dilu Ara	Female	35	WC member

FGD: 10

Area: Pashchim Haidgaon, Ziar Para

Sl.	Name	Gender	Age	Category
1	Kaspia Akter	Female	17	WC and training participant
2	Nujahan Akter	Female	18	WC and training participant
3	Juma Akter	Female	16	WC and training participant
4	Anjuman Ara	Female	20	WC and training participant
5	Juma Akter	Female	15	WC and training participant
6	Jaheda Akter	Female	21	WC and training participant
7	Jannatur Nur Nesa	Female	20	WC and training participant
8	Fatema Juj Johra	Female	18	WC and training participant

FGD: 11

Area: Pashchim Haidgaon, Ziar Para

Sl.	Name	Gender	Age	Category
1	Aklima Akter	Female	25	WC member
2	Rasheda Sultana	Female	28	WC member
3	Julekha Begum	Female	33	WC member
4	Kohinur Akter	Female	37	Left behind family member and WC member
5	Samsunnahar	Female	35	Left behind family member and WC member
6	Sharmin Akter	Female	32	WC member
7	Selina Akter	Female	22	Left behind family member and WC member

** Meeting with Project Staffs: Total participants- 5

Annex: 2

List of KII Participants

Sl.	Name	Position and Organization
1.	Saroj Kanti Sen	Chairman, Kelishahar Union
2.	Korshed Alam	Local Elite and Teacher, Chanhara
3.	Shahin Akter	UP female member, Chanhara, 4,5,6 no. WARD
4.	Hafej Selim Uddin	Imam, Bhatikhine Mosque
5.	Amita Das	Councilor, LCF, Kelishahar
6.	Md. Firoj Ali	Upazila Manager, Nari Unnoyan Shakti
7.	Md. Abdul Motin	Youth development officer, Patiya
8.	Md. Abdul Hafiz	Field Supervisor, Social Welfare Department, Patiya
9.	Babla Das	Member of Theatre Group
10.	Kamrul Islam	Local leader and Member of theatre group
11.	Mahfuza Akter	Project Coordinator, BITA

Annex: 3

Terms of References (ToR)

Carry out Evaluation on the project “Safe Migration for Bangladeshi Workers Innovation Fund”

**Agreement between
Bangladesh Institute of Theatre Arts (BITA)
and
Swagata Dhar, Development Consultant**

This agreement is made effective from 13th November to 30th November 2016 between Bangladesh Institute of Theatre Arts (BITA) and Swagata Dhar, Development Consultant, Responsive to Integrated Development Services, House 67A (2nd Floor), Road# 8A, Dhanmondi R/A, Dhaka-1205. The objective, terms and conditions of the agreement for both parties are stated below:

Objective

To understand the overall results and sustainability domains of the intervention of Innovation project under Safe Migration for Bangladeshi Workers Project of Patiya upazila.

Specific Objectives

9. To assess the awareness level of the women on safe migration, potential migrants rights & process, self realization of left behind family member, and community involvement for safe migration in working area.
10. To identify the nature of migration, prospects and challenges of safe migration in Patiya.
11. To assess the scope of work for safe migration issue in the working area.
12. To observe the beneficiaries’ response towards innovative intervention of this project.

Methodological guideline: The consultant is expected to follow scientifically appropriate methodology to address the issue of the evaluation. The methodology and relevant tools should be finalized by the consultant with the concern of BITA and BRAC.

Scope of work:

The consultant shall carry out the following activities:

Activity 1: Develop instruments and guidelines for evaluation of the project

Activity 2: Administer field visits, FGDs and interviews/ meetings/KII to collect information on the assessment and analyze information

Activity 3: Prepare draft report and incorporate feedback

Activity 4: Submit Final report.

Deliverables: The consultant will produce the following deliverables and submitted to BITA duly:

- A set of instruments and detail methodology (e.g. sampling framework, checklist, draft questionnaire and work plan) before finalizing the methodology.
- Inception report
- A draft report including an executive summary. Tables should be presented in the annexure.
- Provide raw data in CD/DVDs
- Two hard copies with a soft copy of the final report.

Time frame: 12th July to 30th July 2016.

Proposed Work plan (Attached as Annex)

Budget for the activity:

BDT 40,000(Forty thousand taka)

Budget source and mode of the payment

The payment will be given by cheque after submission of final report. The total amount is including the tax as per the Government rules and regulations.

General Terms and Conditions

All documents, activities, tasks and works to be carried out under the terms of this agreement are to be reviewed by the BITA during the work.

BITA staff will maintain an active and cooperative field presence in the geographical areas during the period of engagement with consultant and individuals.

Executive Director

Sisir Dutta
Bangladesh Institute of Theatre Arts (BITA)

Consultant

Swagata Dhar