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Evaluation Report

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Finnish Refugee Council

Evaluation of Finnish Refugee Council SUPER programme

Evaluation team

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1. Introduction

Finnish Refugee Council (FRC) is currently implementing a Ministry for Foreign Affairs of Finland (MFA) funded four-year (2022–2025) programme in Uganda, Ethiopia and Myanmar. FRC is specialised in working in post-conflict and prolonged refugee situations with a development-oriented approach seeking to create hope and opportunities through capacity building of the right-holders as well as duty-bearers. The “Strengthening Uprooted People’s Resilience” (SUPER) programme promotes inclusive, peaceful, and safe coexistence between uprooted people (both refugees, and internally displaced persons) and host communities. FRC aims at this goal by strengthening the target groups’ resilience which is understood to consist of the individual’s basic skills and knowledge, economic opportunities, and safe and peaceful living conditions[1]. The programme targets to directly reach approximately 80 000 persons with the overall budget of 11,237,000 euros.

This external mid-term evaluation of the programme focuses on FRC’s implementation modalities under the SUPER programme that aim to expand economic opportunities (immediate outcome 2). These implementation modalities vary between programme countries and consist of vocational short courses (Ethiopia and Myanmar), business skills training (Ethiopia and Uganda) and support to common interest groups in climate smart agriculture and in starting village loan and savings associations (Uganda). The evaluation provides information on the **relevance** of these implementation modalities and content, as well as on the **impact** of the conducted activities for the right-holders, also from the perspective of gender equality and reduction of inequalities (including persons with disabilities) as well as environmental sustainability as the cross-cutting objectives of the SUPER programme.

This evaluation report presents the framework of the SUPER programme and implementation modalities under evaluation (chapter 2), how the evaluation was conducted and the evaluation context (chapter 3), presents findings to evaluation questions (chapter 4) as well as conclusions and recommendations (chapter 5).

The findings of this evaluation will be used in developing the FRC livelihood strategy, developing livelihood project/programme proposals including the planning of the new FRC programme for 2026-2029 as well as in the final reporting of the MFA programme support.

FRC country office staff played a key role in making this evaluation happen. We sincerely thank all the involved staff members for collecting the data for the survey from right-holders and helping to arrange key informant interviews as well as for providing other requested data and documentation.

[1] FRC has adopted the definition of resilience as formulated by UNDP: Resilience is defined as a transformative process of strengthening the capacity of people, communities and countries to anticipate, manage, recover and transform from shocks.

2. SUPER Programme 2022-2025

The "Strengthening Uprooted People's Resilience" (SUPER) programme for 2022-2025 targets to reach approximately 80 000 persons directly through three immediate outcome areas:
Immediate Outcome 1: Learners from target groups improved their capacity and skills by actively participating in diverse courses on functional adult literacy, small business management and financial literacy, language (other than mother tongue) and life skills.
Immediate Outcome 2: Economic opportunities for target groups expanded.
Immediate Outcome 3: Target groups and individuals supported to peacefully resolve inter- and intra-community conflicts.

The SUPER programme is implemented in three programme countries: Ethiopia, Myanmar and Uganda. FRC has been present in Ethiopia since 2021, in Myanmar since 2015 and in Uganda for over 20 years.

The programme targets primarily refugees and internally displaced persons. Vulnerable host community members should present 20% of the direct participants. Special attention is given to the inclusion of women (target: 65 % of all participants are women). The programme further targets youth between 18-24 years (target: 25 %), adults (25-59) and elderly persons (60+) make up the remainder of the target group. Other vulnerable groups such as persons with disabilities (PWDs) are also particularly considered in the implementation (target: 5 % persons with disabilities).
The overall budget of the programme totals **EUR 11,237,000** for the whole four-year period, including self-financing contribution and funding from other institutional sources. 133 full and part time personnel were employed in the programme in 2022 and 80 in 2023 in Finland, Ethiopia, Myanmar and Uganda. SUPER programme is implemented both directly by FRC and in cooperation with local partner organisations.

Uganda is the largest operating country under the SUPER programme. In 2023, 55% of the programme activity budget was realized in Uganda, 23.6% in Ethiopia, 20.9% in Myanmar and the remaining 0,6% was dedicated to the Global Education project. The core of the SUPER programme is adult education (functional adult literacy, FAL, and English for adults EFA), implemented under the outcome 1 of the programme. FRC has a long experience in adult education and in the current programme areas it is a unique actor providing functional literacy courses.

2.1. SUPER programme Theory of Change

The SUPER programme is based on the theory/assumption that people's enhanced resilience (i.e. the transformative process of strengthening the capacity of people, and communities, to anticipate, manage, recover and transform from shocks), and their consequent ability to shape their own development and future, are strongly associated to their capacity to take informed decisions and assume active roles at any social level. The enhanced resilience of FRC programme's target groups (Intermediate Outcome) is seen as a pre-condition for inclusive and peaceful society where diverse groups (e.g. refugee/host, diverse ethnic groups, women and men, youth and older persons) can safely co-exist and prosper (ultimate outcome/impact).

Achieving resilience is seen as a gradual process. At an individual level, resilience includes for example improved literacy, language and life skills which can be used both in the new environment but also in the country of origin after return or in a third country. At community level, improved resilience means that community members can work together in an organized manner for a common cause without excluding anyone. As a result of the programme, the target people are expected to enhance their self-reliance as well, namely their ability to meet essential needs and to enjoy social and economic rights in a dignified and sustainable manner. By becoming self-reliant, they lead active and productive lives and are able to build stronger social, economic and cultural ties with their host communities.

Resilience is expected to be enhanced through the target groups' 1) improved capacity and skills on functional adult literacy, financial literacy, language and life skills (immediate outcome 1), 2) expanded economic opportunities (immediate outcome 2); and 3) ability to peacefully resolve inter-and intra-community conflicts (immediate outcome). See Figure 1 for SUPER Programme Theory of Change.

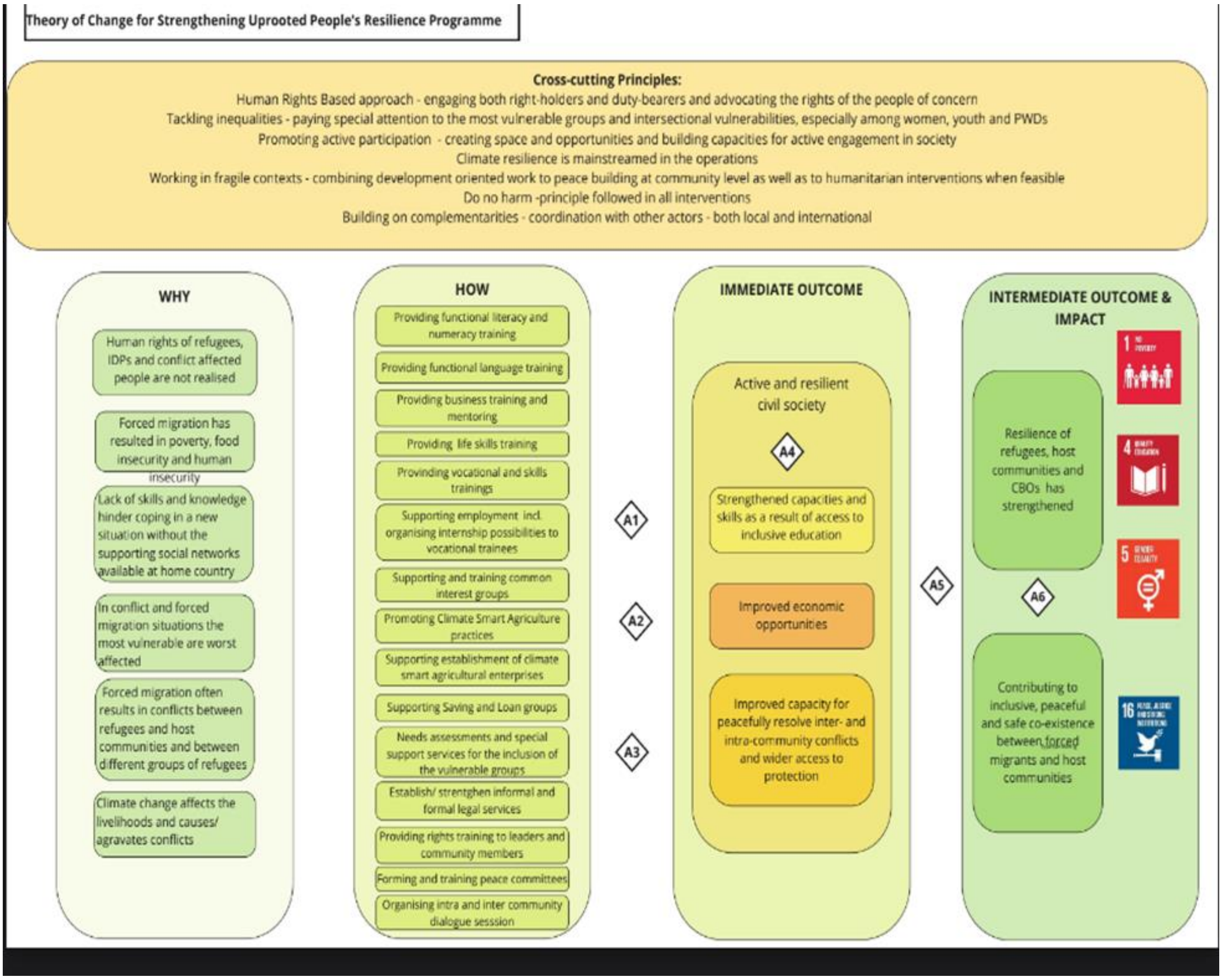


Figure 1. FRC SUPER Programme Theory of Change (SUPER 2022-2025 Programme document)

SUPER Programme ToC is based on the key assumption that broader rights and conducive legal frameworks are in place and effectively enforced in the targeted countries. Results framework is in line with the theory of change.

2.2. Implementation modalities to expand economic opportunities

This evaluation focuses on the immediate outcome 2 of the programme, improved economic opportunities. Implementation modalities to expand economic opportunities vary between the programme countries due to context and FRC's previous work in those countries. The main modalities during this programme period are:

1. **Vocational training in Ethiopia and Myanmar**

- Competence-based short vocational courses in computer/office administration, sewing, handicraft and construction in Myanmar and in IT skills and computer repair, hairdressing and beautification, home-based care and fashion design in Ethiopia.
- Following up and mentoring the participants and supporting them by linking with job opportunities and/or establishing small businesses.
- Integrating life and entrepreneurship skills components into vocational training. In Myanmar 21st Century Skills -component covers social skills, financial skills, entrepreneurship skills and employability skills. In Ethiopia life skills, entrepreneurship and apprenticeship are also part of vocational training.

2. **Business skills trainings in Ethiopia and Uganda**

- Short business skills courses primarily to individuals who have completed other FRC training programmes (e.g functional adult literacy, English for adults)

3. **Supporting common interest groups (CIGs) in climate smart agriculture (CSA) and in financial skills and group governance in Uganda**

- The promotion of climate smart agriculture technologies and practices (integrated soil management, crop management, integrated pest management and water saving) and climate adaptation practices (e.g. energy saving stoves, briquettes, waste management etc)
- Tailored trainings in financial literacy, A Village Savings and Loan Association (VSLA) methodology, entrepreneurship, group governance and leadership, support with registration as an enterprise.
- Linking groups with the private sector such as agricultural input dealers and micro finance institutions.

The emphasis in all these activities has been in developing the skills of and mentoring/supporting the right-holders. Support to common interest groups includes material support to groups to start up income generating activities and to enhance agricultural production (e.g. agricultural inputs like improved seeds, livestock). During the previous programme FRC has also supported some business skill training participants with small startup financing or materials.

Budget allocations to outcome 2 related activities were around 12 % of total programme expenses in 2022 and around 19 % of total expenses in 2023. These figures do not include business skills training in Uganda which is technically placed under outcome 1. For 2023 the total expenses include LIFT funding for vocational education in Myanmar.

3. Purpose, scope and methodology of the evaluation

The **purpose** of this mid-term evaluation is to provide information on the relevance of the livelihood and vocational training components of the SUPER programme and on their impact for the right-holders. The relevance and impact are analysed also from the perspective of gender equality and reduction of inequalities (including persons with disabilities) as well as environmental sustainability as the cross-cutting objectives of the SUPER programme.

The findings of this evaluation will be used in developing the FRC livelihood strategy, developing livelihood project/programme proposals including the FRC programme 2026-2029, and in final reporting of the programme period.

3.1. Scope of the evaluation

The focus of the evaluation is to examine activities/projects that are implemented by MFA programme support and aim to expand economic opportunities for the target groups. The implementation modalities vary between the countries due to implementation context and FRC's previous work in those countries. However, the linkages to other programme activities under the two other outcome areas are also explored, to a limited extent, as all the outcomes aim to the same intermediate outcome, the resilience of the people with whom FRC works with. In addition, FRC has succeeded to raise other institutional funding during the programme period, with the support of MFA funding. The projects implemented with other funding contribute to the same outcomes and employ the familiar implementation modalities.

The period under evaluation is 2022-mid 2024, with the focus in the first half of the current programme (2022-2023).

3.2. Evaluation approach and methodology

Our approach is **theory-based contribution analysis.** The evaluation is based on the theory of change (ToC), assumptions and results framework that guide the implementation of the SUPER programme. This approach was chosen as the evaluation focuses on the livelihood component of the programme, and theory-based contribution analysis allows for testing the results chain as well as the assumptions. It is of importance for FRC to get evidence to guide its future work. At the same time theory-based contribution analysis will provide summative information at the impact of livelihood related activities.

During the inception phase, the SUPER programme theory of change (See Figure 1) was assessed to be clear, ambitious and thorough. Assumptions are opened and explained. Results framework is in line with the theory of change. The evaluation found no need to reconstruct or redefine the ToC for the evaluation.

Inclusion of political economy-related aspects: In order to take into account the context and contextual changes in Ethiopia, Myanmar, and Uganda, and to identify lessons learned for FRC's future work in these countries, this evaluation draws upon available elements of political economy analyses to provide sufficient context and background to analyse SUPER programme's relevance and impact, and to provide recommendations.

The evaluation has been carried out by the principles of developmental evaluation. It aimed to be **a participatory and iterative process with a forward-looking perspective and utility**

focus. FRC appointed focal points from each country office for the evaluation. They and other key staff members were actively consulted during the process and played a key role in collecting the data for the evaluation remotely. The timeline for the evaluation was prolonged to ensure participation and to allow country offices to have enough time for data collection. Representatives of relevant key stakeholders were engaged in the evaluation process, not only as providers of information but also as users and stakeholders in the evaluation results. The evaluation aimed to include a balanced participation of key Ethiopian, Myanmar, and Ugandan as well as Finnish stakeholders. The findings, conclusions and recommendations were discussed in a workshop organised at the end of the evaluation process with the aim to ensure ownership of the evaluation results and to feed into thinking about the continuation of FRC's support in Ethiopia, Myanmar, and Uganda.

3.3. Data collection methods and data sources

The following specific methods and tools for data collection were used:

a) Desk study and review of documents
b) Survey to former participants of the SUPER programme
c) Key informant interviews (KIIs)
d) Debriefing and validation meetings and workshop

Country specific data collection plans were designed with all country offices. Survey and key informant data were collected from all countries with the same tools. However, there were differences in how and when the survey data was collected due to the evaluation context (e.g. security, access to former participants of the programme activities, possibilities of the staff to travel to programme areas to reach programme participants) and opportunities to combine data collection with other activities.

3.3.1. Desk study and review of documents

Desk study included the following key documents and data:

- SUPER programme documents 2022-2025 (incl. ToC, Logical Framework)
- Annual plans for 2022-2023
- Baseline for the programme
- Annual reports from 2022 and 2023
- Country office plans, reports and partner documents
- FRC's internal assessments (e.g. tracer studies for vocational graduates)
- Socio-economic country data from the UN and World Bank for Ethiopia, Myanmar and Uganda

3.3.2. Survey to former programme participants

The purpose of the survey was to get evidence from the former participants of SUPER programme on the relevance and impact of the activities. Survey provides mostly quantitative information.

Survey was targeted to those persons who have participated in and graduated from FRC's programme activities in 2022 and in 2023. That means that there has been at least 6 months since they graduated from training or support activities to track impact.

Survey data was collected between September-November 2024 with the support of FRC staff and contracted data collectors / enumerators using KOBO Toolbox. The respondents answered the survey, and the data collector filled in the data as per instruction.

Survey aimed at 10 % sample size and used purposeful sampling to include cases that can provide the most information-rich answers to the evaluation questions and to take into account the challenges in reaching former participants. The sample was guided to follow the FRC's objectives in targeting the participants. Aim was to include at least 65 % women, around 80 % refugees/internally displaced persons and 20 % host country members, at least 25 % youth (18-24 groups) and at least 5 % persons with disabilities. Geographical location was also considered.

In Uganda an exception was made to 10 % sample regarding the participants to climate smart agriculture project. It was decided to collect the survey data at the same time as data needed for FRC's internal midterm evaluation on climate smart agriculture project to avoid intensive data collection and approaching possibly the same person twice within a short period of time. This evaluation followed 20 % sample size of FRC's internal evaluation as it was found out to be too complicated to guide enumerators to follow different samples.

The sample eventually exceeded 10% also for participants from Ethiopia and Myanmar as the FRC staff was able to reach more respondents.

In total, 674 persons answered the survey. They represent 15 % of all graduates in vocational and business skills trainings and members of supported common interest in 2022-2023 Out of the respondents_

- 70 % of the respondents were women and 30 % men
- 66 % of the respondents were refugees, 3 % internally displaced persons and 31 % host country members
- 15 % of the respondents were in the age group between 18-24 years, 81 % 25-60 years and 4 % over 60 years
- 9 % of the respondents have some form of disability

See table 1 for more detailed information on survey data. Limitations in the data that have been taken into account in the analysis of the data are further discussed below in chapter 3.5.

Table 1. Survey data

Country	**Participants in FRC activities (outcome 2)**	**Total number of graduated participants in 2022 - 2023**	**Targeted sample size (N)**	**Number of respondents**
All programme countries	Vocational training graduates, business skills trainees and common interest group members in 2022-2023	4 356 participants	10 % = 436	**Total number of respondents = 674 (15 % of all participants)** 70 % women and 30 % men 66 % refugees 3 % internally displaced persons 31 % host country members

				15 % in the age group 18-24 years 81 % in the age group 25-60 years 4 % in the age group over 60 years9 % persons with disabilities
Ethiopia	Vocational training graduates and business skills trainees	414 vocational skills graduates 282 business skills participants Total 696	10 % = 70	**Total number of respondents = 78** **(11 % of all participants)** 68 % women and 32 % men 83 % refugees and 17 % host country members 12 % in the age group 18-24; 87 % 25-60 years and 1 % 60+ years 4 % persons with disabilities
Myanmar	Vocational training graduates	146 graduates	10 % = 15	**Total number of respondents = 23** **(16 % of all participants)** 70 % women and 30 % men 91 % internally displaced persons and 9 % host country members 52 % in the age group 18-24 and 48 % 25-60 years 2 % persons with disabilities
Uganda	Business skills trainees	1 818 business skills participants	10 % = 182	**Total number of respondents = 207** **(11 % of all participants)** 58 % women and 42 % men 76 % refugees and 24 % host country members 29 % in the age groups 18-24; 66 % 25-60 years and 5 % 60 + years19 % persons with disabilities
	Common interest group members (60 groups)	1 696 participants	10% = 170	**Total number of respondents = 366** **(22 % of all participants)** 77 % women and 23 % men 61 % refugees and 39 % host country members 6 % in the age group 18-24 years; 90 % 25-60 years and 5 % 60 + years 4 % persons with disabilities

3.3.3. Key informant interviews

Key informant interviews were conducted with:

- FRC current and former country and field office staff in Ethiopia, Myanmar and Uganda and FRC head office staff in Finland
- Representatives of local partner organisations in Ethiopia and Myanmar
- Representatives of key stakeholders and strategic partners identified for each country:
    - Ethiopia: authorities and government institutions, UNCHCR, NGOs, CBOs, beneficiaries, vocational education trainers
    - Myanmar: NGOs, vocational education trainers
    - Uganda: authorities and government institutions, UNCHR, NGOS, INGOs, beneficiaries, and a former facilitator

In total 44 key informant interviews were conducted: 3 in Finland, 12 in Myanmar, 12 in Uganda and 17 in Ethiopia. See annex 1 for key informants.

Interviews were conducted as semi-structured open-ended interviews to provide a more qualitative perspective. The interviews were done online (Zoom, Teams, WhatsApp). FRC staff members and a translator in Myanmar assisted when translation to English was needed. The interviews lasted from 25 minutes to 1,5 hours. Two KII's were conducted by FRC Ethiopia staff.

3.3.4. Debriefing and validation meetings and workshop

Regular debriefing meetings were organised with the evaluation focal points and key staff members in the country offices and evaluation focal point at FRC Head office as needed. A validation workshop was organised on 20th November 2024 to discuss the findings, conclusions and recommendations.

3.4. Evaluation context

The SUPER programme is implemented in Ethiopia, Myanmar and Uganda amongst refugees, internally displaced persons and host community members, mostly in rural areas.

Ethiopia is the thirdlargest refugee host in Africa sheltering more than one million people[2]. The SUPER programme is implemented in Addis Ababa and in Gambella Region in Ethiopia targeting urban and rural refugees and host community members. The main beneficiaries of the programme are South Sudanese refugees settled in Gambella Regional State (hosts over 40% of Ethiopia's refugee population) and Addis Ababa registered urban, mostly Eritrean, refugees. Host community members are included in both areas.

Ethiopian Refugee Proclamation has imposed restrictions on the right of refugees to work. With few exceptions refugees are required to live in camps or settlements with limited job and livelihood opportunities. During the programme period the Proclamation has been reviewed and the government has started to provide work permits for incentive workers in refugee camps and non-camp urban refugees who have attained skills training. This positively affects the ability of the refugees trained under the FRC programme to engage in

[2] https://data.unhcr.org/en/documents/details/112716

employment in Ethiopia and FRC has supported vocational trainees in accessing work permits.

Myanmar has a long history of ethnic-based and political conflicts and violence which have continued to escalate ever since the coup d'etat in 2021. In Myanmar the SUPER programme is implemented in Kachin and Kayah States amongst internally displaced persons, returnees and host communities. The main beneficiaries are youth living in conflict affected and rural communities in Kachin, Kayah and Southern Shan states. The prolonged violence and political instability continue to weaken the country's economy, the provision of public services and the public infrastructure and has resulted in drastic increases in the number of internally displaced persons, people in hiding and people trying to flee the country. Currently there are over 3 million internally displaced persons[3].

Uganda continues to rank as one of the world's largest refugee hosts with 1,7 million refugees and asylum seekers[4]. Majority of the refugees arrive from neighbouring South Sudan and the Democratic Republic of Congo. The SUPER programme is implemented in refugee settlements and near-by hosting communities in Adjumani, Kikube, Isingiro, and Kyegegwa Districts in Uganda. Majority of the refugees the programme targets in Uganda are South Sudanese and Congolese. Uganda has progressive refugee policies that aim at integrating refugees into national development and improving the livelihoods of refugees and host communities. These policies give refugees the right to work, to establish businesses and to access public services, including education and health services. Refugees are granted plots of land. However access to land has been challenging in some of the settlements like Adjumani.

All implementation locations are sensitive to conflicts ranging from ethnic and refugee/host community disputes to armed violence between different ethnic, national, governmental and de facto authority groups. Implementation locations in Uganda and Ethiopia have during the SUPER programme implementation witnessed severe cuts and pauses to the food aid provided to refugees[5] which has impacted the SUPER programme implementation in many ways.

The civil war and related challenges have in particular affected the implementation of the SUPER programme in Myanmar where new implementation strategies have been developed throughout the programme to respond to the increasing security issues and economic and business challenges. The conflicts in Ethiopia and Myanmar have also temporarily affected FRC access to implementation sites for timely implementation and in-person monitoring. In Myanmar, the political situation has also affected the availability of implementation partners and caused challenges e.g. in MOU registration. The conflict in Myanmar has led to a severe distortion of the labour market and economy.

Further, due to the ongoing conflicts and challenges with access to food, as well as different national policies related to the rights of the refugees, many of the programme participants

[3] https://data.unhcr.org/en/documents/details/112789
[4] https://data.unhcr.org/en/country/uga
[5] Both Etiopia and Uganda are included in the list of UNHCR's 15 most underfunded operations of 2023.

across the countries are prone to active movement within and between countries which present some challenges both for activity implementation and for post-implementation monitoring.

Programme countries have also been highly impacted by environmental changes such as severe drought, heavy rains and flooding. These have increased the need for humanitarian support. FRC is engaged in humanitarian work in Ethiopia and in Myanmar with MFA and other institutional funding.

3.5. Limitations of the evaluation

3.5.1 Limitations in the survey data and validity of the data

Reaching former participants of FRC's programme activities takes resources (working time, money). Their situations change frequently and fast due to mobility and security conditions. Especially in Myanmar people have had to flee to safer areas from FRC's programme areas. The evaluation aimed at 10 % sample to have illustrative evidence on how the right-holders have experienced the programme activities examined and the same time keep the data collection at reasonable and realistic level. Though the actual percentage of respondents exceeded the targeted sample size, the number of respondents is relatively low for Myanmar (N=23) and business skill training in Ethiopia (N=30). Yet these numbers reflect the actual lower number of beneficiaries compared to Uganda.

70 % of the survey respondents were women, slightly exceeding the aim to have at least 65 % women respondents. Survey data was disaggregated by gender in the analysis.

Host country members are more represented than aimed. 69 % of the respondents were refugees or internally displaced persons whereas the target was 80 %. It should be noted that FRC's own data has previously indicated that host country members benefit from the activities more than refugees. The high number of host country respondents (31 %) is mostly explained by a high number of host country respondents within common interest group members out of whom 39 % were host country members. For other implementation modalities the share of refugee respondents was higher: 83 % for Ethiopia and 76 % for business skill participants in Uganda. 91 % of Myanmar respondents were internally displaced persons. Survey data was disaggregated by resident status when assessed valid.

The evaluation aimed to have at least 25 % of the survey respondents from the age group 18-24 years. That was not reached: 15 % of the respondents were in the age group between 18-24 years, 81 % 25-60 years and 4 % over 60 years.

The aim was that at least 5 % of the respondents have a disability. Disability was assessed using the Washington Group short set of six questions on functioning. There was a minor difference between the different survey forms used in the questions. In total, 9 % of the respondents have a disability. However, this is explained by a high number of respondents who have participated in business skill training in Uganda for which 19 % of the respondents had a disability. Survey data was not disaggregated by disability as the actual number of respondents with a disability was too low for Myanmar and Ethiopia to make any conclusions (N=1 for Myanmar and N=2 for Ethiopia).

Survey data was collected by several persons: by FRC staff and contracted enumerators/data collectors. The evaluators organised induction to survey template to FRC country and field staff and supported them as needed. The FRC staff further inducted enumerators and other FRC staff. The survey data was collected in three different KOBO Toolbox forms. There were some minor differences in the forms and some of the originally included additional questions were not covered by all data collectors.

Despite these limitations, the survey data provides valuable information and insight on how the participants of the programme experience the activities and their impact. The number of respondents represents a significant amount of all participants. The survey template was designed based on desk study and validated by FRC staff. The survey emphasised quantitative questions as both evaluators and FRC staff had the experience that open questions are mostly recorded with very short answers that might not be information rich enough. No statistically significant analyses are performed on the survey data. Only that survey data was included in the analysis that was submitted by all data collectors, with a few exceptions.

Percentages in the report tables are rounded to full percentage and due to rounding the total percentages may not add up to 100 %.

3.5.2 Limitations in the context and time span

The implementation context has changed significantly compared to the time when the SUPER programme was developed, especially in Myanmar. Implementation modalities to expand economic opportunities were planned for a different economic context than what is the current reality with declining economy and infrastructure.

The evaluation addressed the first half of the full programme period and it is yet quite early to assess the programme impact. Impact may not be fully attributable to the SUPER programme as other factors may have affected employment, starting a business and income generation too, yet SUPER programme has at least provided a significant contribution towards the impact.

3.5.3. Programme-level evaluation

This evaluation focuses on the programme level and thus is at more general level than project evaluation. The evaluation scope and evaluation questions are defined in the Terms of Reference for this evaluation.

Survey data is provided by programme countries and implementation modalities in Annex 2 for FRC's internal use.

4 Findings to evaluation questions: relevance and impact

This chapter of the evaluation report discusses the findings to evaluation questions. This evaluation focuses on two criteria set forth by the Organisation for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC), which are relevance and impact. The evaluation questions also address efficiency and FRC as a partner. Summary finding to the evaluation questions and related individual key findings are presented with the corresponding evaluation questions and the key findings are further elaborated in the text.

4.1. Relevance

EQ1. What in the vocational, livelihoods and life skills programme plans, and implementation has been relevant to expanding the economic opportunities and resilience of the target groups, including persons with disabilities and women?

Summary finding to EQ1: All implementation modalities (vocational training, business skill training and support to common interest groups) of the SUPER programme have been relevant in expanding the economic opportunities and resilience of the target groups. Target groups have gained new skills and knowledge, economic empowerment and new opportunities. In addition, building basic literacy and numeracy skills is highly relevant to expanding economic opportunities. The organisation's key strength is in engaging the right-holders.

EQ2. What aspects of the vocational, livelihoods and life skills implementation should be changed or revised to be more relevant for expanding the target groups' (including persons with disabilities and women) economic opportunities and resilience?

Summary finding to EQ2: The key revision to the programme requested by the target groups is that they would be provided with startup capital and/or material support to employ the new skills further in establishing and running businesses. The programme cross cutting objectives (CCO) of gender equality and reducing inequality are relevant across the programme interventions, while the CCO on environmental sustainability is mainly relevant to the climate-smart agriculture project component in Uganda.

EQ2 is further discussed in the conclusions and recommendations chapter.

Key findings on relevance:

F1. Target groups find the FRC's training and support important and skills provided useful. They also think that FRC training and support has been important in enhancing their economic opportunities. Target groups find the FRC training important for their economic opportunities because it has given them new skills and knowledge, financial empowerment and economic opportunities. There were no significant differences between women and men or refugees and host country members in how useful and important FRC support was rated.

F2. Target groups see that they would need startup capital and/or material support to employ the new skills further in establishing and running businesses The need for startup capital was also raised by the key informants.

F3. Functional adult literacy (FAL) expands economic opportunities by building basic literacy and numeracy skills needed for almost any economic activity. It is highly relevant component of the programme in expanding economic opportunities and an area where FRC can add value.

F4. FRC's close follow-up and technical support help to maintain low dropout rates. Part of this is the clear criteria for selecting the participants. Still few key informants highlighted that FRC should pay more attention to selecting the participants to ensure their motivation.

F5. Many key stakeholders state that FRC's key strength is in engaging the right-holders. As a result, training and support given are based on real needs and priorities. FRC has concrete tools such as market assessments in vocational training and CIG development plans in CSA project to ensure ownership and relevance.

F6. Many key stakeholders state that it has become even more crucial to support the livelihoods as food and financial aid to refugees has been reduced and livelihood has become harder due to political, economic, climate and security factors.

F7. While the climate-factor is important, currently the CCO on environmental sustainability is mainly relevant to the climate-smart agriculture project component in Uganda.

F1. Target groups find the FRC's training and support important and skills provided useful. They also think that FRC training and support has been important in enhancing their economic opportunities. Target groups find the FRC training important for their economic opportunities because it has given them new skills and knowledge, financial empowerment and economic opportunities. There were no significant differences between women and men or refugees and host country members in how useful and important FRC support was rated.

The respondents found the FRC activities they participated in very useful (61 % of the respondents) or useful (38 % of the respondents). See figure 2. Only four respondents found them slightly useful or not at all useful.

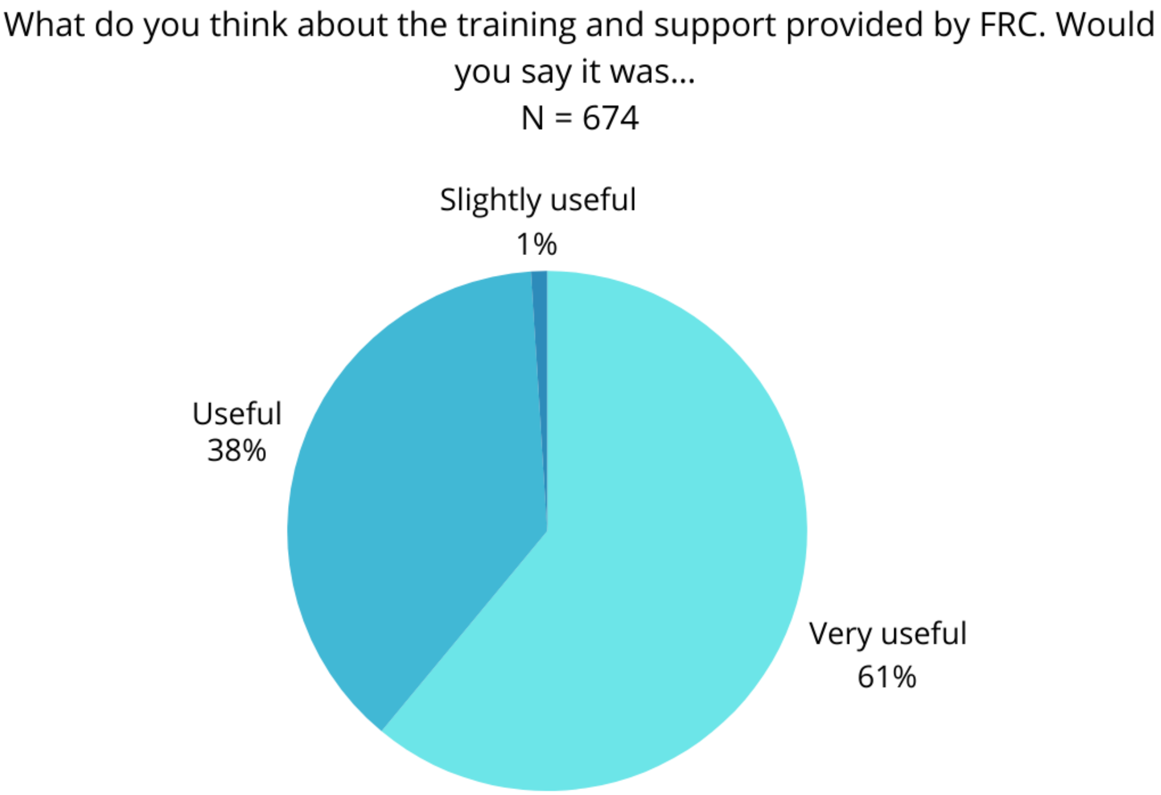


Figure 2. Usefulness of the training and support

There were some differences between the implementation modalities, see table 2. Over 80 % of the respondents who had participated in vocational training or business skill training in Ethiopia found the training very useful, whereas 70 % of the business skill participants in Uganda, 61% of Myanmar vocational training and 50 % of the common interest group members found the support very useful.

Issues that the respondents raised when asked what was missing from the training so that it would have been more useful for them are presented below under F2.

Table 2. Usefulness of the training and support, separated by implementation modalities

	All N =674	Ethiopia vocational N=48	Ethiopia business skills N=30	Myanmar vocational N=23	Uganda business skills N=206	Uganda common interest group members N=366
Very useful	61 %	92 %	83 %	61 %	70 %	49 %
Useful	38 %	8 %	17 %	39 %	29 %	49 %
Slightly useful	1 %	0 %	0 %	0 %	0 %	1 %
Not at all useful	0 %	0 %	0 %	0 %	0 %	1 %

No significant difference was noted between women and men or between refugees, internally displaced persons and host country members. See table 3. No significant differences were neither found when the data was disaggregated by gender and resident status for implementation modalities.

Table 3. Usefulness of the training, separated by gender and resident status

	All	Female	Male	Refugee / internally displaced person	Host country
Very useful	61 %	60 %	62 %	57%	62 %
Useful	38 %	39 %	37 %	43 %	37 %
Slightly useful	1 %	0,5 %	1 %	0 %	1 %

Not at all useful	0 %	0,5 %	0 %	0 %	0 %

The respondents think that the training and support provided by FRC was important in the enhancement of their economic opportunities: 64 % of all respondents thought it was very important, 18 % fairly important and 16 % important. Eight respondents (1%) thought it has been slightly important and seven (1%) not at all important. See figure 3.

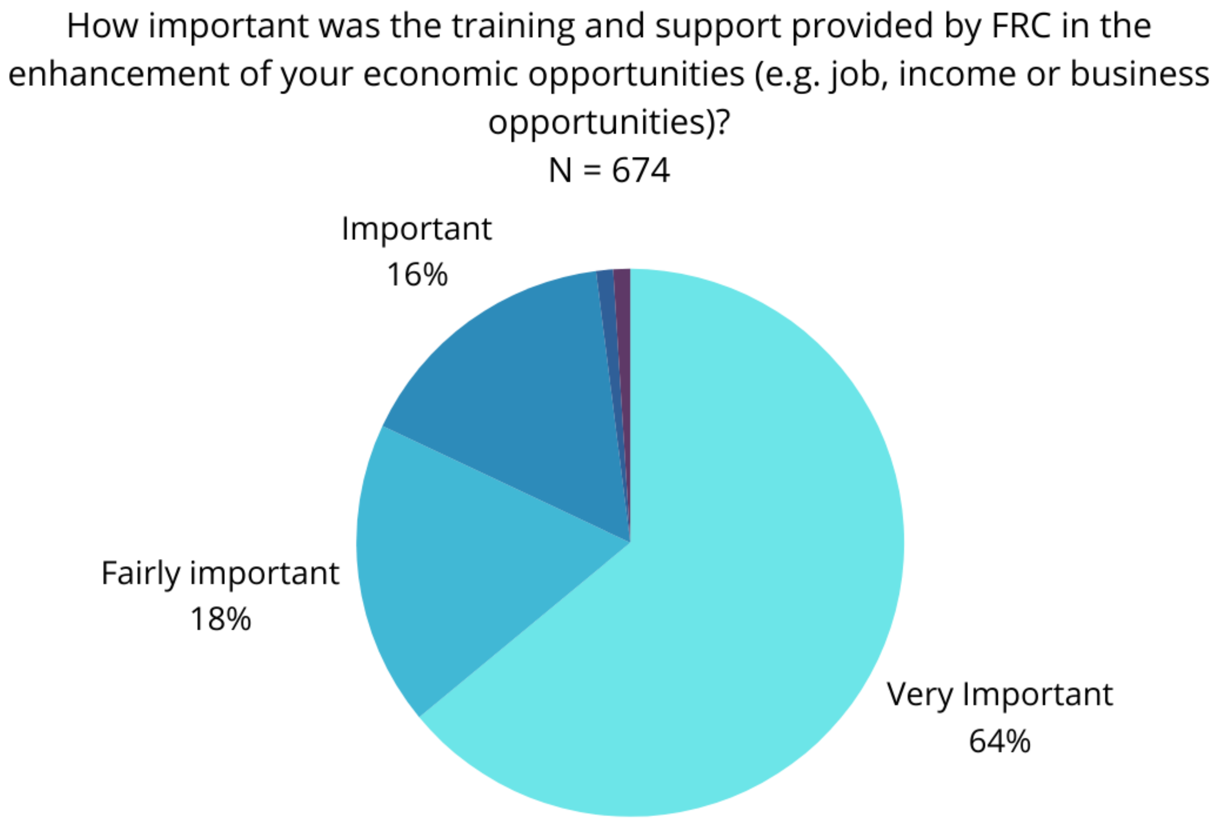


Figure 3. Importance of the training and support for expanding economic opportunities

There were again some differences between the implementation modalities, but no significant differences between women and men. See tables 4 and 5.

Table 4. Importance of training, separated by implementation modalities

	All respondents (674)	Ethiopia vocational (N=48)	Ethiopia business skills (N=30)	Myanmar vocational (N=23)	Uganda business skills (N=207)	Uganda common interest group members (N=366)

Very Important	64%	67 %	83 %	61 %	67 %	61 %
Fairly important	18%	17 %	3 %	26 %	19 %	18 %
Important	16 %	2 %	13 %	9 %	12 %	20 %
Slightly important	1 %	2 %	0 %	4 %	2 %	1 %
Not at all important	1 %	13 %	0 %	0 %	0 %	0 %

Those respondents who answered that the training and support had been slightly or not at all important were all refugees and one internally displaced respondent from Myanmar who has not found employment due to disability. Refugee respondents brought up various obstacles to find employment validating the challenges refugees face despite some policy improvements in Ethiopia. Illustrative example from key informant interviews:

> *"Refugees rights to work are not known by possible employers / host community. Refugees can get work permits, but host community doesn't know this. "*

> *"The wage in the country is very low. When you train refugees, link them with jobs, sometimes they leave,"*

Table 5. Importance of training, separated by gender

	All	Female	Male
Very Important	64 %	64 %	64 %
Fairly important	18 %	16 %	22 %
Important	16 %	17 %	13 %
Slightly important	1 %	2 %	0,5 %
Not at all important	1 %	1 %	0,5 %

Survey respondents were asked to share opinions why they see that the FRC training and support was important in enhancing their economic opportunities. Most often mentioned justifications included new skills and knowledge, financial empowerment, and new economic opportunities and improvements. The answers also included examples of how the new skills have been put into practice and benefitted the participants. See box 1 for categorisation of open answers.

Box 1. Why was training and support important in the enhancement of your economic opportunities? Illustrative categorisation of themes brought up in open answers

1. **Skill and knowledge development: 56 mentions**
   - Knowledge/skills gained through training: 10
   - Mentorship/Capacity building: 3
   - Farming skills/modernized farming methods: 8
   - Business skills/knowledge: 10
   - Record-keeping and business organization: 6
   - Life skills: 3
   - Sewing skills: 7
   - Computer skills: 5
   - Communication and interpersonal skills: 4

2. **Financial Empowerment: 38 mentions**
   - Increase income: 6
   - Able to save/Improved saving skills: 6
   - Able to borrow/Access to loans: 7
   - Budgeting and planning skills: 8
   - Increased household income: 5
   - Paying for essential needs (school fees, medical bills, etc.): 6

3. **Economic Opportunities and improvements: 37 mentions**
   - Starting/Improving businesses: 15
   - Gaining employment opportunities: 6
   - Purchasing assets (land, property, livestock): 3
   - Access to resources (seeds, tools, materials): 3
   - Improved productivity and harvests: 4
   - New economic activities (poultry, piggery, retail trade, etc.): 6

4. **Knowledge and Mindset Transformation: 25 mentions**
   - Awareness of saving culture and financial responsibility: 8
   - Mindset change toward business and saving: 12
   - Identifying and leveraging opportunities: 5

5. **Community and Family Benefits: 12 mentions**
   - Cooperation and shared responsibility in the family: 2
   - Support from savings groups during challenges: 3
   - Positive changes in family habits: 4
   - Enabling children to go back to school: 3

F2. Target groups see that they would need startup capital and/or material support to employ the new skills further in establishing and running businesses. The need for

startup capital was also raised by the key informants.

Survey respondents were asked what was missing from the training and support that it would have been more useful for them. See box 2 or categorisation of answers per implementation modalities.

Startup capital and/or material support were most often mentioned for all implementation modalities. Illustrative examples from open survey answers include:

> *" Better those who are trained can be given start up capital or those with very small businesses be added some add up in that the skills acquired can be well employed."*

> *"The only gave us knowledge but we still, lack start up capital to enable us keep pushing and saving."*

The request for financial or material support was frequent especially in Uganda, both by business skills training participants and common interest group members. There were some comments that argued for more information where to gain startup capital or funding for existing business and some for overall monetary support as aid.

Other issues brought up were related to more training: either in the same subject than the respondent had participated previously or in other topics. Illustrative example from open survey answers:

> *"I wanted to learn detail excel that can use in finance and account. Current curriculum is fine for basic course."*

The respondents also raised up the need for more advise and support. Illustrative example from open survey answers:

> *"Trainings were okay however the supervision part of it was missing in that after make a follow up and check on us the businesses we be running so that in case of any gaps or where we lack some skills at least you can guide more so that we can best operate these businesses appropriately"*

Many respondents answered that the training and support were good as such, there is nothing to change. Illustrative examples from open survey answers include:

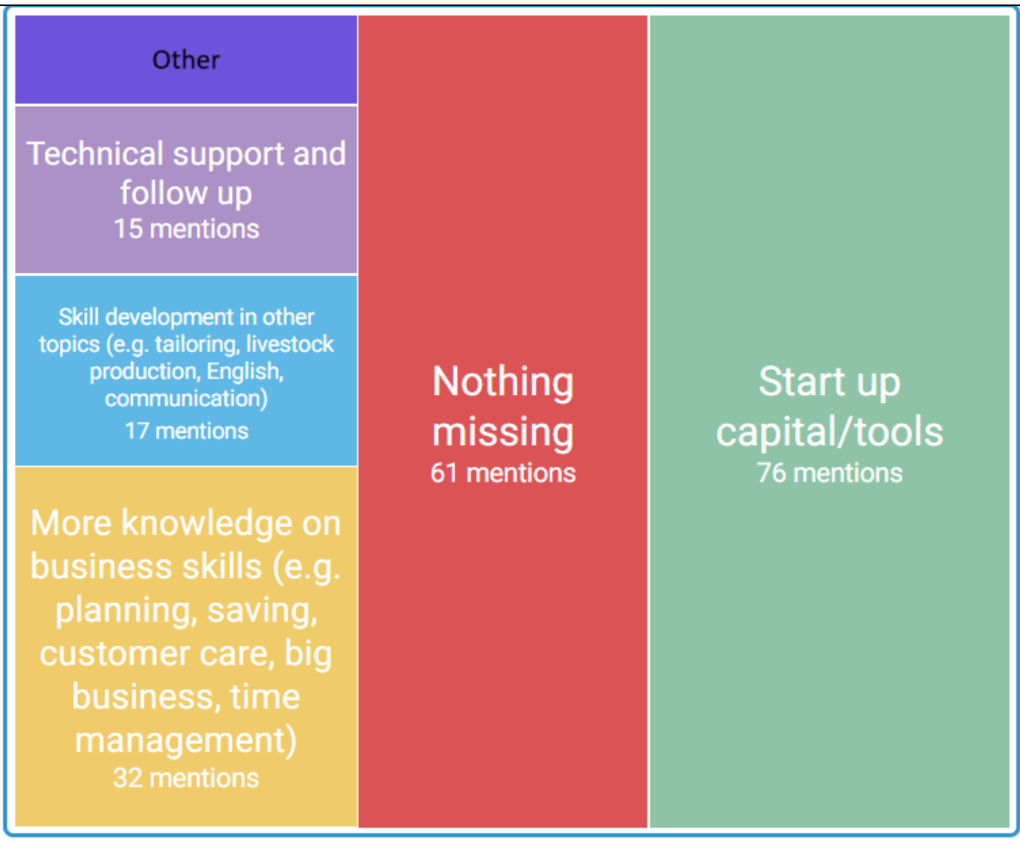
> *" I believe that nothing was really missing from the training in that they delivered to us full package,I run a stall in the market and am able to support my family which knowledge and skills I acquired from the training."*

> *"I very satisfied with the service and that we kept in touch, and i also got a work permit ID because of the training"*

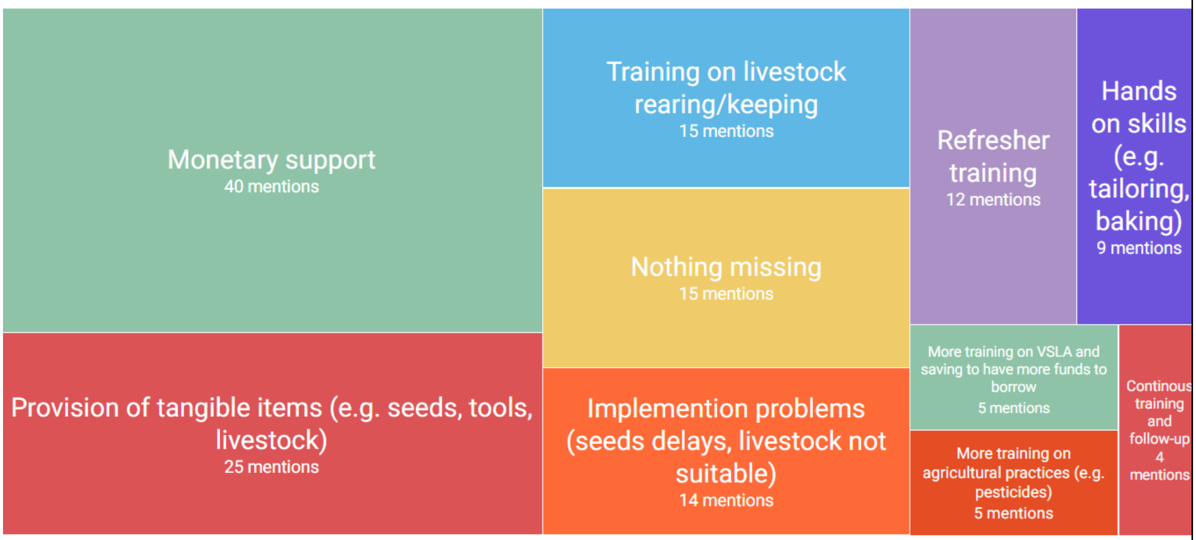
Box 2 What was missing from the training and support that it would have been more useful for you?

Vocational training participants (Ethiopia and Myanmar)

Business skill participants (Ethiopia and Uganda)



Common interest group members (Uganda)



The need for startup capital was also raised in the key informant interviews both by FRC staff members and other stakeholders (e.g. authorities, INGOs and NGOs). Illustrative examples from key informant interviews include:

”Most asked questions: course is good, after this, how are you going to support us to start business.”

”When you build economic opportunities and increase income, the level of investment should be able make them stand up. The scale of investment has been a bit low. Partners are now moving to a bigger scale. We have a discussion that we need to define a level of minimum investment for household. No other partner has to come in. There is no amount defined yet.”

”It should be raised if the budget allows. Currently the unit support per invidual is relatively low. The economic situation in the settlements is hard, the groups find it harder to survive. Getting support from more than one partner is getting hard. If a group cooperates with FRC might not get support from other partner, and they might have more opportunities with other partners.”

Key informants also raised the need for more follow-up and mentoring after the completion of FRC training activity. Illustrative examples from key informant interviews include:

“After finishing the course, to track out of the 20, how many started business, how many do well, how many don’t well, what could be the challenges, we have been doing it, but not deliberately. We focus is in the new groups: participants, making sure that learners attend and there is no time for follow-up. “

”The way we encourage our beneficiaries after training [could be improved] and help them towards self-employment and helping to connect trainees and employees.”

Other areas for improvement brought up in the key informant interviews included facilitating the access to land, improving job linkages, more direct engagement with private sector, prolonging the duration of the short vocational courses and returning the component of VSLA into business skill training.

F3. Functional adult literacy (FAL) expands economic opportunities by building basic literacy and numeracy skills needed for almost any economic activity. It is highly relevant component of the programme in expanding economic opportunities and an area where FRC can add value.

This evaluation focuses on those modalities that are implemented under the outcome 2 of the SUPER programme. Evaluators analysis proposes that functional adult literacy (FAL) and English for adults (EFA), that are implemented under the outcome 1 of the SUPER programme, are also significant and highly relevant means to expand economic opportunities. Basic literacy and numeracy are needed in any economic activity and often prerequisites for joining livelihood projects or programmes. Illustrative examples from key informant interviews include:

”FAL is a base for many things. Their skill and confidence increases, it is basis for everything if they want to do some business they have to write and calculate.”

> *FAL is an unique approach. Illiteracy rate is very high, it is strong intervention which is multidimensional and you can link many themes: nutrition, livelihood. Unique intervention."*

> *"Women are able to go there to learn and to be empowered, that is a key. Some of them have businesses, don't know how to count money and little level of English is also a problem."*

FRC has special expertise in FAL and FAL forms a significant share of SUPER programme both in terms of resource allocation and number of beneficiaries. Key informants said that FRC is the only actor doing this activity in the refugee settlements whereas many partners are engaged in the livelihood sector, often at larger scale than FRC. FAL training contents were said to include livelihood related issues, which were not examined in more detail in the scope of this evaluation.

F4. FRC's close follow-up and technical support help to maintain low dropout rates. Part of this is the clear criteria for selecting the participants. Still few key informants highlighted that FRC should pay more attention to selecting the participants to ensure their motivation.

Evaluation data support the data presented in FRC's annual reports on relatively high completion rates. FRC has set a target that 70 % of the training participants graduate. The completion rates have been much higher. In 2023, the business skills course completion rate was 93 % in Uganda and 88 % in Ethiopia. However, there was a significant difference in the business skills course completion rate between the different disaggregated groups in Ethiopia, with men and persons with disabilities indicating notably lower completion levels than their comparison groups.

As many as 96 % of the vocational course learners in Ethiopia and 94 % in Myanmar completed the training in 2023. In Ethiopia there was a notable difference in the course completion rate of persons with disabilities (77%) and between the host community members (93 %) and the refugee learners (98 %). In Myanmar, men's course completion was lower than women's (88% for men and 97 % for women) and persons with disabilities' completion rate was lower than those without disabilities (75 % for persons with disabilities and 95 % for persons without disabilities). Overall, 85 % of the vocational and business skills trainees (82 % for women, 85 % for persons with disabilities) graduated from the courses (target 70 %) in 2022.

All CIGs supported in 2022-2023 are still active.

Key informants explained that the low dropout rates are mostly due to close follow-up and mentoring by the FRC staff during the training. Some changes have been also made to support the engagement of the participants in the training, such as childcare and more accessible training location in Ethiopia, which already shows as higher completion rates of women in 2023 than in 2022. An illustrative example from key informant interviews:

> *"Geographical location of course delivery really matters, in Addis transport is complicated, it can take even 2-3 hours to reach thee location. Especially women can have children. This much*

time on the road is costly. The actions we took is reviewing location: where are concentration area, what are the possible course content we can provide, linking with interest and location."

"Field officers see the participants every day, they can tell about their problems. We also do study advising and counceling, We monitor the participant, we know when they are absent or disppear and contact camp leader or family. We can know if the participant has potential for drop out."

There is clear criteria for selecting the participants and it is partly done in cooperation with coordinating authorities. Still few key informants highlighted that FRC should pay more attention to selecting the participants to ensure their motivation. An illustrative example from key informant interviews:

"You visit, and teach, when he doesn't have motivation, you cannot do much."

F5. Many key stakeholders state that FRC's key strength is in engaging the right-holders. As a result, training and support given are based on real needs and priorities. FRC has concrete tools such as market assessments in vocational training and CIG development plans in CSA project to ensure ownership and relevance.

Many key informants, especially former and current FRC staff, saw that FRC's key strength is in its working approach. They argued that FRC puts emphasis on finding out what are the real needs of people. This approach promotes ownership and sustainability. FRC has a set of tools that work to this purpose, e.g. market assessments in vocational training and CIG development plans in the CSA project. An illustrative example from key informant interviews:

"When I joined FRC and I was given the project, we don't have ready list of activities. I was told to develop them with people. Most orgs have preplanned interventions they want to implement. It doesn't work that way. FRC approach is unique: participants are given opportunity to decide themselves. We were able to make realistic plans, they would say this doesn't work. We can't access land, we can do other things."

In addition, FRC works at local level with and through community actors who act as training facilitators and VLSA agents. One staff member also stated that it is important that the beneficiaries also share some of the costs.

"We share costs with the group, we don't give everything. Group has to provide labour, groups have ownership."

F6. Many stakeholders state that it has become even more crucial to support the livelihoods as food and financial aid to refugees has been reduced and livelihood has become harder due to political, economic, climate and security factors.

FRC is a relatively small actor in the livelihood sector in all programme countries. Many key informants stated that it has become even more crucial to support the livelihoods as food and financial aid to refugees has been reduced and livelihood has become even harder due to political, economic, climate and security factors. Illustrative examples from key informant interviews include:

"People get more dependent: daily food and living, we want them to be more independent."

"Almost all partners work to increase the income level, find economic opportunities, engage in production. If we [would] have a situation refugee household having 3 meals a day, no aid would be needed."

"When you look at refugee settlements, food rations were cut because lack of funding. This leaves a gap in food security. They need to have food. Economically empowered, need for capacity development, to venture into on farm and off farm production, business led activities to generate income. Once the income level increases they should be able to meet food and other needs."

Livelihood is also emphasised in UNHCR and government policies and strategies for the programme countries.

Several key informants stated that FRC should scale up its livelihood work. Especially in relation to the CSA project in Uganda, many said that the capital input has been very low, even too low. Illustrative examples from key informant interviews include:

"When you build economic opportunities and increase income, the level of investment should be able to make them stand up. The scale of investment has been a bit low. The scale should be increased. Partners are now moving to a bigger scale. We have a discussion that we need to define a level of minimum investment for household"

"Adjumani is the biggest in refugee area in Uganda and it has 20 settlements. FRC only works in 3-4 and the other settlements lack these services and human resources are thin."

Key informants are of the opinion that despite the current financial challenges, there are economic opportunities to engage in. An illustrative example from key informant interview:

"Where there is cash and food distribution, there is a mini market. Traders come from outside, refugees could tap those opportunities. What is lacking is understanding this. You also have to take risk. One limitation is land to use agricultural productions. In cases should concentrate off farm opportunities. trade, processing, that don't require land."

F7. While the climate-factor is important, currently the CCO on environmental sustainability is mainly relevant to the climate-smart agriculture project component in Uganda.

Evaluators analysis of the evaluation data on relevance proposes that the three cross-cutting objectives of the SUPER programme are not equally relevant to all activities of the programme. Gender equality and reduction of inequalities (including persons with disabilities) are highly relevant in the context of each activity, but environmental sustainability is mainly relevant to the climate-smart agriculture project component in Uganda.

4.2. Impact and efficiency related to the impact

EQ3. How efficient has the FRC vocational, livelihoods and life skills work been?
Summary finding to EQ3: FRC's vocational, livelihoods and life skills work has been efficient in meeting its numeric targets as well as in leveraging further funding to the activities. FRC's programme monitoring is comprehensive but not very efficient, as the organization invests a major effort into monitoring data collection and ends up with excessive data without resources to fully analyse and utilise it.

EQ4. What has the impact of the vocational, livelihoods and life skills implementation been on the target group, and displaced persons with disabilities and women in particular?
Summary finding to EQ4: The vocational, business skills and livelihoods implementation have expanded target group's economic opportunities. Target group sees that their economic opportunities are now much or somewhat better and a high number of respondents report that their income has increased. The expanded economic opportunities strengthen resilience. No significant differences were found between men and women in impact.

Key findings on efficiency

F1. By and large, FRC has reached the overall annual targets for the number of participants, and this is largely due to the adaptive management and flexibility of the organisation and its partners.

F2. FRC collects an extensive amount of indicator and impact data which is not fully analysed and utilised. Some key informants also brought up that responsibilities should be more delegated in country and field offices to improve efficiency.

F3. FRC has been successful in leveraging funding from institutional donors using its expertise in adult education.

Key findings on impact:

F4. Participation in the FRC programme has enhanced target groups' experienced economic opportunities, increased income and given new knowledge and skills, although perceptions relating to impact between implementation modalities and countries differ. No significant differences were found between women and men. These experienced impacts are significant against the difficult context of FRCs work.

F5. FRC has in many cases contributed to the aimed outcome of expanded economic opportunities and impact of strengthened resilience even though the key assumption of the SUPER programme, that broader rights and conducive legal frameworks are in place and effectively enforced in the targeted countries, has not realised.

F6. Quantitative targeting has worked to ensure that the SUPER programme reaches women and other vulnerable groups such as persons with disabilities and reduces inequality. Impact for women differs slightly in vocational training, no difference was found in business skills training. In addition to targeting, FRC has taken several measures to facilitate women's and disabled person's participation in programme activities.

F1. By and large, FRC has reached the overall annual targets for the number of participants, and this is largely due to the adaptive management and flexibility of the organisation and its partners.

FRC has reached the targeted number of participants for outcome 2 overall well in 2022 and 2023. The programme has fallen short of its country specific target in Myanmar and for the common interest group members in Uganda. See table 6 for the targeted and reached numbers of participants.

The overall targets for vocational training have been reached. Yet, the country specific target for Myanmar was not reached in 2023. FRC has constantly changed its strategy and approach in Myanmar to be able to implement the programme in the changing and challenging politically and economically volatile context. FRC has shown flexibility and capability to adjust, yet the targets have been hard to reach. On the other hand, FRC's engagement in the vocational sector has enabled it to be present in Myanmar and engage in humanitarian work.

The programme also fell short of its target for the number of common interest group members reached through the CSA project in Uganda. That was because FRC continued to work with the same 60 groups as in 2022 and the selected groups had fewer members than estimated. FRC's approach is to work with existing groups instead of forming new groups.

FRC has deliberately prioritised reaching a higher number of participants. In budget constraint situations measures such as shortening the duration of trainings or leaving out startup capital from business skills trainings, have been done to include as many participants as possible into trainings.

Table 6. FRC outcome 2 indicator data related to the number of participants

Outcome indicator	Baseline	Target 2022	Result 2022	Target 2023	Result 2023

# of participants to vocational /technical short courses (Ethiopia and Myanmar)	Not applicable	158 Ethiopia:100 Myanmar: 58 40 % women 5 % persons with disabilities	446 Ethiopia: 101 Myanmar: 345 54 % women 2 % persons with disabilities	450 Ethiopia: 250 Myanmar: 200 40 % women5% persons with disabilities	486 people[6] 61 % women 3 % persons with disabilities
# of participants in business skills training.	Not applicable	200	855	950 Ethiopia: 250 Uganda: 700	1 226 people 67 % women 5 % person with disabilities
# of individuals who benefited by trainings and support via Common Interest Groups (Village and Savings Associations and related peer facilitators).	Not applicable	3 680	1 958	2 570	Uganda 1 716 72 % women 3 % persons with disabilities

Sources: FRC Annual reports 2022 and 2023

F2. FRC collects an extensive amount of indicator and impact data which is not fully analysed and utilised. Some key informants also brought up that responsibilities should be more delegated in country and field offices to improve efficiency.

SUPER programme results framework is in line with the ToC. Indicators are defined at four levels: outputs, immediate outcomes, intermediate outcome and impact. Data is collected with different tools and frequency. In addition, FRC conducts internal assessments and evaluations such as tracer studies and midterm evaluations.

FRC uses an observation-based tool called the Pathways of Empowerment (PoE) to monitor its effect on resilience. The tool tracks positive changes in the different aspects of the direct participants' lives, namely their life skills, social and communication skills and practices (social and cultural aspect), as well as in their psychological and economic well-being. Progress in the different aspects is recorded as per the participants own reflections and

[6] Includes 18 professionals who the programme trained in Myanmar to deliver the vocational training courses and 28 vocational skill learners reached through cost-sharing with a LIFT funded vocational education project in Myanmar

implementing staffs and volunteers' observations on how the programme has affected the target group's life.

In annual reports, the PoE data has been reported as the percentage of persons who show signs of empowerment (see table 14 below). The evaluators had access to PoE data. Yet it was not directly used in this evaluation as there are differences in how the data has been collected. FRC has started to develop the use of PoE tool with the aim to harmonise data collection and to emphasise the collection of qualitative data. The PoE tool reflects the change at different levels and behavioural change. Rich data loses to some extent its ability to provide deeper understanding when it is summarised to one percentage figure (X % showing signs of empowerment).

Data collection to monitoring the implementation of the SUPER programme is extensive both in terms of the amount of data and tools used. It was found out during the evaluation process that country office staff struggles to find time to analyse the collected data. Tracer study and internal evaluation data has been collected, but not fully analysed hindering the full use of the collected data. Few key informants stated that data collection should be digitalised more.

Some FRC staff key informants stated that efficiency could be improved by delegating more decision-making powers within country offices and to field offices claiming that delays in decision-making reduce efficiency.

F3. FRC has been successful in leveraging funding from institutional donors using its expertise in adult education

The MFA programme support of EUR 8,900,000 covers 79,2% of the total SUPER programme budget. During the ongoing programme period FRC has successfully increased the amount of other institutional funding. In 2023, MFA contribution constituted 64% of the SUPER programme funding, 25% was collected from other Institutional Donors and 11% was raised through direct fundraising activities directed to private donors. In 2024 the MFA programme support was estimated to cover 40 % of total costs.

Myanmar was the first programme country where FRC started to diversify the funding portfolio, and it has been the most successful in raising other funds. MFA programme support is seen as essential core funding which makes it possible to leverage funds by providing basic operational resources and a possibility to develop operational approaches and strategies.

Projects implemented with other institutional funding contribute to the same immediate and intermediate outcomes than defined in the SUPER programme so that all development activities are done under one global programme (FRC is also engaged in humanitarian work).

There are successful examples of partnerships in which FRC has built the basic skills needed (literacy, numeracy, financial literacy) to participate in other interventions, such as financial literacy project with WFP in Uganda and in which FRC has been able to extend livelihood interventions like vocational training with LIFT and UNESCO funding in Myanmar. Illustrative examples from key informant interview:

> *"Number of partner orgs want to work with us. In Gambela numeracy skill is very low: for any new interventions, might not be able to read their documents. Some organisations introduced e-vouchers systems, mothers with children under 5 were supported with vegetables. They need e-voucher for that , mothers didn't know their balance. Our intervention really helped them to know and calculate. In a number of cases literacy and numeracy was very relevant to support their needs to improve their livelihoods and economic opportunities."*

Some key stakeholders highlighted that as FRC is a relatively small actor at livelihood sector, it should explore more partnerships and consortiums. Some stated that FRC's key strength in leveraging funds is its expertise in functional adult literacy and in adult education. Illustrative examples from key informant interviews:

> *"FRC can start and other partner could leverage. Calls for cooperation, data sharing between partners. That is an opportunity. There are partners who work in consortiums in the settlements, FRC could explore, haven't seen that, also partner with local partners, most work with local partner to implement activities. No one partner has solution to all problems.*

> *"FAL is a comprehensive model. If the context allows agricultural details, why don't we put more focus on that with the numeracy and literacy. These kind of opportunities, digital platform, WFP cash-programmes, flexible course delivery can help."*

> *"Our approach of training is much more friendly to adults than organisations that use ordinary extension services. The way we train the group members has the touch of adult education compared to orgs that don't have experience in adult education."*

> *"WFP is transitioning from food to cash. It is not clear for all that the objective of the cash is to obtain food, to refugees undertand that this is equivalent to food. Probably they had not prepared refugees enough to how to handle money. Based on adult education project, we were awarded that training, we use adult education methods to deliver this training. Many refugees are largely illiterate."*

F4. Participation in the FRC programme has enhanced target groups' experienced economic opportunities, increased income and given new knowledge and skills, although perceptions between implementation modalities and countries differ No significant differences were found between women and men. These experienced impacts are significant against the difficult context of FRCs work.

Survey respondents see that their economic opportunities such as job, income or business opportunities are better after participating in FRC's training and support activities. **95 % of the survey respondents stated that their economic opportunities are somewhat (35 %) or much better (60 %) now.** No respondents chose the categories somewhat or much worse for this question. See figure 4.

This perceived positive impact across the programme is significant set against the difficult context of FRCs work in each of the programme countries. Implementation locations in each country are sensitive to conflicts and while civil war and related challenges have in particular affected the programme implementation in Myanmar, implementation locations in Uganda and Ethiopia have experienced severe cuts and pauses to the food aid provided to refugees and this has impacted the programme implementation in many ways. The conflicts in Ethiopia and Myanmar have also temporarily affected FRC access to implementation locations, and different national policies related to the rights of the refugees have in all locations made many of the programme participants prone to active movement within and between countries. Programme countries have also been highly impacted severe drought, heavy rains and/or flooding.

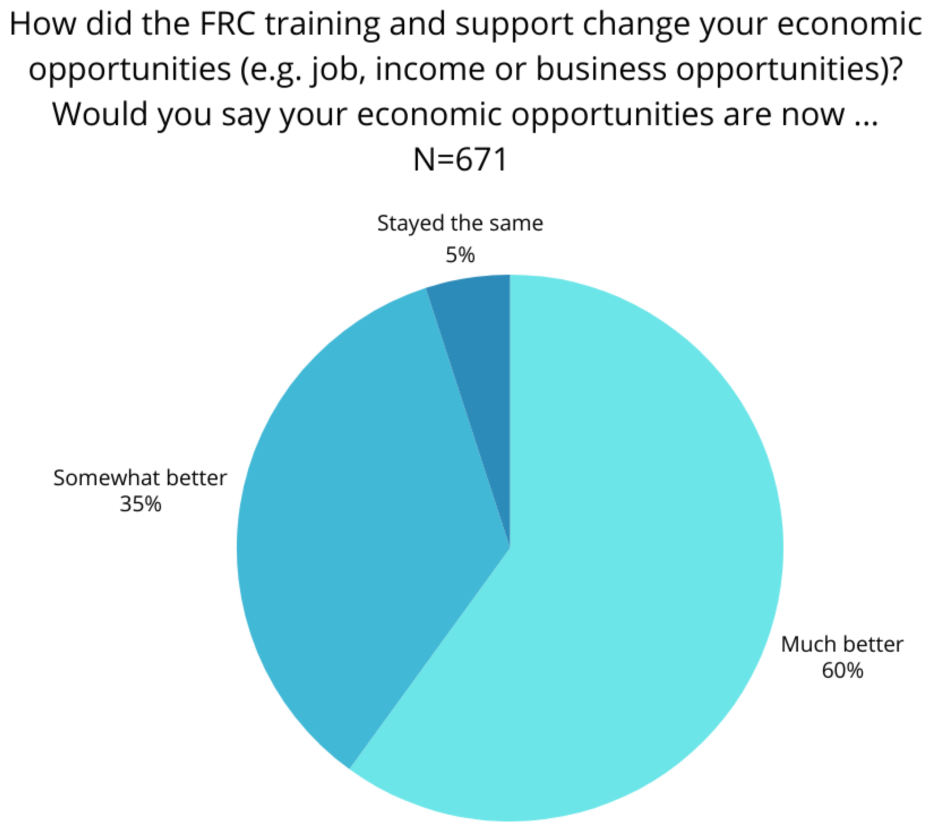


Figure 4. How did the FRC training and support change economic opportunities

There are significant differences in target groups' experienced economic opportunities between implementation modalities and countries. See table 7. Almost all business skills trainees in Ethiopia and in Uganda as well as common interest group members in Uganda said that their economic opportunities are now much or somewhat better. 26 % of the Ethiopian and 22 % of the Myanmar vocational training participants think that their economic opportunities remained the same.

Table 7. How did the FRC training and support change economic opportunities per implementation modalities

	All respondents (N=671)	Ethiopia vocational (N=47)	Ethiopia business skills (N=30)	Myanmar vocational (N=23)	Uganda business skills (N=205)	Uganda common interest group members (N=366)
Much better	60 %	55 %	93 %	39 %	49 %	65 %
Somewhat better	35 %	19 %	7 %	39 %	48 %	32 %
Stayed the same	5 %	26 %	0 %	22 %	3 %	3 %

The respondents who had participated in the vocational training in Ethiopia and said that their economic opportunities have stayed the same include the same persons who responded that the FRC training and support has been not at all important for enhancing their economic opportunities. Few of them are self-employed or employed. Others brought up different reasons for not being able to find employment such as not knowing the local language, not finding a job in the area of residence, lack of phone and employer prejudices for hiring refugees (1-2 mentions each). Illustrative examples from survey answers include:

> *I got a job and when they realize that i am refugee they refused to hire me,i think i cant work uless the organization facilitates for me.*

> *I need a direct job linkage, i couldnt find a job by my self because i dont speak the local language.*

The respondents who had participated in the vocational training in Myanmar and said their economic opportunities have stayed the same brought up disability, displacement, lack of capital as obstacles to find employment (one mention each). Illustrative example from survey answers:

> *"I sewed at home using start up kit supported by FRC after the training. I earned money from it. But now I suspended it due to displacement and left my sewing material in my location. Now I employed as waiter.*

There were some differences in perceived economic opportunity between women and men and between refugees and host country members. A slightly larger share of women than men and a larger share of refugees than host country members stated that their economic opportunities are much better hinting that FRC training and support is has been more significant for women and refugees, in other words those who have less opportunities. See table 8.

Table 8. How did the FRC training and support change economic opportunities per gender and resident status

	All	Female	Male	Refugee	Internally displaced person	Host country member
Much better	60 %	62 %	55 %	67 %	43 %	47 %
Somewhat better	35 %	32 %	41 %	28 %	33 %	51 %
Stayed the same	5 %	6 %	3 %	5 %	24 %	2 %

88 % of all respondents said that their income increased as a result of FRC's training and support. From them, 33 % said that the increase had been very significant, 46 % significant and 19 % moderate. See figures 5 and 6.

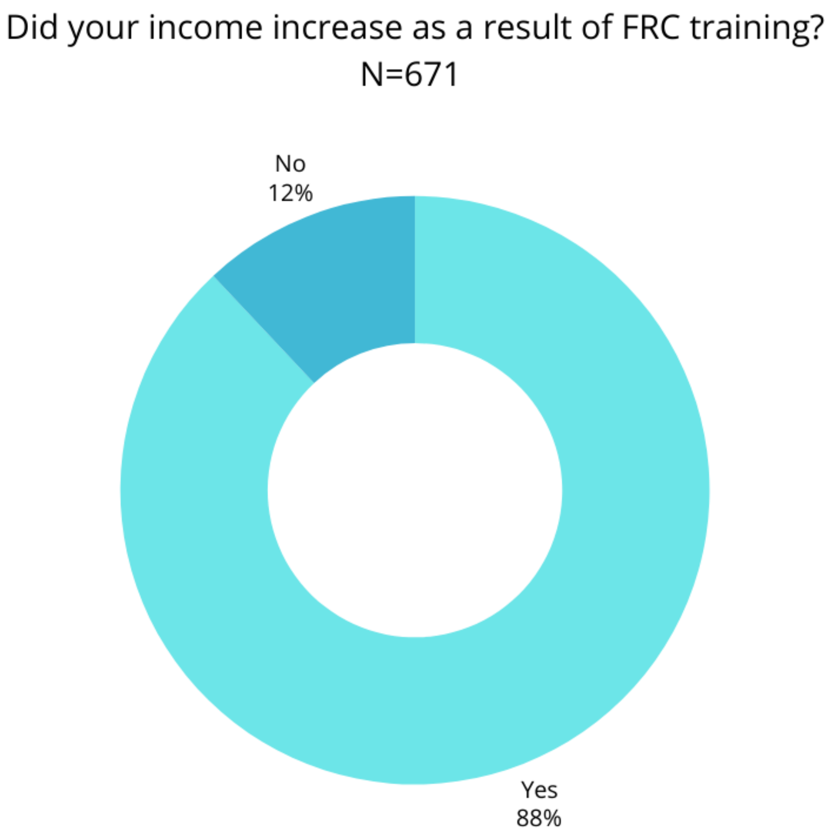


Figure 5. Income increase

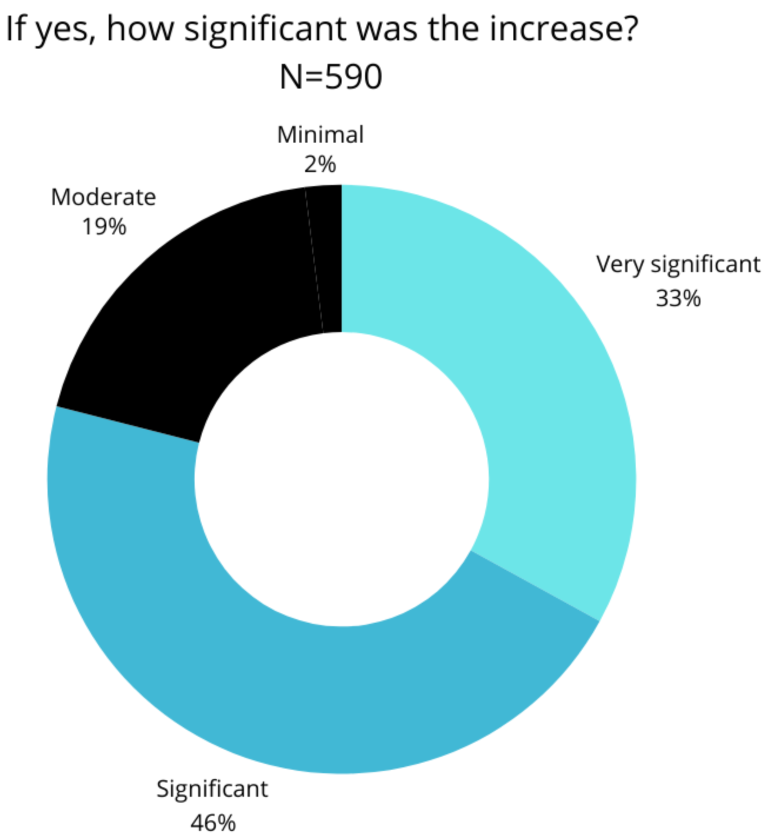


Figure 6 Significance of increased income

Differences in experienced increase in income between the programme countries and implementation modalities were again noted. The participants of the business skills trainings and the common interest group members have experienced an increase in their income more often than the vocational training participants, especially in Ethiopia. See table 9. ‘

Table 9. Income increase per implementation modalities

	All (N=671)	Ethiopia vocational (N=47)	Ethiopia business skills (N=30)	Myanmar vocational (N=23)	Uganda business skills (N=205)	Uganda common interest group members (N=366)
Yes	88 %	55 %	100 %	74 %	88 %	93 %
No	12 %	45 %	0 %	26 %	12 %	7 %

There was no significant difference between women and men. See table 10.

Table 10. Income increase per gender

	All	Female	Male
Yes	88 %	87 %	90 %
No	12 %	13 %	10 %

This evaluation did not assess whether the income increase was sufficient to take the person out of poverty threshold and cover the basic needs of the household. For example, the tracer study from Ethiopia show that many are still in the income category below the poverty line.

The survey respondents were asked in more detail what they gained from FRC's training and support. Most mentioned new information and knowledge (86 %) and new skills (84 %). A bit less than half mentioned increased income from business (45 %) or from farming or livestock production (41 %). Around one quarter of respondents (26 %) mentioned that their income was diversified. See table 11.

Table 11. What did you gain from FRC's training and support? (N=674)

	Number of answers	**% of respondents who mentioned this category**
New information and knowledge	581	86 %
New skills	567	84 %
Increased household income from business	300	45 %
Increased household income from farming or livestock	276	41 %
Diversified income	173	26 %
Productive assets	117	17 %
New job/formal employment	63	9 %
Other	10	1 %

Other answers included saving and budgeting skills, bodaboda (local transport), customer care skills. Knowledge and skills were also mentioned most often when the participants were asked why they think that FRC training and support was important in enhancing their economic opportunities.

F5. FRC has in many cases contributed to the aimed outcome of expanded economic opportunities and impact of strengthened resilience even though the key assumption of the SUPER programme, that broader rights and conducive legal frameworks are in place and effectively enforced in the targeted countries, has not realised.

Several respondents mentioned examples of how the skills have contributed to enhanced economic opportunities and consequently strengthened resilience. Illustrative examples from open survey answers include:

> *"I used to waste money in useless ways but after learning how do saving I managed to get my business improved and managed even to renovate my house."*
>
> *"It encouraged me to start and develop my business. I can now regularly earn income for my household and satisfy small needs as a woman without relying you much on my husband."*
>
> *"Modernised farming methods helped me get more yields"*
>
> *"Because it made me pay the school fees of my children easily"*
>
> *"I know now how to do saving, how to invest money and how to handle my customers"*
>
> *"Before the training, I worked adhoc job. Now, I am earning money from sewing job at home. When I got income, My husband communicate good way. He also help me in housekeeping work."*

Business skills and vocational training participants were asked what their situation was three months after the training and currently.

<u>Business skills training participants</u>
Approximately half of (56 %) the business skills training participants in Uganda and 60 % in Ethiopia had started business activities soon after the training. In Ethiopia 53 % and in Uganda 17 % had been able to diversify their business. In Uganda 43 % and 6 % in Ethiopia had grown their business. In Ethiopia 53 % had diversified their business and 17 % in Uganda. See table 12. No significant differences were found between women and men.

Table 12. Business skills participants: What was your situation three months after the training? (multiple options could be chosen)

	Uganda (N=205) female: N=119 male: N=86		Ethiopia (N= 30) female:N=23 male: N=7	
	Frequency	Percentage of respondents who mentioned this option	Frequency	Percentage of respondents who mentioned this option
Started business activities	117	57 % female: 57 % male: 62 %	18	60 % female: 65 % male: 43 %
Grew your business	89	44 % female: 45 % male: 42 %	2	6 % female: 9 % male: 0 %
Diversified your business	36	17 % female: 14 % male: 22 %	16	53 % female: 48 % male: 71 %
Did not participate in any business activity	26	13 % female: 13 % male; 13 %	0	0 %
Employed other people	20 female: 9	10 % female: 8 % male: 13 %	0	0 %

84% of the business skills training participants in Uganda said that their current situation is different of that three months after the training . Open answers indicate that for many the situation is now better. Most often mentioned comments related to increased and diversified business and ability to make small investments. Illustrative examples from open survey answers from business skills training participants in Uganda include:

> *"Am self employed currently and my situation has changed in a sense that we are able to raise savings for our household and meeting the basic needs of life."*
>
> *"Increased income level as a result of the diversified source of income."*
>
> *"The business has grown as well as my savings,have also many to accumulate some assets,I can really now evaluate my business,do proper record keeping which knowledge I can say was because of the training."*
>
> *"It has changed because I can provide my basic needs."*

Few open answers indicate that the situation has changed for the worse. Illustrative examples from open survey answers from business skills training participants in Uganda include:

> *"Nothing....it changed but he started a live stock project mostly poultry and all the chick's died during to disease attack after a few months."*

> *"Her life changed a little bit because the start up capital is missing."*

On the contrary, In Ethiopia, 87 % of the business skills participants said that their situation is the same and only 13 % reported that their situation is now different, one referring to a more positive situation and two to a more negative one, due to security and mobility of people.

Vocational training participants

Vocational training participants in Ethiopia were typically either not employed (31% of the respondents), self-employed (27 %) or in full time wage employment in the occupation they were trained in (21%). There were some differences between women and men: women were more often not employed (43 % of respondent women) or in part time jobs. In Myanmar the most typical answers were either self-employed (43 % of the respondents), full time wage employment in the occupation they were trained in (26 %) or in other full time employment (22 %). See table 13.

Table 13. Vocational training participants: What was your situation three months after the training? (multiple options could be chosen), disaggregated by gender

	Ethiopia (N=48) female N=30 male N=18		Myanmar (N= 23) female N=16 male N=7	
	Frequency	Percentage of respondents who mentioned this option	Frequency	Percentage of respondents who mentioned this option
Self-employed	13	27 % female: 23 % male: 33 %	10	43 % female: 50 % male: 29 %
Not employed	15	31 % female: 43 % male: 11 %	4	17 % female: 19 % male: 4 %
Full time wage employment in the occupation you were trained in	10	21 % female: 7 % male: 44 %	6	26 % female: 13 % male: 57 %
Other full time wage employment	2	4 % female: 0 % male: 11 %	5 male: 1	22 %' female: 25 % male: 14 %
Other part time wage employment	5	10 % female: 13 %	2	9 % female: 6 %

		male: 5 %	m	male: 14 %
Part time wage employment in the occupation you were trained in	3 m	6 % female: 10 % male: 0 %	2	9 % female: 6 % male: 14 %

Around half (52 %) of Myanmar vocational training graduates said that their current situation is the same as three months after the training. For those whose situation had changed, it had changed both for better and for worse. Five have had to suspend their job or business due to displacement.

In Ethiopia, 42 % of the respondents said that their current situation has changed. The open answers indicate that their situation is currently better.

FRC conducts tracer studies for vocational training participants to see their situation six months after the training. In Myanmar, most of the vocational trainees who had been employed or self-employed to the vocations they received training in were from the computer and administration course (58% of the women who participated in the course got employed in the sector but none of the trained men did). Further 56 % of the learners trained in basic construction were employed or self-employed in the related fields (all trainees were men) and 49 % of the sewing training graduates found employment or employed themselves in the sector (all trained were women). In Ethiopia, the tracer study indicates that self-employment increased from 33% to 48% (pre and post training) and unemployment dropped from 22% to 7%. Part-time employment rose from 14% to 33%, but full-time employment declined from 30% to 12%, suggesting that people are more engaged in business activities and flexible work.

Key informants brought up that there are employment opportunities in Myanmar and in Ethiopia in the sectors vocational trainees are trained. However, the low salary level pushes the trained people to look for other employment opportunities. The survey respondents also brought up several reasons for not being employed. Vocational training participants in Ethiopia mentioned most often inaccessibility of the job market and transportation challenges. In Myanmar the vocational training participants mentioned all different reasons such as the current conflict and family duties. See box 3. Business skills participants in Uganda mentioned most often not meeting the job requirements and lack of jobs. In Ethiopia all who answered to this question said that being a refugee is the reason for not being employed. See box 4.

Box 3. Specify why you are not employed?
Illustrative categorisation of themes brought up in open answers

VOCATIONAL TRAINING PARTICIPANTS

Ethiopia

Inaccessibility of job market or not being able to get a job: 8 mentions
"Due to the inaccessibility of job in the market."
"Due to the inaccessibility of job in the market and the salary amount is very minimum."
"I didn’t have information on the job opportunities because I lost my phone."
"I got a job and when they realized that I am a refugee, they refused to hire me. I think I can’t work unless the organization facilitates for me."

"I didn’t get a job."
"I was interviewed and they didn’t call."
Geographical Distance and Transportation Challenges: 4 mentions
"The work location is far from the living area, and it needs more transportation cost."
"The living area and the work place is far each other."
"Because my house is far from the central area I couldn't get a job, I would take the opportunity if I get a job in my living area."

Other issues: 1 mention each
"Because I have to take care of my child in the past, now I want a job."
"I am about to start working at a child care center soon."
"Because I don’t understand the local language."
"Personal health case."
"I am on advanced education."
"The hospital is closed, now I am looking for another job, I have an interview by next week to start a new job."

Myanmar: answers not categorised

"Due to the family and household chores and transportation difficult due to lack of own vehicle."
"To start business, I assume I am not expert in sewing. I will attend advance training."
"In that time, I was attending advance sewing training."
"Still training to find job."
"In that time, our area had intense fighting."
"I was working in baking shop 5 months after the training. After that I got job in garment factory."

Box 4. Specify why you are not employed?
Illustrative categorisation of themes brought up in open answers

BUSINESS SKILLS PARTICIPANTS

Uganda

Mismatch of Skills/Qualifications with Job Requirements: 10 mentions
"Don't match with the requirements to get a job locally"
"I've not yet acquired the job that matches my skills"
"My limited skills don't meet the requirements for available jobs"
"My profile couldn't match the requirements"
"Am not yet qualified for the available jobs, I'm self-employed so far"
"Don't meet other requirements for being employed by others"
"My background doesn't match with the requirements"
"I didn't have required skills for formal jobs"
"Don't have a required background to get a job locally"
"The job requirements were heavy for me according to my small background"

Lack of Job Opportunities: 6 mentions
"Job opportunities are very few in the area and competition is too high"
"No job opportunities in the area"

"I've not yet got any job opportunities"
"There are no business opportunities in our area"
"There are no job options matching with my little background"
"No job available in the area"

Preference for Self-Employment: 4 mentions
"I always preferred doing my own income-generating activities rather than being employed by others"
"My vision is no longer of getting employed by anyone but creating my own income-generating activities and if possible reach the level of creating jobs for others"
"There are no job opportunities, that's why I preferred starting my own business"
"I preferred to do my own business as getting a job or being employed by others requires other attributes that I don't have. I'm only self-employed if I can say"

Other issues: 1 mention
"I am not employed because of lack of start-up capital"

Ethiopia

Being a refugee hinders employment: 10 mentions
"I am Refugee I do not have work permit"
"I am refugee" (8 similar mentions)

The tracer study done in Ethiopia concluded various obstacles to employment such as limited formalemployment opportunities and market competition, lack of startup capital, language barrier, having loaded personal responsibilities and skill gaps. Those findings were validated in this evaluation.

The results presented above indicate that FRC's training support has succeeded in developing skills which in many cases has also resulted in a better economic situation. It has also built hope for better possibilities in the future. This has strengthened the resilience. Yet the answers also indicate that no change is permanent: especially refugees and internally displaced persons live in volatile situations. Several factors and actors influence the wider societal changes sought by FRC.

Trained persons can rely on new knowledge and skills regardless of the place they live in. Strengthened capacity can be used in the current area of residence, back in home country or in a third country. There was an example from Ethiopia where two graduates had gained decent employment with the help of their vocational training certificate.

FRC has contributed to their strengthened resilience even though the key assumption of the SUPER programme has not fully realised. SUPER Programme's ToC assumes that broader rights and conducive legal frameworks are in place and effectively enforced in the targeted countries. These rights and conducive legal frameworks greatly affect employment, business opportunities and income generation.

Strengthened resilience through enhanced economic opportunities is supported by FRC's own indicator data. The intermediate outcome is the target group's enhanced resilience. See table 14.

Table 14. FRC intermediate outcome indicator data

Indicators	Baseline	Result 2022	Result 2023
Programme participants showing signs of empowerment in their increased resilience capacity related: 1. aspect of life skills 2. social and cultural aspects, communication. 3. psychological aspect, e.g. self-confidence and self-esteem; 4. economic aspect, e.g. improved access to livelihoods opportunities	Participants at level 0 of PoE	75 % - 84 %	51 - 90%
% of participants to programme activities equipped with skills to improve their economic resilience at the end of the programme	Not applicable	97 %	84 %
% of participants to programme activities able to get access/improve income opportunities minimum 6 months after training	Not applicable	Not measured	60 %
% of CI group members who adopt climate-smart technologies and practises in their livelihood enterprise.	18 %	40 %	87 %
% of participants who put in practice climate adaptation/mitigation measures/practices	28 %	53%	59 %

Sources: Annual reports 2022 and 2023.

F4. Quantitative targeting has worked to ensure that the SUPER programme reaches women and other vulnerable groups such as persons with disabilities and reduces inequality. Impact for women differs slightly in vocational training, no difference was found in business skills training. In addition to targeting, FRC has taken several measures to facilitate women's and disabled person's participation in programme activities.

The main way for the programme to promote gender equality is to ensure that the majority (target at least 65 %) of all the programme participants are women. Overall, FRC has succeeded in reaching women in its different activities. 72 % of all participants were women in 2022 and 74 % in 2023.

Women have formed a majority also in the outcome 2 related activities though in the vocational training the target of 65 % has not been reached: 54 % of the vocational training participants were women in 2022 and 61% in 2023. See table 6 above.

In the refugee settlements in Ethiopia and Uganda the majority of the population is women. Key informants stated that especially the CSA project in Uganda has responded well to women's needs. Illustrative examples from key informant interviews include:

"I think that has been successful, we ensure the women are targeted first. Most of groups are composed mainly by women. On the leadership at least we have 80 % women. If we have 5 people at leadership, 3-4 can be women. In Adjumani it has been successful."

"Reaching woman is a little easier, women are more interested in being in groups than men. It is easier to reach women than me.

"You find groups that have more women are more active than groups that have men. It is difficult to bring men together and they have high expectations. With our package, easier to work with women."

"Climate change and food insecurity first affect women. If a woman participates, the whole family participates. Can push the household to move on: leaderhips, resource mobilistaion, in terms of population [in this refugee settlement] women form the majority."

In vocational training the share of women has been lower. Besides targeting, FRC has taken several measures to facilitate women's participation in programme activities such as providing childcare for vocational training participants, taking into account women's care needs in the training schedules and providing training in those sectors where women have interest and needs. Illustrative examples from key informant interviews include:

"Most of the programme are more intuned to womens need and that is why they responded to our call."

"We minimise the distance to travel, we have childfriendly spaces with child care, mother can attend the course. Every course is needs-based and interest-based: most of the morning time women are busy collecting firewood and sending the kids to school. All course delivery is in the afternoon to minimise the absence."

FRC also pays a lot of attention to engage and support women in leadership and facilitator roles. Women have been disproportionately under-represented as facilitators and amongst community or group leaders engaged in the programme with the exception of common interest groups s in Uganda where more than half of the leaders are women.

The programme analyses its monitoring data by gender to monitor possible differences in how the programme impacts women and men. Some differences in the gender specific results on some programme indicators have been noted e.g. in graduation rates and in accessing different livelihood opportunities after completing the FRC courses.

This evaluation did not notice significant differences between men and women in experienced expanded economic opportunities or in increased income. However, for vocational training the evaluation supports FRC's data that women seem to have more challenges in accessing different livelihood opportunities after completing vocational training (with the computer and administration-training in Myanmar as an exception, see results from the FRC tracer study in the previous sub-chapter).

The SUPER programme considers several possible inequality factors: having a disability, being a refugee or an internally displaced person, and being young (18–24-year-old) or an elderly person (over 60). These possible contributors to inequality are considered in selecting the programme participants, and in monitoring the programme progress to ensure that all vulnerable groups are benefitting from the programme equally. Some special support is also provided to vulnerable groups to enable their programme participation.

FRC's programme pays attention to enabling equal participation of persons with disabilities to all the activities and has set the target of 5 % for participants with disabilities. Disability is defined using the Washington short set of six questions on functioning[7].

By and large, FRC has succeeded in including persons with disabilities in the programme activities. 6 % of all participants had a disability in 2022 and 5 % in 2023. In the livelihood related activities, the target was not reached in vocational training (3 % of the participants had a disability) nor in the CSA project (3 % of the participants had a disability). In the business skill training the target was reached (5 % had a disability). See table 6 above.

FRC has taken measures to improve disability inclusion. The CSA project works with existing groups and FRC has less power to influence the inclusion. Yet FRC has raised awareness among the common interest groups. Both in Ethiopia and Myanmar FRC has taken measures to increase its own capacity to include persons with disabilities eg. by hiring a disability specialist in Myanmar and by cooperating with a disabled persons organisation in Ethiopia

5.3. FRC as a partner

EQ5. Regarding the approach of working with partners, what have been the benefits of cooperation for the partners as well as for FRC? What are the lessons learnt and best practices?
Summary finding to EQ5: FRC's partners have benefitted from the cooperation with FRC in building their capacity in project management and vocational training and FRC has benefitted from the cooperation by gaining access to programme areas and vocational training sector as well as by the latter's improved efficiency. Lessons learnt and best practices on partnering include FRC's capacity to leverage funding (see previous chapter) and expand activities, as well as being able to "sell" the literacy and numeracy training to its partners.

Key findings on partnerships:

F1. FRC implements a significant share of outcome 2 related work directly. It cooperates with local partners in vocational training provision in Ethiopia and Myanmar.

F2. Local partner NGOs and other organisations have benefitted from the cooperation with FRC in building their capacity in project management and vocational training. Partner organisations appreciate FRC for local commitment, understanding of local conditions and technical support.

F3. FRC has benefitted from the cooperation with local partners by gaining access to programme areas and vocational training sector. Outsourcing training to local partners has been an efficient way to implement vocational training that requires machinery and specific training conditions.

F4. Key informants from strategic partners appreciated FRC's openness and commitment to share best practices and coordinate efforts. Best practices include FRC's capacity to leverage funding (see previous chapter) and expand activities, as well as being able to

[7] https://www.washingtongroup-disability.com/analysis/wg-short-set-on-functioning-wg-ss-syntax/

"sell" the literacy and numeracy training to its partners. Especially for Uganda, it was brought up that FRC should increase its visibility to make the organisation more known in the country and explore new partnerships

F1. FRC implements a significant share of outcome 2 related work directly. It cooperates with local partners in vocational training provision in Ethiopia and Myanmar.

FRC implements most programme activities directly.

In Ethiopia the vocational training has been outsourced to local partners (private training organisations) during the whole programme period. In Myanmar, due to changes in the operational environment, FRC has changed its approach so that courses are currently conducted by local partners which include community based organisations and hired private TVET practitioners. Until 2022 FRC implemented vocational training with Government Technical High Schools (GTHS).

Business skills courses are implemented directly by FRC. The courses are conducted by facilitators from local communities who are trained, supported and supervised by FRC. Support to common interest groups is provided directly by FRC with the approach of working through VLSA agents. Illustrative example from key informant interviews:

> *"We are working with agents, people who are based in communities and direct link to groups. Most are members of these group. They can support these groups any time, even when project has ended. Most of other orgs don't have this approach."*

Few key informants pointed out that FRC should work more through local community based organisations, especially in Uganda where FRC has a long history of being present and where the operational environment is to some extent more stable. Illustrative example from key informant interviews include:

> *"Given our long lasting intervention [in Uganda], start supporting the establish refugee led community organisation in those settlements we have worked for long time and have experienced peer facilitators, localisation agenda. Piloting possibility to hand over part of our interventions to CBOs, we would support in institutional capacity building, delivery of these courses could be handed over. Different model of intervention. Could be easier with funding opportunities and enhance sustainability."*

F2. Local partner NGOs and other organisations have benefitted from the cooperation with FRC in building their capacity in project management and vocational training. Partner organisations appreciate FRC for local commitment, understanding of local conditions and technical support.

Local partners gave very positive feedback on FRC as a partner. Challenges in the cooperation were caused by external factors such as communication problems in Myanmar. Few partners raised up the challenges to implement vocational training with the given budget.

Local partners appreciated FRC's technical support and capacity building. They also thought that FRC understands local conditions and realities. Illustrative examples from key informant interviews include:

> *"We learned a lot: salary payment, office running costs, we learn how to work systematically, transparently, I learned a lot. They are very patient, systematically. Funders they have less interest on this, willing to work."*

> *"Clearly benefit from technical support: invested a lot in curriculum development, flexible, we will benefit from that."*

> *"I am very pleased that FRC has more understanding on us, they want to work with us. We discuss very openly, offices are not very far, they know the local situation very well. We all understand the situation. We discover the needs of the people."*

> *"They are willing to support the organisation which will stay in the area. We refuse the give up the space, FRC clearly sees that. No way around, you have to be there, you can't do that remotely."*

F3. FRC has benefitted from the cooperation with local partners by gaining access to programme areas and vocational training sector. Outsourcing training to local partners has been an efficient way to implement vocational training that requires machinery and specific training conditions.

For FRC formal partnerships with local organisations and actorshave been a strategy to be able to implement vocational training. To some extent it has been obligatory in order to be able to operate in Myanmar and in order to provide certified vocational training in Ethiopia. Key informants also raised that it has been a cost-efficient strategy as some vocational training requires machinery and specific conditions. Illustrative examples from key informant interviews include:

> *"FRC can only make agreement with government certified organisation to provide training, government will come regularly to check up. Licence and permission need to be annually renewed. [Partner) is a certified and awarded institute."*

> *"Private TVETs they have all facilities and centres are equipped, they are meant for that purpose, they have materials, equipment. Doing it ourselves would mean we would need to build it all, it is capital intensive. We pay and we get the service. You need machines: it is good to use existing structures."*

F4. Key informants from strategic partners appreciated FRC's openness and commitment to share best practices and coordinate efforts. Best practices include FRC's capacity to leverage funding (see previous chapter) and expand activities, as well as being able to "sell" the literacy and numeracy training to its partners. Especially for Uganda, it was brought up that FRC should increase its visibility to make the organisation more known in the country.

FRC works with a wide range of strategic partners and stakeholders. These include government and local authorities, community leaders, UN agencies, community based organisations as well as NGOs and INGOs working in the same sectors. Key informants from these groups appreciated FRC as a partner who is willing to cooperate and share knowledge. Illustrative example from key informant interviews include:

> *"FRC is a transparent org, we do a lot of learning together, they do a lot of engagement. We do joint monitoring. The communities participate with coming out with solutions to problems. Involving communities is a key."*

FRC has succeeded in forming new partnerships with institutional funders. Key informants encouraged FRC to increase its visibility, especially in Uganda. Many key informants mentioned that there is room for more partnership and consortiums, especially in the livelihood sector.

5 Conclusions and recommendations

Conclusions and recommendations derive from the evidenced findings of this evaluation and address, in line with the evaluation TOR, in particular relevance and impact of the SUPER programme while also elements related to partnerships and efficiency are included. Below text briefly discusses each conclusion and then those recommendations which require elaboration and examples, and finally the bolded main statements are summarised in the conclusions and recommendations table.

5.1. Conclusions

C1. Relevance of FRC's vocational, business skills and livelihoods activities continue increasing as the global and local political, economic, climate and security contexts in Ethiopia, Myanmar and Uganda deteriorate.

This contextual change leads to more challenges in earning a livelihood and reduces food and financial aid to refugees. Vocational, business skills training and capacity development lead to expanded economic opportunities and resilience of the target groups. Functional adult literacy (FAL) is also highly relevant for enhancing economic opportunities as basic literacy and numeracy skills are needed in almost any economic activity. Supporting common interest groups in climate smart agriculture and integrating VLSA component into the work support also adaption and mitigation of climate change.

C2. FRC has efficiently for most part met its targets and positively impacted its target groups economic opportunities, income, knowledge and skills, and resilience in a way that is not limited to the time and location of receiving the skills training.

Overall FRC has reached numeric targets for participants and targets set for outcome indicators. Target group sees that FRC's training and support has been important in expanding their economic opportunities. They have gained new skills and knowledge and economic empowerment. These have resulted also in increased income, yet this evaluation didn't find out to what extent that increase was sufficient for them to meet take basic needs. Target group also reports significant changes in their economic opportunities and mindset such as being able to pay school fees and adopting saving as a practice.

New agricultural and business skills and knowledge are social capital that can be used whether the person stays at the current area of residence, returns to home country or moves to a third county. Certified vocational training is a personal asset though formal employment opportunities with decent salary might be limited.

C3. Numeric targeting supported with other measures has been efficient means to include women and other vulnerable groups such as persons with disabilities. FRC's training and support has been especially important for women and refugees in creating new economic opportunities.

Numeric targeting has been an efficient way to ensure that vulnerable groups benefit from the programme activities. Targets set for women's participation has been by and large reached, yet there are differences between the implementation modalities. FRC has taken measures to increase internal capacity to include persons with disabilities. Cross-cutting objective of environmental sustainability is directly advanced by supporting common interest groups in climate smart agriculture, but not as visible in other implementation modalities.

C4. Already now, there is more demand for FRC's livelihood related activities than they currently can offer. This demand calls for continuing resource mobilisation, creating strategic partnerships and strategic use of resources.Target groups request for startup capital or material support to fully employ the new skills and knowledge. They also call for more follow-up support, advise and advise. FRC is able to work in a very limited areas within the refugee settlements it works in. Strategic partners call for scaling up the work and for increasing the investment.

There is shared understanding that institutional funding is needed on top of the MFA programme support. During the ongoing programme period FRC has succeeded in raising other institutional funding and diversifying the funding portfolio. MFA programme support has enabled that by providing resources for necessary operational costs and human resources for the country offices. Resource mobilisation calls for increasing FRC's visibility and networks. FRC's strength is in capacity development, and it should seek partnerships in which the participants could be linked to other livelihood initiatives with more resources for investments. FRC should further seek opportunities to "sell" basic literacy and numeracy training as a first measure in supporting livelihoods.

C5. Implementation modalities that have focused on self-employment and entrepreneurial skills have produced good results in terms of number of beneficiaries reached, experienced expanded economic opportunities and increased income.

Short business skills training and support to common interest groups have reached largest number of beneficiaries and expanded economic opportunities and increased income most. Vocational training graduates face many challenges in finding formal employment with decent salary despite the policy changes in Ethiopia allowing refugees to work encouraging self-employment.

C6. FRC's challenges include being a relatively small actor with limited resources and limited capacity to affect some of the key assumptions of its TOC, and this calls for some strategic prioritisation and de-prioritisation of its operations.

FRC has a limited capacity to provide target groups with startup capital and/or material support to deploy their new skills. The organisation invests staff resources in generation of monitoring and evaluation data that is not fully used. Data collection tools and frequency of the data collection should be assessed and further opportunities to employ digital data collection explored. Pathways of empowerment data collection could be considered less frequently to allow time to present the data in a more informative way.

C7. FCR would benefit from building on its strengths and best practices in order to expand its activities.

FRC's strengths and best practices include being an adaptive manager with flexible approach and a trusted partner and liaising with duty-bearers, engaging the right-holders, maintaining low dropout rates, supporting job linkages, building target groups basic literacy and numeracy skills, and building successful partnerships and leveraging funding. A key best practice, FRC's quantitative targeting has worked to ensure that the SUPER programme reaches women and other vulnerable groups.

5.2. Recommendations

R1. FRC should continue and expand its work to expand target groups' economic opportunities by enhancing their behavioural, technical, job-relevant and entrepreneurial competencies needed to engage in self-employment or to get access to the job market.

R2. FRC could yet further conceptualize its unique model of building target groups basic literacy and numeracy skills alongside the provision of vocational, livelihoods and life skills, and make this concept work as a leveraging and value-adding offer in negotiating and entering into deeper and new partnerships.

R3. In building successful partnerships and leveraging funding, FRC could consider tapping in the financial resources of Finnish as well as global/regional private sector companies and foundations, or private citizens.

In such a "philanthropic"-approach, companies and foundations could, for instance, provide a trust fund or scholarships to finance the newly skilled target groups' start-up capital and/or material support needs, and private citizens could serve as sponsors of individual members of the target companies while at the same time support FRC's work with the community as whole.

Tapping into the "philanthropic" resources of Finnish as well as global/regional private sector companies and foundations would be a straightforward action, while targeting private citizens might require developing a specific strategy and investing into it. Such strategy could benefit from modelling and adapting from the strategies of child sponsorship organizations.

R4. FRC could also seek to forge partnerships with Finnish as well as global/regional/local private sector companies for them to source goods or services, on a commercial basis, from the newly skilled target groups.

Such sourcing would likely have to be subsidized either by the companies themselves or by FRC using their grants-based resources, at least to cover the high-risk modus operandi resulting from the status of refugee communities stay in the current location being dependent on the host country government and authorities, and thus not within the sphere of control of FRC.

While the evaluation team has no experience in supply chain-projects between CSOs and private companies in refugee communities, we have in the past researched a number of Finnish commercially viable collaboration cases of CSOs and companies in developing country contexts. For example, in the Sera Helsinki's project with Abilis, producing carpets weaved in Ethiopia, the shared goal (empowering women with disabilities) is achieved when each party contributes their piece to the puzzle: Sera and the Ethiopian company provide design, market access, and export facilitation; while Abilis and the Ethiopian NGO partner bring the value chain controlled by women with disabilities, from sheep to rug. Similarly, Mifuko, which produces basket products in collaboration with Kenyan women's groups, adhering to fair trade principles, with a primary market in Europe, collaborated at least at the beginning of their business, with Finn Church Aid. These models of collaboration, or even the concept created in such project, could quite likely be adapted and replicated in terms of collaboration between refugee communities and companies, if facilitated by an organisation like FRC.

R5. FRC should streamline its operation by shifting effort and human resources from monitoring to implementation, and/or limit monitoring data gathering to essential and/or yet improve making use of the data.

Conclusions	**Recommendations**
C1. Relevance of FRC's vocational, livelihoods and business skills activities continue increasing as the global and local political, economic, climate and security contexts in Ethiopia, Myanmar and Uganda deteriorate. C2. FRC has efficiently for most part met its targets and positively impacted its target groups economic opportunities, income, knowledge and skills, and resilience in a way that is not limited to the time and location of receiving the skills training. C3. Already now, there is more demand for FRC's livelihood related activities than they currently can offer. This demand calls for continuing resource mobilisation, creating strategic partnerships and strategic use of resources. C4. Implementation modalities that have focused on self-employment and entrepreneurial skills have produced good results in terms of number of beneficiaries reached, experienced expanded economic opportunities and increased income.	R1. FRC should continue and expand its work to expand target groups' economic opportunities by enhancing their behavioural, technical, job-relevant and entrepreneurial competencies needed to engage in self-employment or to get access to the job market.

C5. FRC's challenges include being a relatively small actor with limited resources and limited capacity to affect some of the key assumptions of its TOC, and this calls for some strategic prioritisation and de-prioritisation of its operations. C6. FCR would benefit from building on its strengths and best practices in order to expand its activities.	R2. FRC could yet further conceptualize its unique model of building target groups basic literacy and numeracy skills alongside the provision of vocational, livelihoods and life skills, and make this concept work as a leveraging and value-adding offer in negotiating and entering into deeper and new partnerships. R3. In building successful partnerships and leveraging funding, FRC could consider tapping in the financial resources of Finnish as well as global/regional/local private sector companies and foundations or private citizens. R4. FRC could also seek to forge partnerships with Finnish as well as global/regional private sector companies for them to source goods or services, on a commercial basis, from the newly skilled target groups. R5. FRC should streamline its operation by shifting effort and human resources from monitoring to implementation, and/or limit monitoring data gathering to essential and/or yet improve making use of the data.

5.3. Lessons learned on this evaluation process

Following lessons were learned on the evaluation process that could help designing future programme evaluations:

Lack of resources for survey data collection
Terms of reference for this evaluation recommended to use survey with rights-holders as one data collection methodology for this evaluation. The evaluators were not aware that country offices didn't have resources to support the survey data collection. Additional budget had to be directed to country offices. At times it also took time to wait for country office response to plans.

Prolonging the data collection phase

The evaluation was kicked off already in June instead of the original schedule of August. It took a long time to prepare country specific data collection plans and to find solutions for collecting the data. The evaluation was done by the planned end time, but data collection period was much longer than planned. Hopefully the prolonged schedule allowed country offices more flexibility in scheduling the data collection.

KOBO Toolbox had limitations in data analysis

Survey data was collected by three different forms. Tools used, KOBO Toolbox, doesn't allow combining different data sets. The analysis of three different data sets was done in Excel. The filter in KOBO Toolbox had significant limitations that need to be taken into account if continuing using the tool. For example, it was not possible to use "male" as a filter and KOBO included also "female" answers. That also happened when trying to filter "important" and KOBO included all answers with that word.

FRC uses Washington short set of questions on functioning to assess disability. The analysis of that data requires to take into account that one person is not counted many times, e,g, by just looking at number of answers for one of the questions. Due to limitations in KOBO filters, the data was assessed manually for this evaluation and would require a better analysis tool to be used.

Remote data collection supported unbiased analysis

It as a common evaluation practice to visit shortly one of the programme countries as part of a evaluation. This evaluation was fully done by evaluators remotely. That decision was taken due to the wide geographic range of the implementing locations as well as the risks of violent conflicts especially in Myanmar. Not traveling to a limited locations for data collection allowed the evaluators to have a more balanced, non-biased coverage of all locations with differing projects. Despite some challenges in online connections, the key informant interviews were successfully conducted remotely. The evaluators succeeded in having interviews with almost all persons identified as key informants.

sari laaksonen consulting

Annex 1. List of key informants[8]

	Country	Type of Key Informant	Name	Title / position	Organisation
1	Myanmar	Local partner in vocational education	Fr. Philip Aung Nge	Director	DERT
2	Myanmar	Local partner in vocational education	Dan Seng Lawn	Director	KRC
3	Myanmar	Local partner / representative of women's organisations	Sister Dominic Mya Than	Project Manager	ISR
4	Myanmar	Trainer	San Aye Mon	Sewing Trainer	
5	Myanmar	Trainer	Lwin Moe Moe Aung	Assistance computer Trainer	
6	Myanmar	Vocational education partner /representative of local businesses	Daw Khin Mar Win	Sewing training instructor	Kyal Takon Tailoring
7	Myanmar	Vocational education partner / representative of local businesses	San Ra	HR Manager	Manulink HR Manager
8	Myanmar	FRC Staff	Mu Cherry	Project Manager	FRC Myanmar Kayah field office staff
9	Myanmar	FRC staff	Sa Nyi Nyi Aung	Field Office Manager	FRC Myanmar Kachin field office staff
10	Myanmar	FRC staff	Thang Za Lian	Program Manager	FRC Myanmar country office
11	Myanmar	FRC staff	Aung Kyaw Hein	Programme Coordinator, Skills Development & Livelihood	FRC Myanmar country office

[8] Not to be shared publicly

12	Myanmar	Former FRC staff / strategic partner	Lagwi Teng Awang	project manager / former FRC LIFT project manager	Plan International
13	Ethiopia	Local partner in vocational education	Sr. Yemisrach	CEO	Sr. Yemisrach
14	Ethiopia	Local partner in vocational education	Daniel Reta	Executive Director	Opportunity Industrialization Center-Ethiopia (OIC-E)
15	Ethiopia	Local partner in vocational education	Eshetu Degu	Executive Director	Cool Design
16	Ethiopia	Beneficiary	Nyanhial Pal		Business skill training participant Kule center 1, Gambella
17	Ethiopia	Beneficiary	Nyalip Wel		Business skill training participant
18	Ethiopia	Representative of refugee organisation	Treson Kabagema	Congolese community representative	Refugee Central Committee (RCC)
19	Ethiopia	Representative of refugee organisation	Ebtisam Khalid	Yemeni community Representative	Refugee Central Committee (RCC)
20	Ethiopia	Government representative	Legesse Delessa	Senior livelihood officer	Refugee and Returnee Service (RRS)
21	Ethiopia	Strategic partner	Martha Belayneh	Coordinator	Ethiopian Women with Disabilities National Association (EWDNA)
22	Ethiopia	Trainer	Sr. Liyu	Home based care trainer	Sr. Yemisrach
23	Ethiopia	Trainer	Beletu Lemma	Life skill and Business skill trainer	Opportunity Industrialization Center-Ethiopia (OIC-E)
24	Ethiopia	UNHCR representative	Yohannes Basazin Abate	Assistant Officer	UNCHR Gambella
25	Ethiopia	FRC staff	Abadi Amdu Kassahun	Country Director	FRC Ethiopia country office

26	Ethiopia	FRC staff	Shambel Mohammed	Livelihood Specialist	FRC Ethiopia country office
27	Ethiopia	FRC staff	Alehmneh Tsegaw	Field Office Manger	FRC Ethiopia Gambella field office
28	Ethiopia	FRC staff	Behailu Yohannes	Program officer	FRC Ethiopia Gambella field office
29	Ethiopia	Former FRC staff	Mulatwa Mathewos	Former Program Manager	FRC Ethiopia country office
30	Uganda	Government representative	Abdul Ramadhan	Assistant Settlement Commandant in charge of Livelihoods	Office of the Prime Minister
31	Uganda	Government representative	Godfrey Ariong	Programme Policy Officer - Livelihoods	Office of the Prime Minister, CRRF Secretariat
32	Uganda	Common Interest Group member	Isaac Inyani		A refugee Beneficiary from Amasutawa CIG, Ayilo 2
33	Uganda	Former trainer	Marcelline Gakuru		Former English for adults and financial literacy facilitator
34	Uganda	UNHCR representative	Erasto Kivumbi	Assistant Livelihoods Officer	UNHCR
35	Uganda	Strategic partner (national NGO)	Vincent Vudriko	Project Officer	Community Empowerment for Rural Development (CEFORD)
36	Uganda	Strategic partner (INGO)	Timothy Olum Ojwi	Project Manager	The Lutheran World Federation (LWF)
37	Uganda	FRC Staff	Peter Paul Opata	Program Manager	FRC Uganda country office

38	Uganda	FRC Staff	Jerry Chamayi	Livelihood Specialist / Project Manager	FRC Uganda country office
39	Uganda	FRC staff	Joshua Akenda	Livelihoods Officer	FRC Uganda Kyangwale Field office
40	Uganda	FRC staff	Patience Ahimbisbwe	VSLA officer	FRC Uganda Adjumani field office
41	Uganda	FRC staff	Ronald Musewule	Adult education officer	FRC Uganda Nakivale field office
42	Finland	FRC staff	Leena Kumpulainen	Director, International Programme	FRC HQ Finland
43	Finland	FRC staff	Massimo Lanciotti	Head of Humanitarian Operations and Global Grants	FRC HQ Finland
44	Finland	FRC staff	Outi Perähuhta	Adviser	FRC HQ Finland

ANNEX 2 COUNTRY SPECIFIC DATA

ETHIOPIA

Relevance

What do you think about the training and support provided by FRC. Would you say it was…

	All survey respondents N =674	Ethiopia vocational N=48	Ethiopia business skills N=30
Very useful	61 %	92 %	83 %
Useful	38 %	8 %	17 %
Slightly useful	1 %	0 %	0 %
Not at all useful	0 %	0 %	0 %

How important was the training and support provided by FRC in the enhancement of your economic opportunities (e.g. job, income or business opportunities)

	All respondents (N=674)	Ethiopia vocational (N=48)	Ethiopia business skills (N=30)
Very Important	64%	67 %	83 %
Fairly important	18%	17 %	3 %
Important	16 %	2 %	13 %
Slightly important	1 %	2 %	0 %
Not at all important	1 %	13 %	0 %

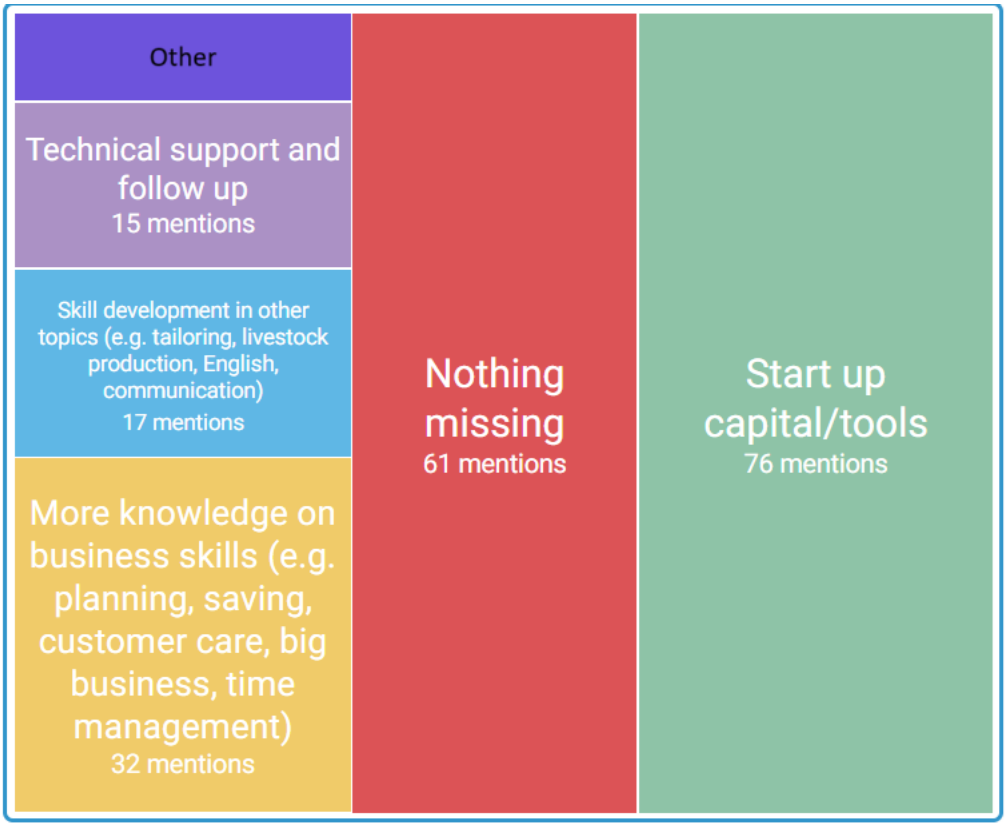
What was missing from the training and support that it would have been more useful for you?

Vocational training participants

Note! This categorisation includes also vocational training participants from Myanmar.

Business skills participants

Note! This categorisation includes also business skills participants from Uganda.



Impact

How did the FRC training and support change your economic opportunities (e.g. job, income or business opportunities)? Would you say your economic opportunties are now ...

	All respondents (N=671)	Ethiopia vocational (N=47)	Ethiopia business skills (N=30)
Much better	60 %	55 %	93 %
Somewhat better	35 %	19 %	7 %
Stayed the same	5 %	26 %	0 %

Note! Those vocational training participants who said their economic opportunities have stayed the same include the same persons who responded that the FRC training and support has been not at all important for enhancing their economic opportunities. Few of them are self-employed or employed. Others brought up different reasons for not being able to find employment such as not knowing the local language, not finding job in the area of residence, lack of phone and employer prejudices for hiring refugees (1-2 mentions each).

Did your income increase as a result of FRC training?

	All (N=671)	Ethiopia vocational (N=47)	Ethiopia business skills (N=30)
Yes	88 %	55 %	100 %
No	12 %	45 %	0 %

What did you gain from FRC training and support?

<u>Ethiopia: Vocational training participants</u>

	Number of answers	% of respondents who mentioned this category (N=48)
New skills	43	90 %
New information and knowledge	29	60 %
Diversified income	14	29 %
New job/formal employment	6	13%

Increased household income from business	5	10 %
Increased household income from farming or livestock	2	4 %
Productive assets	0	0 %
Other	0	0 %

Ethiopia: business skills participants

	Number of answers	% of respondents who mentioned this category (N=30)
New skills	23	77 %
New information and knowledge	21	70 %
Increased household income from business	18	60 %
Increased household income from farming or livestock	9	30 %
Diversified income	0	0 %
Productive assets	1	3 %
New job/formal employment	1	3 %
Other	0	0 %

Ethiopia vocational training participants: What was your situation three months after the training?

	Ethiopia (N=48) female N=30 male N=18	
	Frequency	Percentage of respondents who mentioned this option
Not employed	15	31 % female: 43 % male: 11 %
Self-employed	13	27 % female: 23 % male: 33 %
Full time wage employment in the occupation you were trained in	10	21 % female: 7 % male: 44 %
Other full time wage employment	2	4 % female: 0 % male: 11 %
Other part time wage employment	5	10 % female: 13 % male: 5 %
Part time wage employment in the occupation you were trained in	3	6 % female: 10 % male: 0 %

Ethiopia business skill training participants: What was your situation three months after the training?

	Ethiopia (N= 30) female: N=23 male: N=7	
	Frequency	Percentage of respondents who mentioned this option
Started business activities	18	60 % female: 65 % male: 43 %
Grew your business	2	6 % female: 9 %

		male: 0 %
Diversified your business	16	53 % female: 48 % male: 71 %
Did not participate in any business activity	0	0 %
Employed other people	0	0 %

MYANMAR

Relevance

What do you think about the training and support provided by FRC. Would you say it was…

	All respondents N =674	Myanmar vocational N=23
Very useful	61 %	61 %
Useful	38 %	39 %
Slightly useful	1 %	0 %
Not at all useful	0 %	0 %

How important was the training and support provided by FRC in the enhancement of your economic opportunities (e.g. job, income or business opportunities)

	All respondents (674)	Myanmar vocational (N=23)
Very Important	64%	61 %
Fairly important	18%	26 %
Important	16 %	9 %
Slightly important	1 %	4 %
Not at all important	1 %	0 %

Note! This categorisation includes also vocational training participants from Ethiopia.

What was missing from the training and support that it would have been more useful for you?

Impact

How did the FRC training and support change your economic opportunities (e.g. job, income or business opportunities)? Would you say your economic opportunties are now ...

	All respondents (N=671)	Myanmar vocational (N=23)
Much better	60 %	39 %
Somewhat better	35 %	39 %
Stayed the same	5 %	22 %

Note! The respondents who had participated in the vocational training in Myanmar and said their economic opportunities have stayed the same brought up disability, displacement, lack of capital as obstacles to find employment (one mention each).

Did your income increase as a result of FRC training?

	All (N=671)	Myanmar vocational (N=23)

Yes	88 %	74 %
No	12 %	26 %

What did you gain from FRC training and support?

	Number of answers	% of respondents who mentioned this category (N=23)
New information and knowledge	23	100 %
New skills	23	100 %
New job/formal employment	18	78 %
Diversified income	8	35 %
Increased household income from business	7	30 %
Increased household income from farming or livestock	1	4 %
Productive assets	0	0 %
Other	4	

Other, specify (1 mention each):

- communication skills and self control
- ncome opportunities. Although I have no money to attend advance training currently, I am saving money with teaching job.

Myanmar vocational training participants: What was your situation three months after the training?

	Myanmar (N= 23) female N=16 male N=7	
	Frequency	Percentage of respondents who mentioned this option

Self-employed	10	43 % female: 50 % male: 29 %
Full time wage employment in the occupation you were trained in	6	26 % female: 13 % male: 57 %
Other full time wage employment	5	22 % female: 25 % male: 14 %
Not employed	4	17 % female: 19 % male%
Other part time wage employment	2	9 % female: 6 % male: 14 %
Part time wage employment in the occupation you were trained in	2	9 % female: 6 % male: 14 %

UGANDA

Relevance

What do you think about the training and support provided by FRC. Would you say it was…

	All respondents N =674	Uganda business skills N=206	Uganda common interest group members (CSA) N=366
Very useful	61 %	70 %	49 %
Useful	38 %	29 %	49 %
Slightly useful	1 %	0 %	1 %
Not at all useful	0 %	0 %	1 %

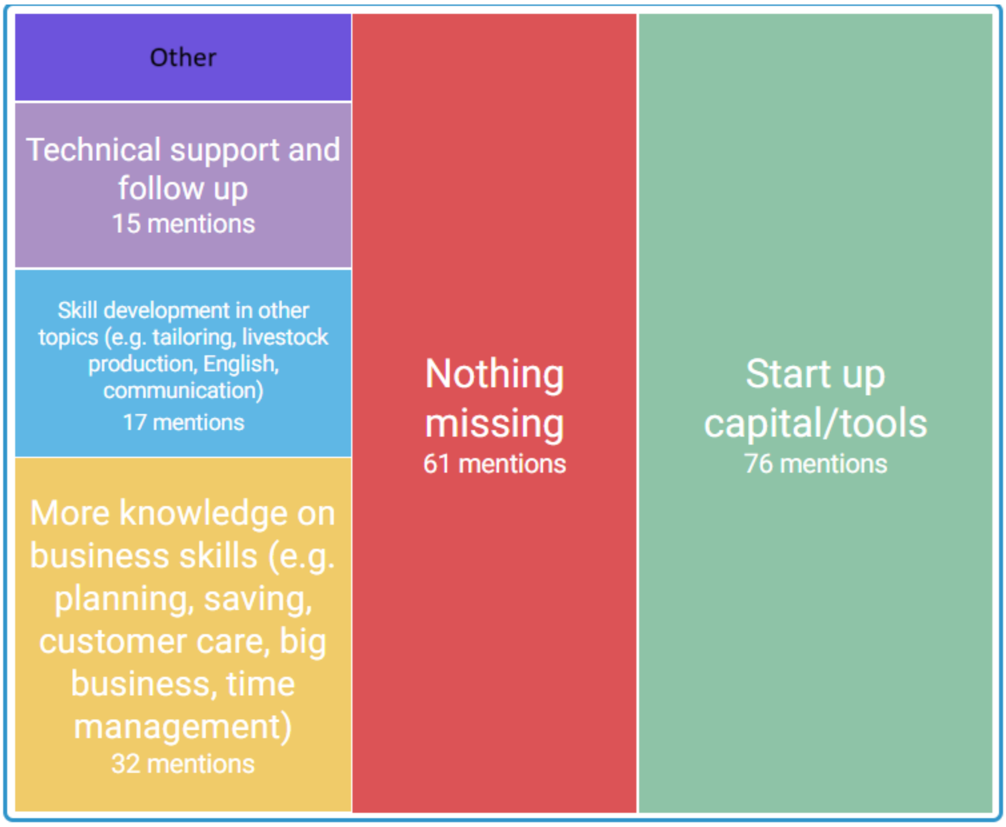
How important was the training and support provided by FRC in the enhancement of your economic opportunities (e.g. job, income or business opportunities)

	All respondents (674)	Uganda business skills (N=207)	Uganda common interest group members (N=366)
Very Important	64%	67 %	61 %
Fairly important	18%	19 %	18 %
Important	16 %	12 %	20 %
Slightly important	1 %	2 %	1 %
Not at all important	1 %	0 %	0 %

What was missing from the training and support that it would have been more useful for you?

Business skills participants

Note! This categorisation includes also vocational training participants from Ethiopia.



Common interest group members (Uganda)

Impact

How did the FRC training and support change your economic opportunities (e.g. job, income or business opportunities)? Would you say your economic opportunties are now ...

	All respondents (N=671)	Uganda business skills (N=205)	Uganda common interest group members (N=366)
Much better	60 %	49 %	65 %
Somewhat better	35 %	48 %	32 %
Stayed the same	5 %	3 %	3 %

Did your income increase as a result of FRC training?

	All (N=671)	Uganda business skills (N=205)	Uganda common interest group members (N=366)
Yes	88 %	88 %	93 %
No	12 %	12 %	7 %

What did you gain from FRC training and support?

Business skills participants

Value	Frequency	Percentage
New information and knowledge	186	89.86
New skills	179	86.47
Increased household income from business	89	43
Increased household income from farming or livestock	63	30.43
Productive assets	51	24.64
Diversified income	42	20.29
New job/formal employment	23	11.11
Other	4	1.93
Nothing	1	0.48

Other (1 mention each):

- Saving skills and budgeting
- Customer care skills
- Learnt how to make proper use of my money by drawing scale of preference to what I need most to leas
- Budgeting , saving and prioritising needs to minimise cost

What did you gain from FRC training and support?
<u>Common interest group members</u>

Value	Frequency	Percentage
New Information and Knowledge	322	87.98
New skills	299	81.69
Increased household income from farming or livestock	201	54.92
Increased household income/business	181	49.45
Diversified Income	109	29.78
Productive assets	65	17.76
New job/formal employment	15	4.1

Value	Frequency	Percentage
Other	2	0.55

Uganda business skill training participants: What was your situation three months after the training?

Business skills participants

	Uganda (N=205) female: N=119 male: N=86	
	Frequency	Percentage of respondents who mentioned this option
Started business activities	117	57 % female: 57 % male: 62 %
Grew your business	89	44 % female: 45 % male: 42 %
Diversified your business	36	17 % female: 14 % male: 22 %
Did not participate in any business activity	26	13 % female: 13 % male: 13 %
Employed other people	20 female: 9	10 % female: 8 % male: 13 %

If not employed, why?

Value	Frequency	Percentage
N/A	8	3.86
Job opportunities are very few in the area and competition is too high	1	0.48
No job opportunities in the area	1	0.48
Don't match with the requirements to get a job locally	1	0.48

Value	Frequency	Percentage
I've not yet acquired the job that matches my skills	1	0.48
There are no business opportunities in our area	1	0.48
I've not yet got any job opportunitie	1	0.48
My limited sills don't meet the requirements for available jobs	1	0.48
I always preferred doing my own income generating activities rather than being employed by others.	1	0.48
My profile couldn't match the requirements	1	0.48
I am not employed because of lack of start up capital	1	0.48
Am nit yet qualified gir the available jobs, I'm self-employed so far	1	0.48
Don't meet other requirements for being employed by others	1	0.48
My vision is no longer of getting employed by anyone but creating my own income generating activities and if possible reach the level of creating obs to others	1	0.48
My background doesn't match with the requirements	1	0.48
There are no job options matching with my little background	1	0.48
There are no job opportunities that's why I preferred starting my own business	1	0.48
I didn't have required skills for formal jobs	1	0.48
Don't gave a required background to get a job locally	1	0.48
The job requirements were heavy for my according to my small background	1	0.48
J preferred to do my own business as getting a job or employed by others requires other attributes that I don't have. I'm only self employed if I can say	1	0.48

Value	Frequency	Percentage
No job available in the area	1	0.48

Business skills training participants: Is your current different situation the same or has it changed (from 3 months after the training)?

Value	Frequency	Percentage
No, the situation has changed	174	84.06
Same as three months after the training	32	15.46

How has the situation changed and why?
Illustrative categorisation of answers

1. **Self-Employment and Business Growth: 20 mentions**
   - Self-employed
   - Examples of business activities:
     - Agriculture and business (4)
     - Retail shop (2)
     - Running stores, tailoring, soap making, and piggery projects (several individual cases).
   - Includes descriptions of diversification, new businesses started, and expanded customer bases.

2. **Impact of Training and Skill Development: 15 mentions**
   - Skills gained from training (e.g., customer care, record keeping, identifying business locations):
     - "It changed because of skills gained after training."
     - "Training helped to improve and diversify my businesses."
   - Specific skill-based improvements (e.g., saving, reinvesting, and handling customers):

3. **Improved Income and Savings: 15 mentions**
   - "Increased income level as a result of diversified business"
   - "I have managed to raise my savings as well as meet the basic needs for my family."

- Examples of improved financial management and income generation

4. **Business Challenges: 6 mentions**
    - "Start-up capital is missing" or similar: 6 mentions.
    - Challenges in expanding or improving due to financial constraints.

5. **Diversification of Income Sources: 5 mentions**
    - Examples include combining agriculture and business or branching into soap making, livestock, etc.

6. **Improved Business Management: 7 mentions**
    - Record keeping, customer service, and other business skills leading to growth.

7. **Independence and Self-Sustainability: 5 mentions**
    - "I am independent and can run my business alone."
    - "I can now earn money to buy basic needs."