



## **Department of Performance Monitoring and Evaluation**

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# **Report on the Assessment of Government Evaluations**

### **Minimum Wages, Employment and Household Poverty: Investigating the Impact of Sectoral Determinations**

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**Date Evaluation was completed:** 01 March 2008

**Name of assessor:** Wilma Wessels-Ziervogel

**Evaluation Number:** 15

**Date Assessment Completed:** 04 March 2013

## Evaluation Assessment Details

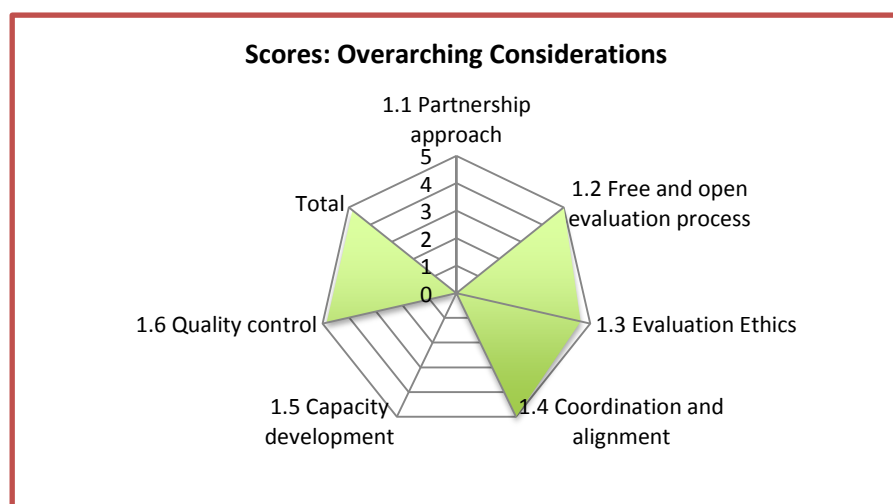
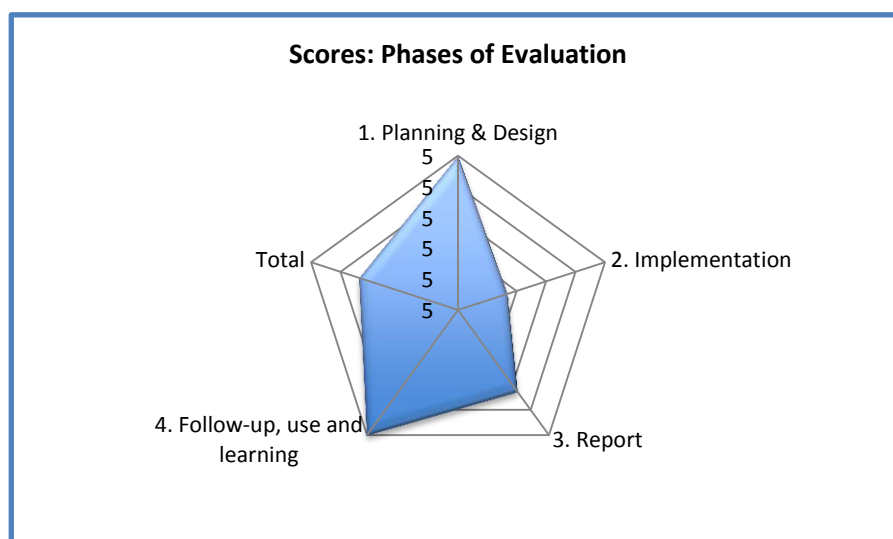
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Title of evaluation report	Minimum Wages, Employment and Household Poverty: Investigating the Impact of Sectoral Determinations
Completion Date of Evaluation	01 March 2008
Name of Assessor	Wilma Wessels-Ziervogel
Evaluation Number	15
Completion Date of Assessment	04 March 2013
Initiated by	Unknown
Evaluation undertaken by	Development Policy Research Unit
Evaluation area / sector	Labour issues & employment
	Additional
National Outcome	Outcome 4
	Outcome 6 Additional
Type of Evaluation	Diagnostic
	Additional
What is being evaluated	Policy
	Additional
Geographic Scope	National
Period of Evaluation	Unknown
Known Cost of Evaluation	Unknown

### Quality Assessment Scores

Phase of Evaluation	Score
Planning & Design	5.00
Implementation	4.67
Report	4.83
Follow-up, use and learning	5.00
<b>Total</b>	<b>4.81</b>

Overarching Consideration	Score
Partnership approach	Not Applicable
Free and open evaluation process	5.00
Evaluation Ethics	4.64
Coordination and alignment	5.00
Capacity Development	Not Applicable
Quality control	4.85



## 1. Planning & Design

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### 1.1. Clarity of Purpose and Scope in TOR

**STANDARD:** *The evaluation was guided by a TOR with at least the following sections explicit: purpose, scope and objectives; expectations regarding design and methodology; resources and time allocated; reporting requirements; expectations regarding evaluation process and products.*

**Comment and Analysis**

Information was not available.

**Rating** N/A

**STANDARD:** *The purpose of the evaluation was clear and explicit in the TOR*

**Comment and Analysis**

Information was not available.

**Rating** N/A

**STANDARD:** *The evaluation questions were clearly stated in the TOR and appropriate to addressing the evaluation purpose*

**Comment and Analysis**

Information was not available.

**Rating** N/A

***STANDARD: The approach and type of evaluation was suited to the purpose and scope of the evaluation TOR*****Comment and Analysis**

Information was not available.

**Rating** N/A

***STANDARD: Intended users and their information needs were identified in the TOR*****Comment and Analysis**

Information was not available.

**Rating** N/A

***STANDARD: Key stakeholders were involved in the scoping of the TOR and determining the purpose of the evaluation*****Comment and Analysis**

Information was not available.

**Rating** N/A

**1.2. Evaluation was adequately resourced**

***STANDARD: The evaluation was adequately resourced in terms of time allocated***

***Comment and Analysis***

Information was not available.

***Rating*** N/A

***STANDARD: The evaluation was adequately resourced in terms of original budget***

***Comment and Analysis***

Information was not available.

***Rating*** N/A

***STANDARD: The evaluation was adequately resourced in terms of staffing and skills sets***

***Comment and Analysis***

The main author is an expert in the area under investigation. One can therefore assume that skills were adequate although interviews were not conducted to confirm this.

***Rating*** 4

**STANDARD:** *Where appropriate, the evaluation planned to incorporate an element of capacity building of partners/staff responsible for the evaluand*

**Comment and Analysis**

Information was not available.

**Rating** N/A

**1.3. Alignment to Policy Context and Background Literature**

**STANDARD:** *There was evidence that a review of the relevant policy and programme environments had been conducted and used in the planning of the evaluation by the evaluators*

**Comment and Analysis**

This was a research study/diagnostic evaluation. Sectoral determinations, which stems from policy/legislation, were scrutinized.

**Rating** 5

**STANDARD:** *There was evidence of a review of appropriate literature having been conducted and used in the planning of the evaluation by the evaluators*

**Comment and Analysis**

The relevant literature was reviewed to provide a detailed background to the study.

**Rating** 5

**1.4. The evaluation methods planned were appropriate to the project**

***STANDARD: There was explicit reference to the intervention logic or the theory of change of the evaluand in the planning of the evaluation***

***Comment and Analysis***

This was a research study/diagnostic evaluation and therefore no intervention logic was evaluated.

***Rating*** **N/A**

***STANDARD: Key stakeholders were consulted on the design and methodology of the evaluation***

***Comment and Analysis***

Information was not available.

***Rating*** **N/A**

***STANDARD: The planned methodology was appropriate to the questions being asked***

***Comment and Analysis***

The planned methodology seemed well suited to the questions asked.

***Rating*** **5**



***STANDARD: Planned sampling was appropriate and adequate given the focus and purpose of evaluation******Comment and Analysis***

The study planned to use secondary data. This was appropriate given the purpose of the evaluation.

**Rating** 5

***STANDARD: There was a planned process for using the findings of the evaluation prior to undertaking the evaluation******Comment and Analysis***

Information was not available.

**Rating** N/A

**1.5. Inception phase*****STANDARD: The inception phase was used to develop a common agreement on how the evaluation would be implemented******Comment and Analysis***

Information was not available.

**Rating** N/A

## 2. Implementation

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### 2.1. Ethical Review and Considerations

**STANDARD:** *Where data was gathered in contexts where ethical sensitivity is high, appropriate clearance was obtained through an ethics review board; e.g. in evaluation involving minors, institutions where access usually requires ethical or bureaucratic clearance, and situations where assurances of confidentiality was offered to participants*

**Comment and Analysis**

Secondary data was used for the research.

**Rating** N/A

### 2.2. Evaluator independence

**STANDARD:** *Where external, evaluation team was able to work freely without significant interference*

**Comment and Analysis**

Information was not available.

**Rating** N/A

**STANDARD: The evaluation team was impartial and there was no evidence of conflict of interest**

**Comment and Analysis**

No conflict of interest was evident although this was not confirmed through interviews.

**Rating** 4

### 2.3. Key stakeholder involvement

**STANDARD: Key stakeholders were consulted through a formalised mechanism or institutional arrangement during the evaluation**

**Comment and Analysis**

Information was not available.

**Rating** N/A

**STANDARD: Where appropriate, an element of capacity building of partners responsible for the evaluand was incorporated into the evaluation**

**Comment and Analysis**

Information was not available.

**Rating** N/A

## 2.4. Methodology

**STANDARD: The methods employed in the process of the evaluation were consistent with those planned**

**Comment and Analysis**

Information on the planned method was not available (as there was no ToR made available). The reported methods used seemed to be in line with those planned as no obvious discrepancies between the planned and actual methods were reported.

**Rating** 4

**STANDARD: Data collection was not compromised by fieldwork-level problems or unplanned diversions from original intentions**

**Comment and Analysis**

No fieldwork was reportedly conducted since the study utilised secondary data.

**Rating** N/A

**STANDARD: Forms of data gathering were appropriate given the scope of evaluation**

**Comment and Analysis**

Since reliable secondary data was available for analysis, this was appropriate for the scope of the research study.

**Rating** 5

***STANDARD: The data analysis approach and methods were appropriate and sufficient given the purposes of the evaluation***

***Comment and Analysis***

Although very technical, the data analysis approach and methods were useful in terms of the purpose of the evaluation.

***Rating*** 5

***STANDARD: Key stakeholders were significantly engaged as part of the methodology***

***Comment and Analysis***

Since secondary data was used, stakeholders were not engaged as part of the methodology.

***Rating*** N/A

***STANDARD: The methodology included engaging beneficiaries appropriately as a key source of data and information***

***Comment and Analysis***

Since secondary data was used, beneficiaries were not engaged as part of the methodology.

***Rating*** N/A

## 2.5. Project management

**STANDARD: The evaluation was conducted without shifts to scheduled project milestones and timeframes**

### Comment and Analysis

This information was not available.

**Rating** N/A

## 3. Report

**3.1. Report was well-structured and presentation was clear and complete in each of these areas**

**STANDARD: Executive summary captured key components of the report appropriately**

### Comment and Analysis

The executive summary succinctly captured the key research findings. It brought much simplicity to a very technical and detailed report. Conclusive statements were however lacking in the executive summary.

**Rating** 4

**STANDARD: The context of the development intervention was explicit and presented as relevant to the evaluation**

### Comment and Analysis

Since this was a research study/diagnostic evaluation, the background did not cover the development intervention.

**Rating** N/A

***STANDARD: There was a clear rationale for the evaluation questions*****Comment and Analysis**

There was a clear rationale for the research questions. This was clearly outlined in the introduction section.

**Rating** 5

***STANDARD: The scope or focus of the evaluation was apparent in the report*****Comment and Analysis**

The scope of the research was clear in the report.

**Rating** 5

***STANDARD: A detailed methodology was outlined in the relevant section of a report (full report or 1/3/25) to the point that a reader could understand the data collection, analysis and interpretation*****Comment and Analysis**

The methodology was sufficiently detailed to allow thorough understanding of the collection, analysis and interpretation approaches.

**Rating** 5

***STANDARD: Key findings were presented in a clear way; they were made distinct from uncertain or speculative findings; and unused data was not presented in the body of the report***

**Comment and Analysis**

Key findings were clearly presented and very detailed.

**Rating** 5

**STANDARD: Conclusions and recommendations were clear and succinctly articulated**

**Comment and Analysis**

Conclusions were very clear and succinct, especially given the detailed nature of the report. Since this was a research paper (and the scope of the research did not seem to include making recommendations), no recommendations were detailed.

**Rating** 5

**STANDARD: Acknowledgement of limitations of all aspects of the methodology and findings were clearly and succinctly articulated**

**Comment and Analysis**

Limitations were acknowledged although this was not clearly stipulated in one section of the report.

**Rating** 4



### 3.2. Writing and presentation

**STANDARD:** *Quality of writing and presentation was adequate for publication including: adequate layout and consistent formatting; complete sentences and no widespread grammatical or typographical errors; consistency of style and writing conventions (e.g. tense, perspective (first person, third person); levels of formality; references complete and consistent with cited references in reference list and vice versa; etc)*

#### Comment and Analysis

Writing was of good quality and is adequate for publishing. The use of more subheadings would have made the report more reader-friendly.

Rating 4

**STANDARD:** *Appropriate conventions were used in presentation of data (e.g. use of appropriate statistical language; reporting of p-values where appropriate; not reporting statistically insignificant findings as significant; clarifying disaggregation categories in constructing percentages; not using quantitative language in reporting qualitative data, etc.)*

#### Comment and Analysis

The data was presented using appropriate conventions. These were highly technical, but were however necessary for analysis.

Rating 5

### 3.3. Presentation of findings

**STANDARD:** *The use of figures and tables was such that it supported communication and comprehension of results; and data reported in figures and tables was readily discernible and useful to a reader familiar with data presentation conventions*

**Comment and Analysis**

Figures and tables were used to simply present the findings. These were useful given the very technical nature of the analysis and findings section.

**Rating** 5

**STANDARD: Data analysis appeared to have been well executed**

**Comment and Analysis**

Data was rigorously analysed.

**Rating** 5

**STANDARD: Findings were supported by available evidence**

**Comment and Analysis**

Findings were supported by evidence presented.

**Rating** 5

***STANDARD: The evidence gathered was sufficiently and appropriately analysed to support the argument***

**Comment and Analysis**

Data analysis was rigorously executed and presented to support the argument.

**Rating** 5

***STANDARD: There was appropriate recognition of the possibility of alternative interpretations***

**Comment and Analysis**

Where necessary, alternative explanations or limitations of interpretation were considered.

**Rating** 5

***STANDARD: The report appeared free of significant methodological and analytic flaws***

**Comment and Analysis**

The methodology and analysis were robust and free from obvious analytical flaws.

**Rating** 5

### 3.4. Conclusions

***STANDARD: Conclusions were derived from evidence*****Comment and Analysis**

Conclusions were based on evidence presented throughout the report.

**Rating** 5

***STANDARD: Conclusions took into account relevant empirical and/or analytic work from related research studies and evaluations*****Comment and Analysis**

The conclusions took into account alternative explanations for sectoral determinations from other research conducted.

**Rating** 5

***STANDARD: Conclusions addressed the original evaluation purpose and questions*****Comment and Analysis**

The conclusions sufficiently, and simply, addressed the main research interests outlined in the introduction.

**Rating** 5

***STANDARD: Conclusions were drawn with explicit reference to the intervention logic or theory of change*****Comment and Analysis**

Intervention logic was not applicable since this was a research study.

**Rating** N/A

**3.5. Recommendations*****STANDARD: Recommendations were made in consultation with appropriate sectoral partners or experts*****Comment and Analysis**

Since this was a research paper (and the scope of the research did not seem to include making recommendations), no recommendations were detailed.

**Rating** N/A

***STANDARD: Recommendations were shaped following input or review by relevant government officials and other relevant stakeholders*****Comment and Analysis**

Since this was a research paper (and the scope of the research did not seem to include making recommendations), no recommendations were detailed.

**Rating** N/A

**STANDARD: Recommendations were relevant to the policy context****Comment and Analysis**

Since this was a research paper (and the scope of the research did not seem to include making recommendations), no recommendations were detailed.

**Rating** N/A

**STANDARD: Recommendations were targetted to a specific audience sufficiently - were specific, feasible, affordable and acceptable****Comment and Analysis**

Since this was a research paper (and the scope of the research did not seem to include making recommendations), no recommendations were detailed.

**Rating** N/A

**3.6. Relevant limitations of the evaluation have been noted****STANDARD: Relevant limitations of the evaluation were noted****Comment and Analysis**

Limitations were acknowledged although this was not clearly stipulated in one section of the report.

**Rating** 4

### 3.7 Protection of participants and risk considerations

**STANDARD:** *The full report documented procedures intended to ensure confidentiality and to secure informed consent where this was needed (in some cases this is not needed - e.g. evaluation synthesis - in which case N/A should be recorded)*

#### Comment and Analysis

No primary data collection was conducted and so these ethical considerations were not applicable.

**Rating** N/A

**STANDARD:** *There were no risks to participants in disseminating the original report on a public website*

#### Comment and Analysis

No primary data collection was conducted and so there was no potential risk to participants.

**Rating** 5

**STANDARD:** *There were no unfair risks to institutions in disseminating the original report on a public website*

#### Comment and Analysis

No primary data collection was conducted and so there was no potential risk to institutions.

**Rating** 5

## 4. Follow-up, use and learning

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### 4.1. Presentation to stakeholders

**STANDARD:** *Results were presented to all relevant stakeholders*

**Comment and Analysis**

Information was not available.

**Rating** N/A

### 4.2. Resource utilisation

**STANDARD:** *The evaluation was completed within the planned timeframes*

**Comment and Analysis**

Information was not available.

**Rating** N/A

**STANDARD:** *The evaluation was completed within the agreed budget*

**Comment and Analysis**

Information was not available.

**Rating** N/A



#### 4.3. Transparency

**STANDARD:** *The report was publicly available (website or otherwise published document), except where there were legitimate security concerns*

##### Comment and Analysis

This report is available to the public.

**Rating** 5

#### 4.4. Lessons learnt

**STANDARD:** *After completion of the evaluation, a reflective process was undertaken by staff responsible for the evaluation to reflect on what could be done to strengthen future evaluations*

##### Comment and Analysis

Information was not available.

**Rating** N/A

#### 4.5. Symbolic and conceptual value

**STANDARD:** *The evaluation study was seen by interviewed stakeholders as having added significant symbolic value to the policy or programme (eg raised its profile)*

##### Comment and Analysis

Information was not available.

**Rating** N/A

**STANDARD: *The evaluation study was of conceptual value in understanding what has happened and possibly in shaping policy and practice***

**Comment and Analysis**

Information was not available.

**Rating** N/A

**4.6. Utilisation of findings and recommendations**

**STANDARD: *There was clear evidence of instrumental use - that the recommendations of the evaluation were implemented to a significant extent***

**Comment and Analysis**

Information was not available.

**Rating** N/A

**STANDARD: *There was clear evidence that the evaluation has had a positive influence on the evaluand, its stakeholders and beneficiaries over the medium to long term***

**Comment and Analysis**

Information was not available.

**Rating** N/A

## **References**

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Development Policy Research Unit, 2008, "Minimum Wages, Employment and Household Poverty: Investigating the Impact of Sectoral Determinations".

## **List of Interviewees**

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Interviews could not be secured for this assessment.