



International
Labour
Office
Geneva



Child Labour Monitoring

Planning the Child Labour Monitor Training Workshop



International
Programme on
the Elimination
of Child Labour
(IPEC)

Planning the Child Labour Monitor Training Workshop

This section provides some guidance on how to plan child labour monitor training. How the training is done will, of course, vary according to local circumstances, the extent of the participant's experience regarding child labour, the number of people to be trained and the time and resources available, but certain characteristics are commonly present and there is certain knowledge and techniques that all child labour monitors need to know.

Essential Content

In order to be effective child labour monitors, it is essential for all monitors to:

- Have good knowledge and understanding of the child labour situation in their locality, of international and national laws regarding the employment of children, and of what the child labour monitoring process involves and what their role is as child labour monitors;
- Possess monitoring skills, including how to observe working environments, interview children, and identify hazards children are exposed to;
- Know how to carry out the monitoring process (preparing for, conducting, and following up the monitoring visit) and how to use monitoring tools;
- Know when and how to initiate the withdrawal and referral of a child worker;
- Know how to raise awareness of the problem of child labour and mobilise support for child labour monitoring

Creating a workshop that fits your trainees' needs

The workshop includes a 'menu' of session on different topics. What you choose to include in the workshop and the structure and focus of the training will depend on the specific needs of the participants. Sample schedules have been suggested below for training monitors in different contexts. However, these are by no means set in stone. The workshop should be planned to suit the conditions and needs of the specific training intervention.

Monitoring in the Formal Economy

In the formal economy, such as the manufacturing industries, child labour is likely to be addressed through the formal labour inspection mechanism. Child labour monitoring is often conducted through multi-sector monitoring processes where labour inspectors are joined by social workers, educators and sometimes NGO and community members, each one with a specific function and purpose in the monitoring team. 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.

In this case, the focus of the CLM training is likely to be on strengthening the capacities of different partners to understand child labour and on taking action to address it effectively. It is useful for participants to practice monitoring child labour and activating the referral process through both a monitoring simulation and a field visit to a child worksite.

The workshop could be set out over eight days (see sample schedule 1 for workshop session plans). Over the first five days participants develop monitoring skills and techniques, practice conducting and following up a monitoring visit, and prepare monitoring tools for use during the field visit.

Over the following three days participants carry out a field visit in various sectors to test the monitoring tools and the monitoring skills and techniques they have developed. Returning from the field visit, they share experiences of monitoring field visits to different sectors, revise the monitoring tools, prepare reports, and finalize the withdrawal policy and referral system.

Eight Day (5 + 3) Child Labour Monitor Training

Day One: Understanding Child Labour and Child Labour Monitoring	Day Two: Working as a Monitor and the Monitoring Process	Day Three: Monitoring Skills (observation & interviewing)	Day Four: Monitoring Skills (identifying hazards) Referral	Day Five: Monitoring Simulation
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Day Six: Field Visit	Day Seven: Field Visit Reports and Follow up	Day Eight: Field Visit Follow up and CLM Action Planning
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Sample Schedule 1: 8 Day (5+3) Child Labour Monitor Training Workshop

DAY ONE	DAY TWO	DAY THREE	DAY FOUR	DAY FIVE
Formal Welcome and Opening of the Workshop Introductions/ Expectations Workshop Objectives/Schedules/ Overview	Opening of the Day: Feedback Icebreaker	Opening of the Day: Feedback. Observation Skills Icebreaker	Opening of the Day: Feedback. Icebreaker	Opening of the Day: Feedback. Icebreaker
Presentation: The Child Labour Situation	Presentation: The Role of the Child Labour Monitor	Groupwork: Gaining Access to Workplaces	Presentation & Plenary: Introduction to Risks and Hazards	Child Labour Monitoring Simulation
TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK
Groupwork: The CL Situation – Sharing Information and Experiences	Plenary: Characteristics of an Effective Child Labour Monitor	Groupwork: Analyzing Workplace Plans	Presentation & Plenary: Types of Hazard	Child Labour Monitoring Simulation
CLM Focus Group Formation		Groupwork: Identifying Operations Children are Involved in/Tasks Carried out by Child Workers	Plenary: Why are Children more at Risk? Risk Prevention and Control	
LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
Groupwork: Interpreting Data	Presentation: An Overview of the Monitoring Process	Presentation: General Principles of Interviewing Children, Employers, and other Actors	Using Observation Guides and Report Forms	Processing the Simulation
Presentation: CL – International and National Law	Plenary & Groupwork: Forming Multi-skilled Monitoring Teams	Presentation & Groupwork: Interviewing Children: Ethical Considerations and Climate Setting	Presentation: Referral and Prevention	
TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK
Presentation: An Overview of CLM	Role Plays on the Monitoring Process	Presentation: Questioning Skills	Plenary: The Criteria, Process and Authority for Withdrawal of Child Labourers from the Workplace	Processing the Simulation
		Interviewing Children Role plays and/or Analyzing Film Excerpts of Different Interview Scenarios	Plenary: Activating the Referral System	
Closure and Focus Group and Navigation Group Meetings	Closure and Focus Group and Navigation Group Meetings	Closure and Focus Group and Navigation Group Meetings	Closure and Focus Group and Navigation Group Meetings	Closure and Focus Group and Navigation Group Meetings

DAY ONE	DAY TWO	DAY THREE
Opening of part 2 of the Workshop Recap of what was covered in the first five days	Opening of the Day: Feedback. Icebreaker	Opening of the Day: Feedback. Icebreaker
CLM Field Visit Preparation	CLM Field Visit Reports: Preparation & Presentations	The Criteria for Withdrawal and Referral
LUNCH	LUNCH	LUNCH
CLM Field Visits to Various Sectors	CLM Field Visit Follow up; Revision of Monitoring Tools; Recording Child Labour Information; Writing and Filing of Reports.	Action Planning for CLM Test Cycle
Closure and Focus Group and Navigation Group Meetings	Closure and Focus Group and Navigation Group Meetings	Closure, Evaluation and Closing Ceremony

Monitoring in the Informal Economy

In the informal economy and other areas (transit points of trafficking, home based work and sometimes agriculture) CLM uses a wide range of partners such as people's organizations and NGOs with much of the emphasis of work put on prevention and raising awareness of the ill effects of child labour. This type of monitoring is often operated in rural areas and child labour sectors where the physical withdrawal of children from the worksite is not possible as the children live with their families on small-holder farms, small-scale mining sites or fishing boats.

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

In this case, the focus of the training is likely to be on gathering information on child labour and prevention and awareness raising activities.

It is useful for participants to practise raising awareness of the dangers of child labour and mobilising support within the community for child labour monitoring, as well as how they are going to conduct the monitoring process. The workshop could be set out over five days (see sample schedule 2 for workshop session plans). Over the five days participants develop monitoring skills and techniques, practice conducting and following up a monitoring visit and prepare monitoring tools. They also consider how to raise awareness of the problem of child labour and mobilize support for child labour monitoring and hold a simulated community awareness raising and recruitment meeting. If sufficient time and resources are available, it would be useful to also include a field visit in various sectors to test the monitoring tools and the monitoring skills and techniques they have developed.

Five Day Child Labour Monitor Training

Day One: Understanding Child Labour and Child Labour Monitoring	Day Two: Working as a Monitor; Observation and Interviewing Techniques	Day Three: Hazards and Risks; Referral	Day Four: Monitoring Role Plays and Raising Community Awareness of Child Labour	Day Five: Action Planning
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Sample Schedule 2: 4 Day Child Labour Monitor Training Workshop

DAY ONE	DAY TWO	DAY THREE	DAY FOUR	DAY FIVE
Formal Welcome and Opening of the Workshop Introductions/Expectations Workshop Objectives/Schedule/Overview	Opening of the Day: Feedback. Icebreaker	Opening of the Day: Feedback. Icebreaker	Opening of the Day: Feedback. Icebreaker	Opening of the Day: Feedback. Icebreaker
CLM Drama: “Do the Right Thing”	Plenary: Characteristics of an Effective Child Labour Monitor	Presentation & Plenary: Introduction to Hazards and Risks	Monitoring Force Role Plays	Action Planning for CLM “Test-Cycle”
TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK
Groupwork: The CL Situation – Sharing Information and Experiences	Plenary & Groupwork: Forming Monitoring Teams Groupwork: Gaining Access to Workplaces	Presentation & Plenary: Types of Hazard Plenary: Why are Children more at Risk?	Monitoring Force Role Plays (continued) “Monitoring” Follow Up (Dramatised) Visit	Action Planning for CLM “Test-Cycle” (continued)
CLM Focus Group Formation	Groupwork: Identifying Operations Children are Involved in /Tasks Carried out by Child Workers	Presentation: Risk Prevention and Control		Closure, Evaluation and Closing Ceremony
LUNCH	LUNCH	LUNCH	LUNCH	
Groupwork: Interpreting Data	Presentation: General Principles of Interviewing Children, Employers, and other Actors	Presentation: Referral and Prevention	Groupwork: Raising Community Awareness and Mobilising Support for Child Labour Monitoring	
Presentation: Child Labour - International and National Law	Presentation & Groupwork: Interviewing Children: Ethical Considerations & Climate Setting	Plenary: The Criteria, Process and Authority for Withdrawal of Child Labourers from the Workplace	Simulation: Community Awareness Raising and Recruitment Meeting	
Presentations: An Overview of CLM; An Overview of the Monitoring Process; the Role of the Child Labour Monitor	Interviewing Children Role Plays	Plenary: Activating the Referral System		
Closure and Focus Group and Navigation Group Meetings	Closure and Focus Group and Navigation Group Meeting	Closure and Focus Group and Navigation Group Meetings	Closure and Focus Group and Navigation Group Meetings	

Community Awareness Raising Workshop

Sessions from the child labour monitor training workshop can also be adapted to deliver a community awareness raising workshop.

Awareness raising is fundamental to the CLM effort. It is necessary to ensure social acceptance of child labour monitoring and to mobilize the general public as well as potential partner agencies to better understand and combat child labour.

In order for monitors to be able to best carry out their tasks, it is important that the community is aware of and supportive of their role. Community recognition of the status of monitors enhances their ability to use their position and knowledge persuasively and to convince employers and families to recognize the dangers of child labour and the importance of education for the future of their children.

CLM needs to be understood and appreciated as a joint effort that brings local actors together. It is thus important for community members to feel involved in the CLM effort and, if possible, have a practical role in the process so as to develop a sense of ownership and commitment to the CLM effort. This will contribute to the effectiveness and sustainability of the process in the long run. It would be useful to organize regular community meetings in order to discuss the status of the CLM effort and different challenges and opportunities identified by the monitors, employers, parents, children and other actors involved in the process.

Two Day Community Awareness Raising Workshop

A two day workshop could be organized, bringing members of the community together for them to better understand the problem of child labour, the CLM concept and strategy and the role of the child labour monitors. In this workshop they could also identify different roles they could play as part of the CLM effort – be it a supportive or active role. They could then simulate a community meeting in which participants share their different perspectives and positions regarding child labour and child labour monitoring and plan future meetings to discuss the evolution of the monitoring effort. Finally they could plan how they are going to carry out their role or support others involved in addressing the problem of child labour. The workshop sessions are set out below and can be created based on sessions in the child labour monitor training workshop.

Day One:

The CL Situation – sharing information and experiences

Presentations: an overview of CLM; conducting and following up a monitoring visit

Supporting CLM – identifying possible roles for different actors

Day Two:

Simulation: Community Meeting

Action Planning: Next Steps