International Labour Organization

Overview of Child Labour Monitoring

International Programme on the Elimination of Child Labour (IPEC)

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Introduction

What is child labour monitoring?

One of the most potent means of addressing child labour is to regularly check the places where girls and boys may be working. Child labour monitoring (CLM) is the active process that ensures that such observation is put in place and is coordinated in an appropriate manner. Its overall objective is to ensure that as a consequence of monitoring children and young legally employed workers are safe from exploitation and hazards at work. The active scrutiny of child labour at the local level is supported by a referral system which establishes a link between appropriate services and ex-child labourers.

CLM's principal activities include regularly repeated direct observations to identify child labourers and to determine risks to which they are exposed, referral of these children to services, verification that they have been removed and tracking them afterwards to ensure that their situation has improved.

CLM is based on national child labour legislation and the establishment of a self-sustaining process to combat child labour. In essence, child labour monitoring is a way to mainstream action against child labour at the level of the local government where child labour occurs and where actual services, such as schooling, are made available for girls and boys.

CLM is also closely linked to the provision of basic education and the protection of young workers from hazards. It directly supports the implementation of the ILO Worst Forms of Child Labour Convention, 1999 (No. 182) and the ILO Minimum Age Convention, 1973 (No. 138). In fact, Article 5 of Convention No. 182 calls for the establishment of appropriate mechanisms for monitoring the provisions of the Convention.

Information generated by CLM on working girls and boys - who they are, where they come from, what hazards they are exposed to - helps policy-makers at all levels know where the problem lies so they can take action accordingly.

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CLM can be used as a programming strategy around which a set of social service activities can be built. It can also be used as an information base for national action plans against child labour through which different services (education, health, advocacy, etc.) can be provided.

How CLM contributes to the fight against child labour

Identification of worst forms of child labour

Girls and boys of legal age have better working conditions

Younger children removed from child labour

Children have better alternatives for the future

Communities committed and engaged in fight against child labour

Enforcement authorities (such as labour and school inspectors) and social service providers have better knowledge and capacities to address child labour

The origins of child labour monitoring

CLM was first developed in the context of technical cooperation projects, which were often sector-specific. In some cases it was established as a response to the needs of specific export industries. Two well-known examples of this are the Bangladesh garment industry BGMEA project[1] starting in 1995 and the Sialkot soccer ball industry project[2] in Pakistan starting in 1997. These projects developed specific monitoring procedures and tools and have been operated by professional and skilled workplace monitoring teams. Both included special educational support components. The monitoring and verification systems developed by these projects are generally considered to have been successful and were effective in removing children from child labour and in providing them with education services.

By their very nature, however, these types of sector-specific CLM projects are quite limited in scope - they do not cover large areas, entire occupational sectors or different types of child labour. Also, as they often rely on independent, externally paid monitors, they tend to be very expensive and are therefore not sustainable over the long-term without very strong commitment on the part of the industry in question.

In parallel to these sector-specific efforts, various community and local-government based child labour monitoring processes have been launched and tested as part of larger labour and child protection frameworks. These types of monitoring processes are developed to be integrated into local government functions and typically use existing education, gender, labour and social planning committees as their coordinating (administrative) base.

Examples of different monitoring approaches relevant to CLM

School inspection by school inspectors, teachers and parents groups

Workplace monitoring by labour inspectors and/or independent monitoring teams

Community monitoring by local government, peoples' organizations, local action groups and community vigilance committees

Social auditing, industry-specific labelling and certification schemes, voluntary self-monitoring, industry codes of conduct

Progress to date

Since the creation of the BGMEA and Sialkot projects, a number of child labour monitoring initiatives have been designed, implemented and tested as part of other ILO-IPEC's child labour projects. These have covered both the formal and informal economies and include sector-specific projects in manufacturing (carpets, sporting

1 BGMEA - *Bangladesh Garment Manufacturers and Exporters Association*. The project was jointly implemented by BGMEA, ILO and UNICEF. For an assessment of the project please see: *Addressing Child Labour in the Bangladesh Garment Industry 1995-2001, A Synthesis of UNICEF and ILO evaluation studies of the Bangladesh garment sector projects*, (New York and Geneva, August 2004).
Available through website: www.ilo.org/public/english/standards/ipec/publ/download/2001_syn_bgmea_en.pdf

2 For further information see: www.ilo.org/public/english/standards/ipec/publ/download/2004_soccerball_en.pdf

goods, textiles) and commercial agriculture (cocoa, tea and coffee). The projects have enlisted various combinations of actors involved in child labour law enforcement, education and child protection work.

Collaboration with UN agencies has been prominent at the policy level and work with UNICEF and the World Bank on common child labour indicators has helped to further standardize child labour data collection. In some countries, local-level child labour monitoring has been linked to national information systems on child labour and the information generated through CLM is made available to national statistical offices. A set of technical tools that includes databases, monitoring forms and criteria for monitoring and coordination has been developed to fit specific child labour situations.

How does CLM operate locally and nationally?

At the local level, CLM involves the active observation of workplaces to identify underage children working there along with the hazards to which they are exposed. It also involves referring these children to meaningful alternatives to work, such as school, informal education or skills-development programmes. CLM also focuses on prevention: employers and parents are given advice about the harmful effects of child labour and educated about child labour laws and work-related hazards.

An important part of CLM is to ensure that, once child workers have been identified, follow-up action is taken and the information generated through CLM is actively disseminated and used. This means tracking girls and boys after they are removed from the workplace and verifying that the information generated through the CLM process is valid (quality control).

As part of the process of setting up CLM, partners are sensitized about child labour and occupational safety and health issues concerning young workers.

CLM as a form of prevention

CLM promotes a new culture of prevention at the workplace that aims at tackling the risk of child labour before it starts.

Information generated through CLM at the local level can give an indication of the effectiveness of national-level measures to eradicate child labour by providing data that can be compared over time. This is especially valuable for reporting on international commitments, such as the implementation of ILO Child Labour Conventions.

Who does child labour monitoring?

In order for child labour work to be sustainable in the long run, it needs to be anchored to education, labour and child protection institution at all levels of government. At the national level, this means working with relevant ministries. At the community/municipal levels, this means working with the local government and multiplying the child labour monitoring efforts through an alliance of interested partners.

To the extent possible, CLM should be linked to the labour inspection system because the labour inspectorate is usually the main institution mandated to address child labour in the workplace. It is important to recognize the difference between addressing child labour through Government mandated labour inspection and that of voluntary types of child labour monitoring which is based on social agreements. The school inspection system is another institution that is highly useful for identifying potential child labourers. CLM can help extend the scope of inspectorates to traditionally hard to reach areas and sectors of child labour such as the informal economy and agriculture.

CLM should be developed in close collaboration with employers' and workers' organizations to benefit from their direct presence at the level of the workplace and to take advantage of their capacities to influence policy development and reforms in key areas of child labour work, such as labor protection and social welfare.

The actual monitoring work, i.e. the identification and referral of child labourers to services, is generally conducted through multi-sector teams. These may include labour inspectors, local government officials, employer and worker representatives, social workers, teachers, community and village committee members and so on. This mix of experience and competencies helps ensure that the team has the needed skills to address the child labour situation at hand.

The monitors are trained to conduct monitoring visits, detect child labour and assess different types of hazards and working conditions that are harmful to children. If they judge that there is a need for further action, they either initiate a process of referral or request assistance from the competent authorities to determine the proper course of action.

How is the information generated by CLM used?

Information from monitoring can be drawn on for statistical purposes, but its primary use is to ensure that cases of child labour are dealt with immediately. Cooperation among communities, government agencies and non-government parties, including workers' and employers' organizations, is very important here.

Note that information generated by CLM is expected to be collected and stored in an ethical and confidential manner, with consideration for the gender implications of CLM, the rights of the child and, in some cases, the status of the child as a victim.

The recording, sharing and comparing of information from one monitoring visit to another completes the cycle of monitoring and links the workplaces and schools/service sites together. It is the regularity of the chain of action in CLM - identification, assessment and referral/prevention - that makes the system effective and encourages employers and communities to comply with child labour laws and stay committed to the fight against child labour.

Verification of workplace information and school records is conducted in order to establish that once children are withdrawn from labour and referred to services and/or placed in school, they do not return to child labour.

The information that is generated by CLM can be used at the national and regional levels to determine child labour trends for the purposes of policy development, enforcement of labour laws and social planning. CLM information can also contribute to poverty monitoring systems such as those used for the Poverty Reduction Strategy Paper process, Millennium Development Goals and the United Nations-led Common Country Assessment frameworks.

Uses of the information generated through CLM:

- Schools use the information from workplace monitoring to ensure that the identified girls and boys really do enrol in school.
- Businesses and employers use the information to improve their working conditions to the benefit of all workers.
- Trade unions use the information to ensure compliance with collective bargaining agreements and codes of conduct.
- Local authorities use the information for sanctioning employers that repeatedly violate child labour laws.
- Social welfare agencies use the information to target and assist at-risk families to prevent child labour.
- District policy-makers use the information from the local level to chart child labour trends in specific sectors and areas so that they can plan action accordingly.
- National governments use the information to report on their progress in implementing the Minimum Age Convention, 1973 (No. 138), the Worst Forms of Child Labour Convention, 1999 (No. 182) and the Convention on the Rights of the Child.

The child labour monitoring framework

CLM is simply a set of activities (identification, referral etc.) carried out at the local level. However in order for it to be sustainable and to have real impact it must be part of a larger structure. This is called the "CLM framework". It consists of all the parties that are involved in monitoring and using the information and procedures.

The CLM framework allows regular sharing of information among those who can contribute to the elimination of child labour. Agreements among these partners help to create partnerships, enhance long-term commitment, promote the institutionalization of CLM and contribute to the sustainability of the monitoring process. This framework incorporates and assigns a place to these parties in the monitoring process according to their differing capacities to access, assess and act on child labour.

CLM Framework:

The CLM Framework is the association of partners (and agreements among them) that operates and maintains the child labour monitoring process.

Although child labour monitoring takes place at the local level, in order for it to be sustainable and create real impact, it should be part of a larger enforcement and inspection policy. The CLM framework should, therefore, include government structures, such as the inspectorates (labour, health/safety, and school), and would be likely to take direction from a multi-sector national policy body. In principle, CLM processes should always be part of local government systems and operate under their supervision and authority. It should also connect existing social planning and monitoring mechanisms of local government, wherever they occur.[3]

Ideally, the framework will be nationwide and based on a set of national agreements about the information to be collected and how the CLM process will be managed. This would imply the use of common monitoring tools and a common database or repository for the information. CLM activities at the local levels should feed into a coordinated information management mechanism at the national level. This may require changes in existing information management systems.

Developing and agreeing to a CLM framework requires political will, adequate national resources and a long-term view on how to mainstream child labour monitoring into existing systems of governance and information collection and planning processes.

The important link between child labour monitoring and education

Much of the action against child labour includes education and training. Teachers not only have an important role to play in educating girls and boys, but they also help to ensure that education is valued, that schools are child-friendly and that children remain in school throughout the years of compulsory education. Teachers are usually among the most knowledgeable about the whereabouts of children and their family conditions. Teachers can play a valuable part in the monitoring and follow-up process and act as community monitors themselves in certain cases.

School inspection has been used by many countries to ensure that national education policies are applied equally for all, that children have access to schools and that they stay in school to complete basic education. School inspectors can monitor school entry, attendance and completion of girls and boys who have been referred from work.

Thus, it is important that education initiatives are linked to school inspection and workplace monitoring within the CLM framework. This helps ensure that the working children identified by CLM are not "lost" after being removed from work.

3 See Annex 2 for a conceptual map that shows the relationship and inter-linkages between different actors in CLM.

The CLM process – the generic model

As each child labour situation is specific, the CLM created to deal with each one will be unique in its composition. There is clearly no single template that could fit every situation. The Guidelines that accompany this Overview present a comprehensive generic model of CLM that can be adapted to specific circumstances. It comprises the many activities that are part of the CLM process and how they can be linked together. Figure 1 provides an illustration of the model.

CLM Process:

The CLM process comprises the procedures, documents and forms that enable monitoring to be implemented correctly.

While each situation is unique, experience has shown that effective child labour monitoring includes the following characteristics:

- It is area-based and applicable to all types of child labour (formal and informal economies, agriculture, illicit work, etc.).
- It operates at the local level, covers work and service sites, and includes a referral system between the two.
- It has a legal mandate and operates under the authority and supervision of the local government or labour inspectorates.
- It is linked to national child labour policy and action.
- It is sustainable in terms of technical complexity, human resource requirements and cost.
- It is replicable and can be scaled up.
- It builds upon existing information collection systems.
- It is transparent.
- The information can be verified and there is a process of accountability.

Developing CLM involves two principal stages: I) preparation and II)design, testing and training. These two stages result into the actual CLM model which consists of two distinct phases: monitoring and follow-up.

Developing the CLM Model:

I. Preparation

In this stage, you create the CLM framework and develop the CLM process. The preparatory work ensures that the conditions necessary for monitoring are met and that the CLM process is designed and developed with the participation of a wide array of stakeholders.

II. Designing, testing and training

The designing, testing and training stage ensures that the CLM process will function and that the practitioners will have adequate skills and capacities to manage and conduct the actual monitoring and referral activities.

The designing and testing of the CLM process must be consultative, participatory and based on a common agreement by all concerned.

Before a proper testing is possible, both those managing CLM and those involved in the actual monitoring work need to be trained and familiarized with each other's roles and responsibilities.

The CLM Model:

I. Monitoring

In this phase, the monitoring in workplaces and referral to schools and other service sites takes place. The monitoring phase actively prevents child labour through regular visits to workplaces.

II. Follow-up

In the second phase, the information collected is made available for use, and girls and boys removed from child labour are actively tracked in order to ensure that as the consequence of monitoring children can have alternatives to child labour. The follow-up phase ensures that children have accessed available services and that the verification of the overall child labour monitoring process is credible.

Activities in the monitoring and follow-up phases

The monitoring and follow-up activities are ongoing: they are repeated on a regular basis. As child labour decreases, however, CLM would be expected to decrease in intensity as well and gradually become incorporated into government social protection functions.

The principal activities of the monitoring phase are:

- **Identification and assessment:** Girls and boys at work or in transit to work are identified. A team of child labour monitors who have been trained in monitoring techniques conduct the monitoring.
- **Referral:** If children are found, identified as child labourers and assessed to be at serious risk, they are removed and referred to services corresponding to their needs via a network of service providers and agreed procedures.
- **Protection and prevention:** The workplace is checked to see what types of work-related hazards exist and to which child labourers may be exposed, using a common set of tools.
- **Immediate data management and analysis:** After the monitoring visit, information is recorded and reported upon for appropriate action.

The principal activities in the follow-up phase include:

- **Tracking:** Girls and boys covered by CLM are tracked to make sure that they are attending school or have been provided other suitable alternatives.
- **Quality control and verification:** The information from CLM is checked to make sure that it is credible and accurate.

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- **Providing information for enforcement of laws:** Information about violations of laws related to child labour is made available to law enforcement officials and the judiciary.
- **Information dissemination and analysis:** Information is actively disseminated to the regional and national levels.
- **Inputs to laws, policies and social planning:** Information is used to review and promote anti- child labour laws and policies.

Tracking and verification of information are part of the overall monitoring process and are intended to ensure that there is a regular check of the quality and accuracy of the information that the CLM process provides. This is important in order to be sure that the services provided to the child labourers are indeed improving their situation, that the girls and boys are better off, and that they do not instead just transfer to another sector of work with equal or worse conditions. For this reason the CLM must be able to link labour and education data and to cross check information on school attendance with that from monitoring visits conducted at the workplace.

How to apply the general model of child labour monitoring

Monitoring Sites

In order for CLM to be effective and sustainable, it is important to find the best possible institutional arrangements and monitoring processes for the local situation.

Examples of workplaces which may need to be monitored

Factories, small and medium-sized enterprises

Home-based industries

Small-scale mines

Fields

Fishing vessels

Shopping malls

Streets

Bus stations

Marketplaces

Ports

Bus stations and ports are of particular concern as they serve as both places of work and transit points for trafficking of child labour.

CLM is most effective when it covers an entire area rather than a single sector as children may move from one type of work to another.

In the formal economy - manufacturing, commercial agriculture, etc. - child labour is likely to be addressed through the formal labour inspection mechanism. In this case, the task of CLM is to augment the coverage of existing systems to ensure that children and young workers are adequately serviced and that referral systems have been put in place. CLM must see that alternatives to child labour exist and make sure that labour inspectors and those participating in monitoring are knowledgeable about child labour. Strengthening of labour inspectors' capacities to understand child labour and to be able to address it effectively often is an important part of CLM work.

In specific child labour monitoring programmes, established typically for export industry sectors, monitoring can be conducted through external monitors specialized in child labour. Lately, there have been voluntary and private monitoring programmes where the child labour monitoring in a specific manufacturing sector has expanded to include other core labour standards as well.

In the informal economy and other areas (transit points of trafficking, home-based work and sometimes agriculture), CLM uses a wider range of partners, such as people's organizations and NGOs, with much of the emphasis of work put on prevention and awareness raising about the ill effects of child labour. Here, the social status of and esteem for the monitors are important to the credibility and authority of the CLM.

The task of CLM is to engage the community to monitor child labour through social mobilization, training and provision of tools. It should also link the monitoring activity to local government and official enforcement systems so that the information on child labour can be effectively used. The monitors should have some degree of authority and a clear mandate to fulfil their duties. Much of this work is focused on attitude change rather than on law enforcement.

In both cases, monitoring must be regular and have a proper process of recording and documentation of information.

The tables in Figure 2 present the key partnerships and areas of work in CLM. They show some differences in the composition and focus of CLM when it is applied to formal and informal economies. The two categories are linked and shifts can occur between the roles and functions of partners depending upon the situation.

Figure 1. Basic CLM Model:

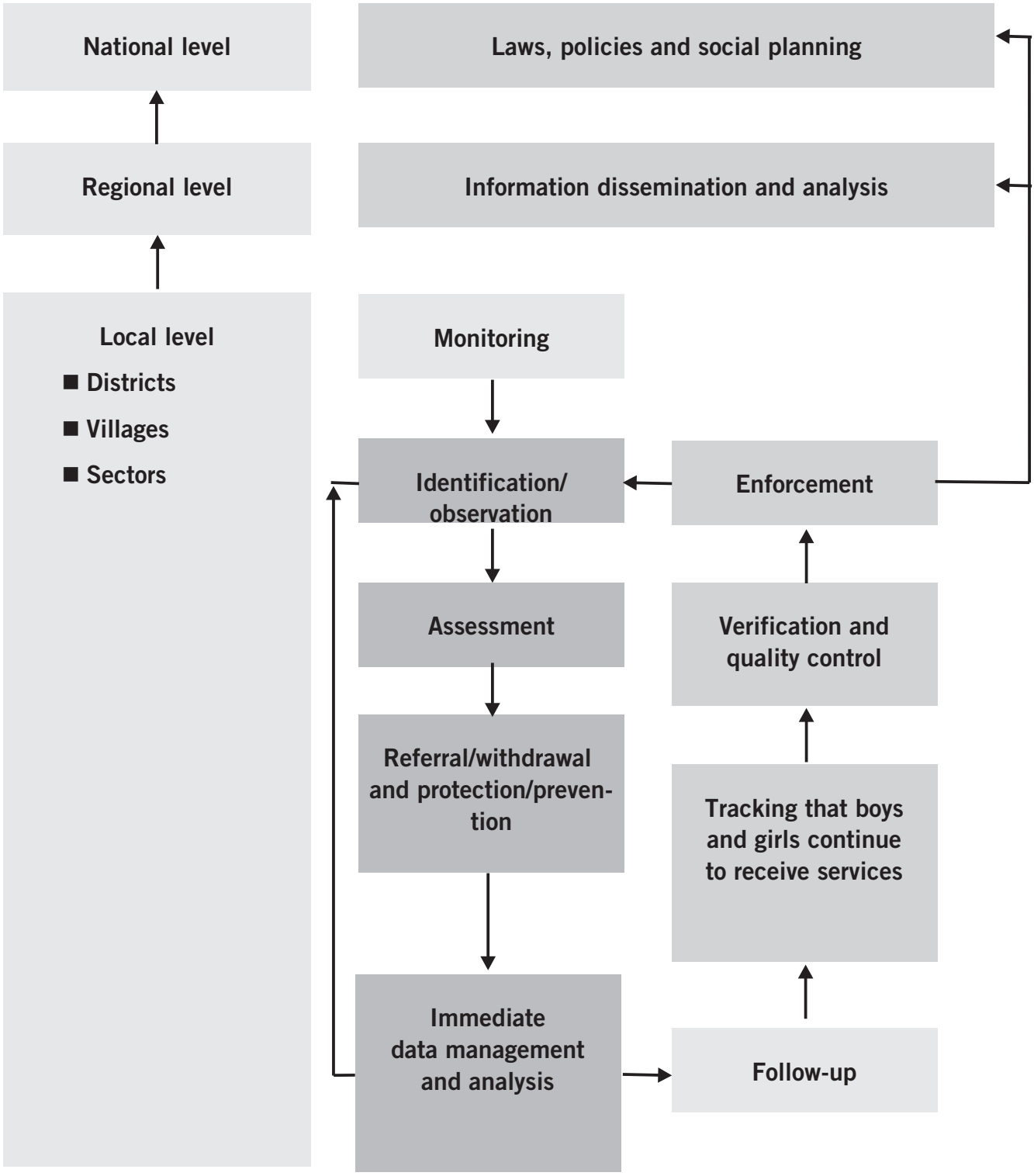

Figure 2: Key CLM areas of work

Formal economy

Emphasis: Integrating child labour concerns into formal labour inspection work and creating referral and social service linkages to facilitate remediation and rehabilitation of child labourers			
Sub-categories	**Industry/area of work**	**Key partnerships**	**Composition**
Manufacturing industries, SMEs Commercial agriculture and fishing	Garment, shoe, textiles, toy and sporting goods manufacturing, food processing, etc.Export crops, deep-sea fishing	Labour inspectors, social workers, industry associations, trade unions and worker representatives, health, education and social workers, NGOs, chambers of commerce	Labour inspectors and multi-sector child labour monitoring teams (external and/or government based)

Informal economy

Emphasis: Creating community appreciation of ill effects of child labour and committing local actors to actively identify and combat child labour through self-surveillance, referral to schooling and preventive work			
Sub-categories	**Industry/area of work**	**Key partnerships**	**Composition**
Small-holder agriculture	Export cash crops (cocoa, tea, coffee sugar cane, banana, pineapples, etc.) and subsistence farming	Agricultural extension workers, local government, agriculture workers' unions, plantation owners' cooperatives, traditional chiefs, etc.	Community based monitoring teams and local child labour committees can also include formal economy partners depending on the systems of government.
Small-scale rural informal economy industries	Small -scale mining, quarrying, coastal fishing, commercial sexual exploitation	Local government, peoples organizations, faith-based groups, miners and fishermen's associations etc.	
Urban informal economy	Street vending, hawking, child domestic workers, commercial sexual exploitation and scavenging	Local government, labour inspectors, social workers, industry associations, trade unions and workers' representatives, health, education and social workers, informal sector organizations, NGOs, etc.	
Trafficking of girls and boys, and child soldiers	Trafficking for hazardous work, sexual exploitation and child soldiers	Local government, law enforcement officials, border patrols, community organizations, NGO's, etc.	Community-watch systems and vigilance groups; special law enforcement task forces, etc.

Conclusion

The concept of child labour monitoring has evolved from sector-specific and workplace-centred interventions to a more holistic and comprehensive approach to child labour. Child labour monitoring is used as a vehicle to sustain and continue the identification and referral of child labour work beyond specific projects. When mainstreamed into the regular work of local government, CLM promotes the institutionalization of a permanent response mechanism to child labour that can be shared across all actors in society who are working towards the elimination of child labour.

In summary CLM:

- is a local process that can best be employed as part of a larger child labour strategy for national action;
- can become a useful way for governments to coordinate information on child labour from different sources;
- directly contributes to the reduction and elimination of child labour in workplaces; and
- helps to consolidate and mainstream child labour issues into governance.

For many years, child labourers have been routinely identified and provided help through government labour, factory, school, and health inspectors. Both trade unions and employers have paid attention to underage workers as part of their regular management and oversight activities. Above all, parents, teachers, and community members have kept a watchful eye on the children of their area to ensure that they stay in school and do not undertake activities that are dangerous for them.

The simple act of observation and reporting is an active tool for eliminating child labour. CLM is thus more than just inspection, it sets in place a long-term process for documenting and following up abuses that will carry on long after particular child labour programmes and projects have been completed. When incorporated in the overall system of governance, CLM extends beyond specific targets groups of children to eventually include all those at risk.

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The act of scrutiny repeated time and time again reduces child labour. Along with compulsory education, it can become the primary means for society and government to ensure that girls and boys are protected from exploitative work over the long term. Although it may begin within national action plans against child labour, CLM is designed from the outset to extend beyond it. A comprehensive CLM process is a way of mainstreaming child labour work into Government policy and action covering formal and informal economy workplaces, communities, families and the educational system. It ensures that children who have been removed from child labour and provided with initial help do not simply disappear into something worse.

Annex 1. Guidance note to project managers

What to do first at different implementation levels?

This section is meant as condensed review of how to establish CLM through project interventions. All of the following points are covered in greater detail in the CLM Guidelines that accompany this Overview.

In the preparatory stage of setting up CLM, a framework of agreements among agencies and other concerned parties is created. Before doing this, an assessment is made of the institutions and agencies which can most effectively participate in CLM.

Answering the following questions will help you to get started:

- What types of monitoring mechanism and information collection systems currently exist and what are the current experiences (strengths, weaknesses) with these different systems?
- What are the key institutions and partners that should be involved?
- What is the existing and potential capacity of each?
- What is the scope and intended geographical coverage of the CLM?
- Is the CLM intended to be national, sector- or area-specific and where is the process anchored?
- What types of conditions should be met (e.g. revision of legislation, local capacities in place) before CLM can start?
- What types of child labour will be covered and how can existing models of CLM (concepts, procedures, tools, materials) to be best applied to the case in question?
- Is there willingness among different partners to collaborate and work within a single CLM framework?

These questions help to appraise the start-up circumstances and to assess the scope and requirement of the CLM processes that may suit a specific child labour situation. The CLM framework must take into account the capacities of the partners and the political and cultural environment and setting of the country.

After having answered the above questions and looked at the pre-conditions for setting up CLM, it is possible to move to the second phase, which is to start planning for specific activities for CLM.

National/state levels

Objective: to consult, inform and agree with authorities about setting up CLM so they can authorize their counterparts at lower levels to participate.

Rationale: CLM is a mainstreaming mechanism. It is intended to be integrated into the ordinary processes of governance in order to provide surveillance of child labour for the long term. It is more difficult to get local authorities involved if the ones that they are responsible to at higher levels are unaware of what CLM is, where it is taking place, or who is doing it.

Output: an overall framework which shows where CLM will fit within the official structures and authorizes the CLM to be set up.

Tasks:

- Desk Review
- Orientation Workshop on CLM
- CLM Profile

Key Activities:

- Identify all the official agencies with responsibilities that touch on CLM - those that deal with labour enforcement and protection, information and social planning and education.
- Map their structures of authority and reporting from the top down to the local level. This constitutes the CLM national framework.
- Identify any coordinating bodies or links between these different agencies and inform, consult and seek consensus and agreement on CLM.

- Identify resources and means of financing CLM in the short and long term.
- Develop a CLM profile with relevant partners and map out a work plan on how to test CLM in specific locations and sectors.

At the intermediate level (region or district)

Objective: to orient key actors about CLM, to agree on it as a key strategy and to create a plan of action for a particular area that shows the actors, the linkages between them, what they will each be responsible for doing, and in what time periods.

Rationale: This is the level at which places and sectors can be selected because there is more detailed knowledge about child labour than at the national level. This is the level that directly oversees action (of labour or agricultural inspectors in the case of government, of teachers and social workers in the case of community based interventions) and which delegates authority to the local CLM teams. This is, in short, where tangible planning can take place and commitments made, both of funds and manpower.

Output: District/regional level agreement, institutional mechanism and operational tools created

Tasks:

- Regional/district level agreement, action and a work plan
- CLM Orientation and design workshop
- CLM Operating Guidelines

Key activities:

- Establish contact with the governmental and non-governmental agencies, including workers' and employers' organizations, and adjust the CLM profile to this level.
- Seek additional actors not identified in the framework, adjust the framework to include these new actors and orient these agencies with the CLM concept.
- Identify local resources for the purpose of financing the development and the testing stage as well as the long term running cost of CLM.
- Hold an orientation/design workshop and establish a management team with routine follow-up meetings.
- Through individual and joint meetings, determine the core CLM group and create a coordinating body to oversee the technical design and testing of CLM.
- Review the pre-conditions for setting up CLM and establish monitoring agreements:

  a) Assess and respond to major gaps.

  b) Decide on the scope and objectives of the CLM (whether the end/outcome is - short-term: in which the emphasis is on creating an aware/concerned public to monitor child labour or - long-term: in which the emphasis is on creating an officially recognized structure for identification-referral-action is put in place.

  c) Identify and agree on the administrative/coordination mechanism.

  d) Establish an official mandate for the CLM team that will enable it to enter, inspect, and document child labour.

  e) Establish a formal agreement with target industries and concerned actors to allow monitoring.

  f) Agree on a data management system (on the agency responsible, and capacities and tools required).

- Organize a verification and internal quality management process:

  a) Establish a mechanism for verification and crosschecking of information.

  b) Make a plan for continuing quality control and improvement of the monitoring process, i.e. capacity building, review and self - evaluations etc.

At the local level (community and workplace)

Objective: to undertake the actual monitoring activities and ensure that the appropriate follow-up is carried out, both with the identified child workers and with the information that results from the monitoring.

Rationale: it is through direct observations, carried out in a routine and professional manner, that child labour will be identified (including young workers who are subject to hazardous working conditions). This is the level at which CLM actually takes place.

Output: Operational CLM process established at the local level with adequate tools and capacities in place.

Tasks:

- Monitoring teams constituted

- Tools developed and tested
- Training
- Operations management

Key activities:

- Based on the agreements made at the regional and district level, organize a coordination mechanism, orient local partners and constitute monitoring team:
  a) Develop and test monitoring tools.
  b) Acquaint the team, and relevant others with the CLM concept.
  c) Hold a training course and test the CLM design/tools.
  d) Organize routine follow-up meetings.
- Determine the referral system and how the follow-up activities will take place:
  a) Organize and map what will be done with the monitoring information.
  b) Organize and map out the referral system (what will be done with identified child workers, including both emergency and gradual withdrawals?).
  c) Organize and map what will be done in situations where young female and male workers are exposed to risk.
  d) Organize and map other possible situations (prosecutions, workplace mediation, etc.).

Conclusion

These activities may differ considerably depending on the type of a CLM intervention that you envision. They are meant to provide some ideas on how to proceed. It is important that you and your team have a clear understanding of the scope and coverage of the CLM that you intend to facilitate.

Your project should act as a catalyst in the process of developing long term responses to child labour! It is important that you carefully assess with your partners the most appropriate implementation timetable for CLM in your case. Developing CLM is a process and it takes time to implement. It is important not to build up too many expectations and to take into account the real capacities, resources and the commitment of your partners from the very start.

Differences between project monitoring and CLM

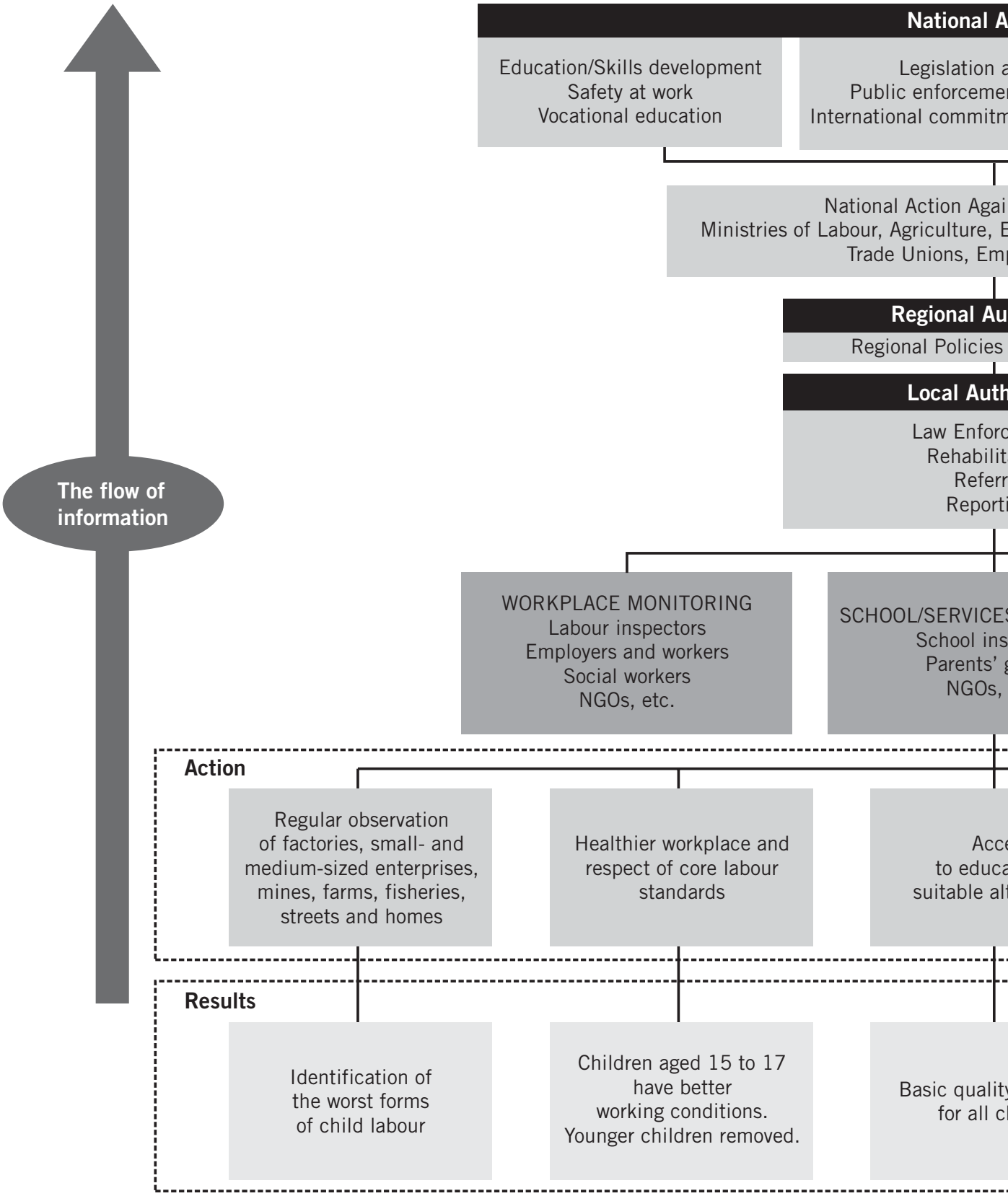
How is CLM different from project monitoring?

Child labour monitoring and project monitoring and evaluation (PME) differ in emphasis and purpose. PME focuses on a specific project; it is limited to the participants of the project, the duration of the project, and assessment of progress against the objectives and achievements of the project. Child labour monitoring, on the other hand, is an active process to provide assistance to child labourers and can be open-ended, ongoing, and not limited to a specific target group. CLM is also intended to be part of "governance" and thus outlive any particular child labour project or programme.

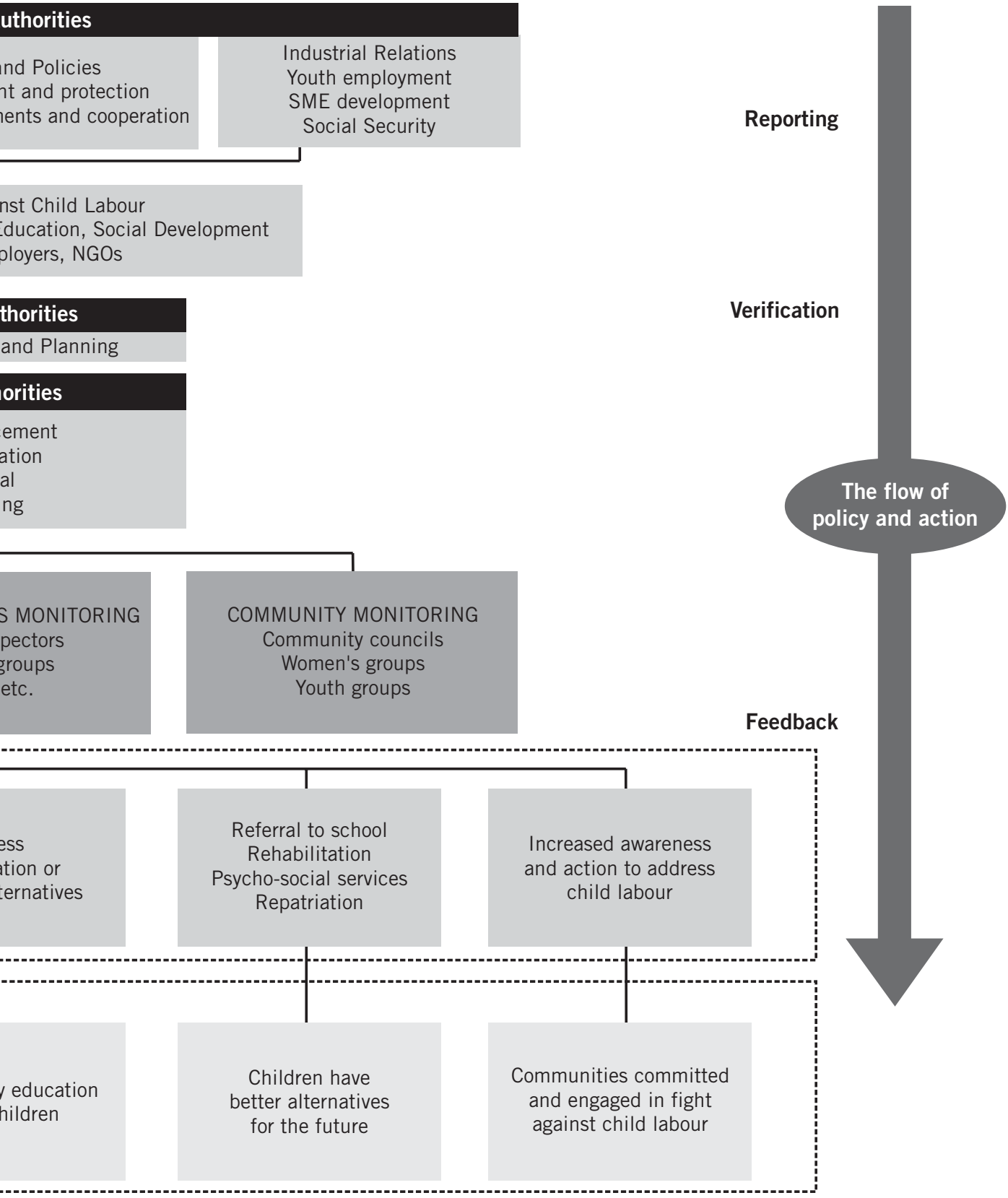
CLM may provide important input for project design, monitoring, or evaluation, but it is not limited to that purpose.

	Project Monitoring and Evaluation	Child Labour Monitoring
Objective:	Assessing the progress made against the project's specific objectives	Identification of child labourers, their removal from a situation of risk, and tracking to ensure they have satisfactory alternatives
Target Group:	Defined in the project document	Working children (not limited to any specific project target group)
Duration:	Limited to the project life	On-going (beyond any project life)

Annex 2.
Conceptual map of CLM



The conceptual map of CLM shows the inter-linkages between national, regional and local levels of governance with regard to their roles in CLM. It indicates the different actors involved and describes the intended outcomes of CLM.



Stop Child Labour

For further information:

ILO-IPEC
International Labour Organization
4 route des Morillons
CH-1211 Geneva 22
Switzerland

Tel: (+41) (0) 22 799 8181
Fax: (+41) (0) 22 799 8771
e-mail: ipec@ilo.org
Web: www.ilo.org/childlabour

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