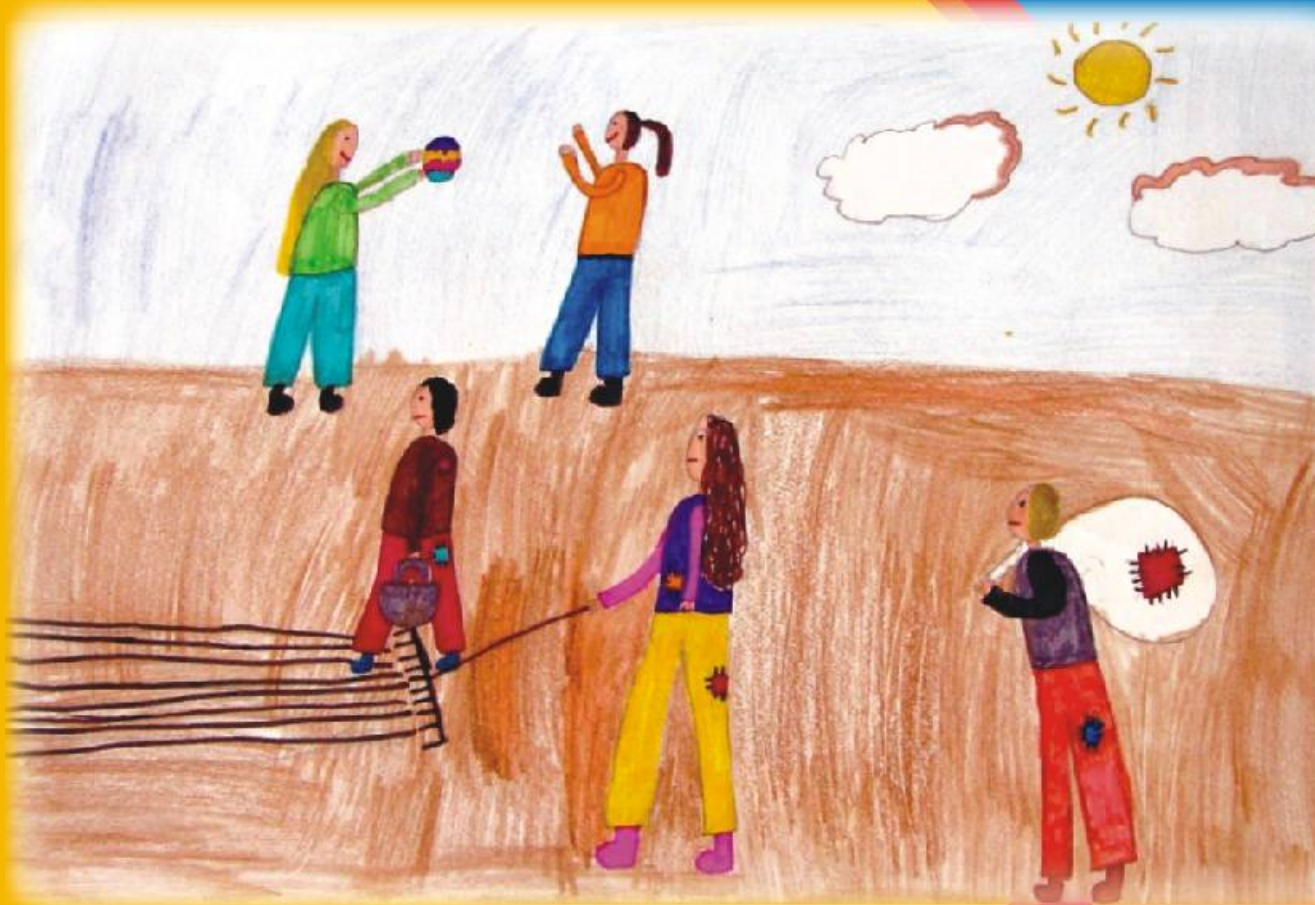




International
Labour
Organization

STEPS TO THE ELIMINATION OF CHILD LABOUR IN CENTRAL AND EASTERN EUROPE



**EMERGING GOOD PRACTICES
and LESSONS LEARNED**

Steps to the elimination of child labour in Central and Eastern Europe

Emerging good practices
and lessons learned

**documented by the agencies that implemented them
with the support of ILO-IPEC**

edited by Christina Grisewood

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About ILO-IPEC

The International Programme on the Elimination of Child Labour (IPEC) was set up as a specialized programme of the International Labour Organization (ILO) in 1992 to raise awareness of and strengthen national capacities to combat child labour. During the past decade or so, ILO-IPEC's approach to the elimination of child labour has evolved as a result of the experience gained and the changing needs of its partners for assistance. The programme now incorporates the different categories of ILO work against child labour, including research and statistics, technical cooperation, advisory services and advocacy, as well as its own unit for monitoring and evaluation, providing member states with comprehensive support to combat the worst forms of child labour. ILO-IPEC focuses on the prevention of child labour, as well as the removal and rehabilitation of children involved in the worst forms. This is achieved through the simultaneous implementation of short-, medium- and long-term measures, taking into account the specific context within each country.

These measures include country-based programmes which promote policy reform; building institutional capacity and putting in place tangible measures to end child labour; awareness-raising and social mobilization aimed at changing attitudes; and promoting the ratification and effective implementation of ILO child labour conventions. Complementary to this direct action has been substantial in-depth statistical and qualitative research, policy and legal analysis, programme evaluation and child labour monitoring, which together have contributed to the accumulation of a vast knowledge base of statistical data and methodologies, thematic studies, good practices, guidelines and training materials.

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Child labour through the eyes of 16-year-old Maria Georgieva (Bulgaria).

SETTING THE SCENE



Introduction

In Central and Eastern Europe, indications are that child labour is a growing phenomenon. Many children from poor families have become more vulnerable to child labour in the wake of transition to market economies or regional political and economic crises. With poverty increasing and education falling by the wayside in most of the countries of the region, children are sent to work out of what most families view as economic necessity.

PROTECT CEE (PROject of Technical assistance against the labour and sexual Exploitation of Children, including Trafficking, in countries of Central and Eastern Europe) is the programming framework of ILO-IPEC in the sub-region. It covers Albania, Bulgaria, Romania, the Republic of Moldova, Ukraine and the UN-administered province of Kosovo.¹

All the participating countries have ratified the two key ILO conventions related to child labour: the Minimum Age Convention (1973) No. 138 and the Worst Forms of Child Labour Convention (1999) No. 182. They are therefore committed to taking immediate measures to prohibit and eliminate the worst forms of child labour, including trafficking of children, and to work towards the complete elimination of child labour. Moreover, all have signed memoranda of understanding on technical cooperation with ILO-IPEC.

A range of activities has been initiated under the various ILO-IPEC country programmes, in partnership with governments, the social partners and non-governmental organizations (NGOs). However, before the project, the mainstreaming of efforts to combat the worst forms of child labour at the legislative and policy levels were often not based on tried and tested experiences from the region and there was no network to enable relevant stakeholders to learn from each other's experiences, to build on each other's successes and to avoid repeating mistakes.

This publication aims to contribute to filling this gap. Good practices are the core element of a continuing learning process whereby organizations reflect on the lessons learned and replicate positive actions. More than 60 emerging good practices have been

documented across the region by the agencies that implemented them. They are presented here in a consolidated form with a view to their wider dissemination and, where suitable, replication. The intention is to document and research them further in order to assess their impact and validate them over the long term. In general terms, it can be said that these good practices have contributed to the withdrawal of or prevention from the worst forms of child labour, including trafficking, of some 10,000 children in the region by the end of 2006.²

These emerging good practices are documented and presented here for practitioners in the social field in Central and Eastern Europe who want to start activities for the elimination of child labour and for those who want to diversify their activities already targeting child labour. They reflect what has proven to work in the region and include what has also been tested in other parts of the world.

The consolidation of several activities into one good practice shows that a similar approach can work in a variety of contexts. Some may even be considered "standard practice" by child labour experts, but the value of including them here is to illustrate how they have worked specifically in the contexts described.

Another feature of these good practices is that they were documented by the same organizations that piloted them and represent a considerable effort on their part to reflect on what works and what does not. This proved to be a great team-building exercise, and it is ILO-IPEC's hope that the simple and concise way in which these good practices are presented here will motivate other organizations to replicate the models proposed. A full list of implementing agencies and their contact details can be found in Annex 1.

Lastly, these emerging good practices are part of a knowledge management process, and the intention is to monitor their long-term impact, validate them and add other good practices in the future as and when they are documented by the organizations implementing them.

¹ The UN-administered province of Kosovo is referred to hereafter in this document as Kosovo and, for ease of readability, as one of the participating "countries". This does not imply any opinion of the ILO on the future status of the Province.

² ILO-IPEC: Direct Beneficiary Monitoring Reports.

What is a “good practice”?

As part of its own development as an international programme and source of critical data, ILO-IPEC has been striving to ensure that its experience and expertise is made as widely available as possible to organizations and individuals working in the field of child labour. In this way, by promoting what is known to work in different circumstances through identified and validated “good practices” based exclusively on lessons learned from projects worldwide, ILO-IPEC hopes to be able to sustain programme achievements and progress in general on the elimination and prevention of child labour.³

A good practice can be any type of activity, process, strategy or technique at any level, from broad policy-level activities to grassroots interventions at local level. It need not represent an overall project or programme, as even if a project overall has not been successful, there could still be good practices that were developed or applied within it. A key aspect is that a good practice is something that has been tried, tested and shown to work, as distinct from what may be a potentially good idea but has not actually been tested.

The principal objective of collecting good practices is to enable implementing agencies, partner organizations, governments, the social partners and other national and international organizations and agencies can learn from these experiences and project outcomes and adapt and replicate them in the context of their own project design and implementation.

In the case of ILO-IPEC and its partners’ work in this field, the following have been established as the main criteria for the selection of a good practice:

- that it is innovative or creative in the context in which it is implemented;
- that it has documented effectiveness and/or impact;
- that it is replicable;
- that it is sustainable;
- that it is relevant to direct or indirect action against child labour;

- that it is responsive and ethical;
- that resources (human, financial or material) are used efficiently in its implementation.

The emerging good practices in this publication were collected and documented according to a carefully defined knowledge-sharing process initiated in August 2004.

To begin with, a committee was formed in each of the six participating countries (Albania, Bulgaria, Kosovo, Moldova, Romania, Ukraine), made up of organizations or entities implementing field activities to combat the worst forms of child labour. The committees are based on existing networks and, depending on the context, consist of representatives of the government, the social partners, United Nations (UN) agencies and NGOs.

The tasks of the national committees are to:

- clarify what is a good practice according to the above-mentioned criteria;
- generate and draft the good practices on the basis of an agreed format;
- share the good practices at regional level;
- participate in the validation process;
- disseminate the good practices in the country concerned.

From the time an activity to combat the worst forms of child labour is identified by the committee as having had a positive impact, it undergoes the following steps:

- the committee discusses whether the activity meets the established criteria of a good practice;
- if cleared by the committee, a description of the activity is posted on the sub-regional website for input and comments from other national committees and participating organizations;
- a sub-regional seminar is held to discuss and validate the good practice, along with other good practices in the same field;

³ See ILO-IPEC, UNICEF and the World Bank: *Combating Child Labour: Sample Good Practice Guidelines* (October 2003) http://www.ucw-project.org/cgi-bin/ucw/Publications/Main.sql?come=CLP_Authors_Res.sql&AuthorID=8427.

- once validated, the draft of the consolidated good practice is posted on the website by the Chief Technical Adviser's office for final approval by the national committees;
- the description of the good practice is translated into the national language and disseminated among partners;
- the good practice contributes to the improvement of the quality of services provided to children at risk of or caught up in the worst forms of child labour.

The whole process is supported and facilitated by the ILO-IPEC country teams.

The good practices presented here have proven to be successful in the contexts in which they were implemented. An organization seeking to replicate any one of them would need to consider whether it is suited to its own environment and if necessary adapt it accordingly.

Roma children in Kurdjali, Bulgaria, are provided with new school clothes to encourage them to facilitate their integration. Photo: ILO-IPEC



Child labour in Central and Eastern Europe

According to the ILO's Global Estimate of child labour,⁴ there are 1.2 million children trafficked for labour or sexual exploitation across the globe. Albania, Bulgaria, Kosovo, Moldova, Romania and Ukraine are among the countries in Central and Eastern Europe most seriously affected by the problem of sexual and labour exploitation of children, either through a trafficking process or at the child's place of origin. The prevalence in these countries of the worst forms of child labour has disastrous consequences on the safety, health and well-being of children.

Contributing factors

Many different factors contribute to the prevalence of trafficking in children and other worst forms of child labour in Central and Eastern Europe today. A context analysis⁵ of the six countries currently covered by PROTECT CEE – Albania, Bulgaria, Kosovo, Moldova, Romania and Ukraine – identified four key economic indicators: economic growth, poverty, the Gini coefficient and the informal economy.

Countries in the sub-region are enjoying a stable economic growth rate (over 5%), primarily attributable to foreign investment and an increased access to European markets. Despite this, poverty levels remain high across the sub-region, particularly in Moldova and Kosovo, where 39.8% and 37% respectively of the population are living on less than US\$2.14. The highest levels of poverty are concentrated in rural areas.

The Gini coefficient illustrates levels of income disparity between different categories of the population. The closer the coefficient is to 1 the higher the income disparity. All countries in the sub-region are currently experiencing significant income disparity; however, levels are higher than the regional average in Moldova and Kosovo (0.34 and 0.42 respectively⁶).

The informal economy is very significant in the sub-region. The transition to a market-based economy without proper legislation in place has led many businesses to operate outside the formal sector in order to elude taxes. The informal economy leads

to the exploitation of many children, including trafficking in children and other worst forms of child labour. Most of the children withdrawn from the worst forms of child labour under various IPEC-supported projects had been working in the informal economy. It has to be noted, however, that the informal economy does not function in isolation. Sub-contracting arrangements between companies in the formal sector and "entrepreneurs" in the informal economy also contribute to child labour.

Throughout the sub-region, many poor families have been excluded from the benefits of economic growth. Indeed, child labour has emerged as a coping strategy for countless families in extreme poverty. In rural areas, many children – both boys and girls – are exploited in the agricultural sector, often on family-owned farms where they are exposed to multiple hazards, such as pesticides, long working hours and dangerous tools or machinery.

Cross-border migration and trafficking

With the expansion of the European Union (EU), the promise of a higher living standard continues to lure people across borders in search of employment. Geographical proximity to Western Europe and existing cultural, linguistic or labour-related ties have encouraged such migration. The high rate of migration (an estimated one-third of the working age population in Moldova, for example, is out of the country) has contributed substantially to an increase in national income. However, it has also played a role in weakening social support for children, either because they are left behind without proper supervision (Moldova, Romania and Ukraine) or because they are exposed (with or without their parents) to the risks of illegal migration, smuggling or trafficking. The many children in institutions (Bulgaria, Moldova and Ukraine) who lack exposure to outside life and family support are consequently at special risk of entering the worst forms of child labour.

People crossing borders in search of work, particularly young people, are frequently vulnerable to deception and exploitation. As education and vocational training institutions often have not

⁴ ILO-IPEC: *Every child counts* (2002).

⁵ ILO-IPEC, PROTECT CEE: *Context Analysis and Resource Mobilization Strategy* (2006).

⁶ World Bank: *World Development Indicators* 2005.

been modernized to respond to the changes in the labour market brought about by transition, young people do not see many employment opportunities in their home communities or countries. As a result, they are attracted to what appear to be employment opportunities elsewhere but are rarely informed about the type of work and the working conditions that await them. For example, work presented as a “dancer” to a young woman is often prostitution in disguise.

In addition, conflict has increased both cross-border relocation and vulnerability to exploitation. Much of the trafficking from Moldova, for example, goes through the eastern border into Ukraine. The Transnistria region is under the control of a separatist pro-Russian faction, and the Moldovan government does not control that border. Furthermore, the Balkan conflicts created a market for goods, arms and people, giving rise to organized crime and a greater acceptance of illegal ways to earn money.

During the conflicts in Bosnia, Croatia, Kosovo and Transnistria, and during the 1997 crisis in Albania, an urgent need for goods and services persisted without a structure to provide them. This was exacerbated by the funnelling of all existing economic resources towards the war effort, by the suspension of the rule of law and, sometimes, by economic sanctions/blockades imposed by other nations. An underground/black market economy emerged to fill the void. As desperate times breed desperate measures, attitudes toward illegal activities such as trafficking and the worst forms of child labour become normalized and accepted as a necessity brought about by armed conflict.

Lack of job opportunities, the rising cost of living, increasing social stratification and the weakening of the social safety net have set the stage for trafficking and other worst forms of child labour. However, reliable statistics on the magnitude of trafficking in this sub-region remain unavailable. Data available at government level relate only to prosecutions and, therefore, hugely underestimate the extent of the problem.

Data available from the International Organization for Migration (IOM) relates to repatriated victims of trafficking and again cannot be extrapolated to reflect the extent of the problem, while the magnitude of internal trafficking remains unknown.

The rapid assessments undertaken yielded valuable qualitative, but not quantitative, data on the problem. However, not all countries have been affected equally by human trafficking and not all communities within affected countries are equally involved. Trafficking, while related to factors such as poverty and unemployment, remains a complex and somewhat elusive issue.

Growth in employment opportunities is often most evident in the informal sector, where workers have no security, and labour inspectors have little or no jurisdiction and/or no resources to tackle child labour. The notable exception is Moldova, where recent legislation broadened the mandate of the Labour Inspectorate. The deterioration of the rule of law has compounded the problem, allowing a shadow economy to grow which increases the incidence of the worst forms of child labour related to criminal activities. Children are exploited for criminal activities (begging, petty theft, drug peddling) and for sexual exploitation (prostitution and pornography).

In the region, a hangover from Soviet times, and from previous agrarian history, is a commonly held attitude that labour is an important part of a child's education. Work is viewed as good for children. In some communities, children are expected to work to support the family, even if the adults themselves are unemployed.

Education and youth employment

The primary school enrolment rates in the five countries and Kosovo are all around 90%, well above the world average. However, the last 15 years have seen a steep decline in pre-school attendance, secondary schooling and Vocational Education and Training (VET). Illiteracy is also on the rise in some countries. Populations having lowest school performance include the poor, ethnic minorities, rural families, children with special needs and children in institutions (orphanages). This situation has arisen for the following reasons:

- the increased cost of education for families and insufficient state funding;
- the decrease in the birth rate and the rural migration that has resulted in the closing of schools in many rural areas because of an insufficient number of children;

The Roma

The history of the Roma in the region is one of marginalization. Because of their migratory lifestyle and the absence of a traditional “homeland”, Roma across Europe were viewed with suspicion and described as “outsiders” who did not conform easily to the social norms of the majority population. In more recent years, the break-up of the Soviet bloc in 1989 brought about a total social restructuring. Researchers agree that Roma in Central and Eastern Europe have suffered disproportionately from the adverse effects of transition.

In addition to centuries of discrimination and forced assimilation, Roma were acutely affected by the move to a market economy. Unemployment among the Roma in the region is pervasive, while a lack of sustainable economies in Roma communities has produced strong dependence on social assistance and a breakdown of traditional community self-regulation mechanisms.

Although national constitutions guarantee equal protection under the law, deeply rooted negative stereotypes have created a society where Roma experience widespread poverty, poor health and unequal access to social services and education. Pervasive social attitudes, a tradition of ostracization and negative economic consequences of transition have left Roma children particularly vulnerable to trafficking and the worst forms of child labour. Not surprisingly, the drop-out rate among young Roma is staggering. Deprived of basic literacy and numeracy and subjected to intergenerational poverty, these children are often forced onto the streets at a young age.⁷

In traditional Roma communities, parents may also choose to take their children out of school in order to pass on their trade as a means of retaining community identity. In communities where Roma have traditional skills to pass on to their children, this becomes a means of preserving cultural and community identity.

Children may be engaged in family work at the expense of attending school.⁸ Early marriage has also long been quoted as a traditional harmful practice in the Roma community contributing to child labour, as the young girl/bride is likely to be withdrawn from school and made to perform domestic work. However, experience shows that when a coherent education-support programme is provided, the school-leaving age of the girls also increases steadily.⁹ There is therefore a need to recognize the deep-rooted cultural reasons – as well as the economic reality – that underlie these phenomena.

- discrimination facing Roma and other minorities;
- rigid teaching methods and the lack of a friendly school environment for vulnerable children;
- low financial support to and the negative social perception of teachers;
- lack of counselling that prevents children from understanding their potential in the labour market and of studying with the goal of a decent job in mind;
- state under-funding and the negative perception of the population towards VET;
- skill-specific VET classes that are not in line with market demand;
- lack of parental involvement in the education process.

Consequently, youth unemployment rates in the region are significantly higher than overall unemployment rates. Young people typically leave school at an early age to take on low-paying, low-skill jobs in the informal economy, which are more likely to expose them to risks and hazards.

⁷ Radó, P.: *Transition in education* (Open Society Institute, Budapest, 2001); Save the Children: *Denied a future? The right to education of Roma/Gypsy and Traveller children* (2000).

⁸ This phenomenon would vary according to the size of the Roma population still involved in their traditional trade. While empiric evidence shows that this proportion is still high in Albania, the Roma in Romania and Bulgaria have largely abandoned their traditional trades, and the incidence of child labour among Roma in these countries is mostly owing to the discrimination they face in schools and on the labour market.

⁹ See lessons learned from the PHARE project in Romania “Access to Education for Disadvantaged Groups”. Paper presented at the final evaluation workshop of the programme (unpublished, 2005).

Country profiles

Albania

Albania's current population is estimated at over 3.5 million people.¹⁰ In 1991, the country began the transition to a democratic system and free market economy with the aim of increasing the standard of living of its population. However, the transition process has not prompted equitable growth; instead certain sections of the Albanian population are extremely vulnerable to poverty, unemployment and exploitation. One-fourth of the Albanian population lives under the absolute poverty line, while less than 5% live in extreme poverty.¹¹ The national unemployment rate has been calculated at 22.7%, and in some districts reaches in excess of 40%.¹² People living in rural areas (29.6%) are more likely to be living in poverty compared with those living in urban centres (20.1%).¹³ In 2002, 20% of rural families did not have access to water in their homes.¹⁴

Poverty in rural areas has prompted large numbers of youth to abandon school and migrate to urban areas of Albania, most notably Tirana, in search of work. The migratory influx from rural regions has put unsustainable pressure on the public services of urban centres. There has been a notable decrease in

the quality of health care services, enrolment rates in the education system continue to decline, and housing continues to be problematic. As a result, the standard of living has dropped dramatically, while the informal economy has grown. The transition has ultimately resulted in an increase in child trafficking and other worst forms of child labour.

Albania is categorized as a source, transit and destination country for child trafficking.¹⁵ The prevalence of child trafficking depends upon poverty, economic instability, housing problems and poor living conditions, low levels of education, low employment opportunities, and improper/ineffective law enforcement. Destination countries for Albanian children are mainly Italy and Greece.

A large number of children work in extremely hazardous occupations and under dangerous conditions in the following sectors: agriculture, construction, small shoe and clothing factories and the service sector. They are employed as permanent workers or seasonal or daily workers. The Construction Workers' Trade Union reports that 20% of construction workers are under 16 years of age. Children working in these sectors are exposed to chemicals, carrying heavy loads, exhaustion owing to long working hours, injuries from tools, and denial of access to schooling and social activities necessary for proper growth and development.

Tobacco picking in Kurdjali (Bulgaria). Photo: ILO-IPEC



Bulgaria

The current population of Bulgaria is nearly 7.4 million.¹⁶ In 1990, Bulgaria began the transition towards political democracy and a market-based economy. It acceded to the EU in January 2007.

The socio-economic reform process that Bulgaria embarked upon included a "privatization process, fiscal discipline, low inflation, and banking sector reform."¹⁷

¹⁰ Institute of Statistics: National Census 2002.

¹¹ In Albania, the absolute poverty line refers to a minimum calorie-based consumption level. It is the equivalent of a monthly per capita consumption of 4,891 lekë (US\$49), National Strategy on Socio-Economic Development (2003).

¹² Institute of Statistics: Albania in figures (2004).

¹³ UNDP: National Healthcare Disparities Report (2002).

¹⁴ Institute of Statistics: Living Standards Measurement Study (2002).

¹⁵ US Department of State: Trafficking In Persons (2006).

¹⁶ Bulgaria Statistical Yearbook (2005).

¹⁷ World Bank: Poverty Assessment, Bulgaria: A Changing Poverty Profile (2002).

However, reforms had some adverse repercussions on the poorest sections of Bulgarian society. The poverty rate remains significantly high according to EU standards; in 2002, 7.9% of Bulgarians were living on less than US\$2.15 a day and 32% were living on less than US\$3.4 a day.¹⁸ Poverty is concentrated among the rural population, large households, people with low levels of education and ethnic minorities.¹⁹ The informal economic sector comprised 36% of GDP as of 2002.²⁰

There are currently very low public expenditures on education, making families financially responsible for the education of their children. Ethnic minority groups, such as the Roma, are increasingly vulnerable to exclusion from the education system because of financial reasons, language barriers, lack of access to schools in particular regions and discrimination. This means that Roma children are at risk of being trafficked and, as of 2000, comprised 36% of children aged 8–17 who were not in school and involved in labour activities.²¹ In addition, educational institutions have been criticized for not accommodating the needs of children involved in the worst forms of child labour through provision of alternative/informal educational programming. Vocational programming is not readily accessible to children vulnerable to the worst forms of child labour, either for geographic reasons or because they have not achieved requisite prior formal education. Girls are especially vulnerable as their level of education is on average lower than that of boys and they have even more limited opportunities for further vocational training.²²

Bulgaria is a source, transit and destination country for trafficking in women and girls for the purpose of sexual exploitation. Roma children are trafficked within Bulgaria and abroad for the purposes of forced begging and petty theft.²³ Factors which contribute to the prevalence of child trafficking include a problematic family life characterized by abuse, addiction, poverty, single parent families, limited educational opportunities and a high number of institutionalized children who do not receive the necessary education or vocational training. Street children are at a higher risk of being trafficked. The most common types of child labour for street children are begging, car washing, scavenging and prostitution. Children



Scavenging for rubbish at a dump site in Kurdjali (Bulgaria). Photo: ILO-IPEC

of ethnic backgrounds are particularly vulnerable to trafficking for sexual, labour, begging, criminal and adoption purposes.

UN-administered province of Kosovo

Kosovo is currently undergoing a period of intense socio-economic and political transition. UN Security Council Resolution 1244 put Kosovo under temporary UN administration. According to Chapter 7 of the Resolution, the role of government belongs to the United Nations Interim Administration Mission in Kosovo (UNMIK). The two primary responsibilities of UNMIK are to “perform basic civilian administrative functions and protect and promote human rights”.²⁴ A provisional self-government was approved in Kosovo by UNMIK in May 2001. Elections in November allowed for the creation of a new National Assembly. The Provincial Institutions for Self-Government were appointed the following year. The decision on the final status of Kosovo, has yet to be taken by the UN Security Council.

The economy of Kosovo for the most part is comprised of the agrarian sector and small private enterprises. However, these industries are not able to provide enough employment opportunities to accommodate the population. Currently, many sources cite unemployment as Kosovo’s primary concern. The unemployment rate reached a record high of 70% in 1995. A survey completed in 2002 stated that, at the

¹⁸ Ibid.

¹⁹ Ibid.

²⁰ Statement of the President of Confederation of Independent Trade Unions (2002).

²¹ ILO-IPEC, SIMPOC: *Child Labour in Bulgaria during the Transition Period* (2000).

²² European Commission: *Regular Report on Bulgaria’s Progress to Accession* (2004).

²³ US Department of State: *Trafficking in Persons Report* (2006).

²⁴ ILO-IPEC: *Kosovo and ILO/IPEC* (undated); ILO-IPEC: *Province Situation Document* (undated).

time of the research, 50% of the population was unemployed. Unemployment is higher among young people, women and those residing in rural areas.

According to the 2001 World Bank Poverty Assessment, approximately half the population was living under the poverty line and 12% were categorized as living in “extreme” poverty. The 2005 Poverty Assessment showed poverty rates remaining high and pervasive, with 37% of the population living below the poverty line of 1.42 euro per day. Factors which increase the likelihood of poverty include family size, family members with disabilities, and the proportion of males able to work in a family, while family remittances (at a projected 347 million euro in 2006) and foreign assistance (at a projected 388 million euro in 2006) have had a favourable impact on household income.²⁵

Republic of Moldova

The Republic of Moldova has experienced intense political, economic and social challenges following its 1991 independence from the Soviet Union. Despite significant economic growth and development, Moldova’s living standards remain ranked among the lowest in Europe.

The current population of Moldova is nearly 3.4 million people.²⁶ More than one in every four Moldovans lives in “extreme” poverty (on less than US\$16 a month).²⁷ Extreme poverty and lack of employment opportunities are concentrated in rural areas. This has prompted a large influx of young people to urban areas looking for work. Conversely, between 1990 and 2003, 171,000 adults left urban centres for rural areas mainly owing to retirement.²⁸ Many impoverished youth have left Moldova in search of employment. This rapid external migration pattern has left an estimated 28,000 children, two out of three of whom are girls, without at least one parent. A 2003 survey of 1,844 children from rural settlements reported that 81% of the children had at least one parent working abroad.²⁹

The Moldovan government has not been able to allocate the required funds to the education system, thus leaving families to shoulder the financial burden of sending their children to school.³⁰ Enrolment rates in primary education remain high, in excess of 90% for boys and girls; however, children from poverty-stricken families spend significantly less on education. As a consequence, 74% of children from poor families were enrolled in primary and secondary education compared with 81% of those in higher income brackets. The cost of VET has cut the number of children enrolled by nearly half.³¹

The socio-economic situation in Moldova has translated into an increased vulnerability of children and youth to a range of economic, physical and psychosocial risks. As a result, Moldova has seen an increase in child trafficking and other worst forms of child labour. Child labour occurs in Moldova owing to low levels of educational attainment, a lack of social support for youth, fractured family ties and remaining legislative gaps, which result in weak control over migratory patterns.

Moldova is a major source country for trafficking in women and girls for the purpose of sexual exploitation. Victims are trafficked throughout Europe and the Middle East. To a lesser extent, Moldova serves as a transit country to European destinations for victims trafficked from other former Soviet states.³² According to official figures, the incidence of the worst forms of child labour appears to have increased by as much as 2.5 times between 2001 and 2004, and 260 penal cases were filed since the beginning of 2003.³³ Moldova has been reported as one of the leading countries of origin for trafficked children.

Hard-pressed parents very often do not feel that the long-term returns of education investment outweigh the short-term economic gain and skills brought by child labour because of their incapacity to plan beyond the survival strategies in which they are trapped, their lack of trust in the capacity of the

²⁵ Ibid.

²⁶ Department of Statistics of Moldova: *Census 2005*.

²⁷ Ministry of Economy: *Poverty in Moldova (2003)*.

²⁸ UNFPA: *International Symposium on Population Demographic Problems in the Context of European Integration (2005)*.

²⁹ Ministry of Education: *Report (2004)*.

³⁰ Economic Growth and Poverty Reduction Strategy Paper (2004).

³¹ *Statistical Yearbook Moldova (2003)*.

³² US Department of State: *Trafficking in Persons Report (2006)*.

³³ Government of Moldova: *First Periodical Report to the ILO Committee of Experts on Implementation of Convention 182 (2004)*. This figure may be because of underreporting in previous years.

education system to increase the chances of their children to access decent work, and their perception that labour is good for the development of the child (irrespective of the hazards that may be linked to it).

Children work both in the fields and within the household most of the year. Although their work is not regular or does not have the same intensity all year long, they are still assigned various tasks on a daily basis. Of 145 school-age children included in a survey on rural child labour,³⁴ one in three reported that their parents force them to work and two in three stated they are punished if they fail to work or perform poorly. Since the children are involved in activities that do not correspond to their age, they suffer physical traumas and various types of health problems.³⁵

Romania

The current population of Romania is 21.67 million.³⁶ Romania has experienced a slight demographic decline due to a negative growth rate and external migration. Children make up nearly 18% of the total population. 65% of Romanian children reside in urban regions.³⁷ Poverty continues to be a widespread problem, with a national rate of 44%. Poverty is most likely to affect ethnic minorities (Roma), children and youth, large families, single-parent families, and rural populations. 80% of Roma children live in poverty and 43% in severe poverty.³⁸ The employment rate of the Roma population (47%) remains below the national employment rate (62%). This has been attributed to lack of access to education and systemic discrimination.³⁹

The Romanian government has implemented many strategies to increase the access, participation and quality of education for the Roma population. However, the enrolment of Roma children in primary and secondary education institutions is substantially lower (by 25–30%) than the national average.⁴⁰ High levels of unemployment and poverty and low levels of education have contributed to the increase of child trafficking and other worst forms of child labour in Romania.

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12 Iunie – Ziua Internațională Împotriva Exploatării Copiilor Prin Muncă

Romania is a source and transit country for women and girls trafficked for the purpose of sexual exploitation. There were reports that Romanian boys and young men were also trafficked to another Eastern European country for purposes of sexual exploitation. Romanian girls are trafficked within the country for commercial sexual exploitation, and boys are trafficked from Eastern and Northern Romania to urban cities for purposes of forced labour including forced petty theft.⁴¹

The EU Joint Memorandum on Social Inclusion highlighted categories of risk in rural areas as: children who have never been in school and school abandonment of children coming from families in severe poverty; and school abandonment or graduating only from compulsory education owing to permanent or occasional involvement of children/youth in housework or in agriculture.⁴²

³⁴ IPEC: *Rapid Assessment on Child Labour in Agriculture* (unpublished).

³⁵ National Women's Studies and Information Centre: *Rural Child Labour Study* (2004).

³⁶ National Institute of Statistics: www.insse.ro, downloaded in March 2005.

³⁷ National Institute for Statistics: *Census of Population and Households 2002*.

³⁸ www.caspis.ro data downloaded in March 2005.

³⁹ European Government and EU: *Joint Memorandum on Social Inclusion* (2005).

⁴⁰ UNICEF and Ministry of Education and Research: *Participation in Education of Roma Children* (2002).

⁴¹ US Department of State: *Trafficking in Persons Report* (2006).

⁴² Document drafted and agreed by the Romanian Government and the European Union in 2005.

Economically active children⁴³ are between 2.1% and 3.7% of the total child population (depending on whether the questions are answered by a child or an adult). The same survey also emphasized that over 2 million children performed household activities, of whom 9.5% worked between three to four hours a day and 0.3% worked over seven hours a day. More boys (about 60%) than girls were engaged in economic activities, and over 90% of economically active children lived in rural areas, 60% of them in the south, south-west and north-east of the country. The large majority of economically active children were family workers, while a very small percentage were hired by an “employer”. For most of the households, giving up the child’s contribution would entail a significant reduction in the family’s living standard.⁴⁴

The Joint Memorandum on Social Inclusion also mentions the incidence of street children, especially in the big cities. 32% of the street children (from all over the country) have no identity documents, almost 80% of them are beggars, 16% wash cars and 14% steal. Children from dispersed, poor families, spending most of their time on the street, may easily become victims of economic and sexual abuse and even human trafficking. The major risks faced by working children were identified as low academic performance, absenteeism, school failure, substance abuse, risky sexual behaviours, chronic fatigue syndrome, low levels of satisfaction during leisure time, reduced time spent with friends and psychological distress.⁴⁵

Romania is a source, origin and transit country for child trafficking. Street children and children leaving residential care facilities are most vulnerable to being trafficked. The main factors contributing to child trafficking and the worst forms of child labour in Romania include family poverty, low levels of education and lack of legal enforcement combating child labour.

Ukraine

Ukraine is the second largest country in Europe with a population of 46.7 million.⁴⁶ Since Ukraine’s declaration of independence from the Soviet Union in 1991, there has been a notable effort to improve human rights in the country. Although Ukraine has experienced strong economic growth (an increase of 12.1% of GDP in 2004 and 5% for the first six months of 2006), levels of poverty have not improved. Instead, already privileged groups have benefited from the country’s economic growth, further exacerbating income disparities.

Rural populations are most affected by poverty. As of 2002, 27.2% of the population lived at or below the poverty line. Some estimates assess poverty rates to be as high as 45%. Poverty rates have been linked to the level of education attained by the household head. Health and education services have deteriorated during the transition process as people are forced to pay for services. As many social benefits are continually cut, certain vulnerable groups, such as people living with disabilities, single mothers and elderly people, become increasingly vulnerable to severe poverty. It has also been reported that there is an unequal distribution of benefits, with the poorest populations often being denied access to basic entitlements and services.

Ukraine is primarily a source country for children trafficked internationally for the purposes of sexual exploitation and forced labour. The number of destination countries used by traffickers increased in 2005, with almost 50 countries serving as destination points throughout Europe and eastward, including China. Half of the children that are trafficked externally are said to be trafficked to Russia and Moldova or urban centres outside the Commonwealth of Independent States.

⁴³ Economically active children include all children aged 5–17 years who are regularly or occasionally engaged in economic activity for at least one hour during the reference week. Economic activity includes all market production of goods and services in order to obtain money/in-kind income, other benefits, ILO-IPEC and National Institute of Statistics: *Survey on Children’s Activity in Romania – Country Report*, 2003.

⁴⁴ ILO-IPEC and National Institute of Statistics: *Survey on Children’s Activity in Romania – Country Report*, 2003.

⁴⁵ ILO-IPEC and Alexandrescu, G.: *Romania – Working Street Children in Bucharest: A Rapid Assessment*, 2002; ILO-IPEC: *Roma Working Children and their Families – Socio-cultural Characteristics and Living Conditions*, 2002.

⁴⁶ State Statistics Committee of Ukraine, www.ukrcensus.gov.ua, downloaded 25 May 2006.

Child labour in Ukraine is primarily seen in the areas of street work, commercial sexual exploitation and pornography, agriculture and construction. Street children are especially vulnerable to sexual and labour exploitation. The average age for entry into the workforce for children is 12.⁴⁷ The worst forms of child labour have been documented as

being on the rise.⁴⁸ Contributing factors to child labour and the worst forms of child labour are family poverty, high levels of unemployment and low wages. The education system is currently unable to fully meet the needs of children vulnerable to child trafficking and other worst forms of child labour.⁴⁹



The above map is purely for illustrative purposes and does not imply any opinion on the part of ILO-IPEC as to the legal status of any country, area or territory or the delimitation of its frontiers.

⁴⁷ ILO-IPEC, SIMPOC and State Statistics Committee: *Child Labour in Ukraine* (2000).

⁴⁸ Comments of the ILO Committee of Experts on the Report of Ukraine on the implementation of Convention 182 (2004).

⁴⁹ ILO-IPEC: *Rapid Assessment on Trafficking in Children in Ukraine* (2004).

Legal instruments concerning child labour

The development and subsequent adoption of ILO Convention No. 182 (C182) on the Elimination of the Worst Forms of Child Labour (1999) was a significant step in the global fight against child labour. The clear commitment to eliminating the worst forms of child labour has helped place the issue on the national development agendas of over 130 countries around the world.

C182 came into existence from a need for an international instrument that would specifically tackle the worst forms of child labour as a matter of urgency and priority. Until 1999, the fight against child labour was directed mainly by Article 32 of the UN Convention on the Rights of the Child (CRC), stating that every child has the right to freedom from economic exploitation, and by ILO Convention No. 138 (C138), establishing minimum ages for entrance into employment. Age limits under C138 vary according to context and type of work, but generally the minimum age for admission to employment is 15 years, and for hazardous work it is 18 years.

C138 is still relevant as it relates to all forms of child labour, including light work and other forms not necessarily deemed a worst form. It is supplemented now by C182, which is directed specifically at the worst forms of child labour, and therefore instrumental in setting priorities for intervention.

C182 establishes three categories of labour that are considered worst forms of child labour and leaves a fourth category of hazardous work to ratifying states to define within their own contexts. Any work that endangers children's health, safety and morals, either because of its nature or the circumstances in which it is performed, is a worst form of child labour and must be identified as such by the ratifying state.

In addition, C182 spells out certain forms of child labour that must be considered worst forms no matter how, where or when they occur. These include sale and trafficking of children for labour, use of children in illicit activities, and children in commercial sexual exploitation, defined as prostitution and pornography.

ILO activities to combat exploitative child and forced labour are furthermore in line with:

- the UN Convention for the Suppression of the Traffic in Persons and Exploitation of the Prostitution of Others (1949) and the supplementary Convention on the Abolition of Slavery, Slave Trade and Institutions and Practices Similar to Slavery (1956);
- the UN Convention on the Rights of the Child (1990) and its Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography;
- the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (2000) supplementing the UN Convention against Transnational Organized Crime, also known as the Palermo Protocol.

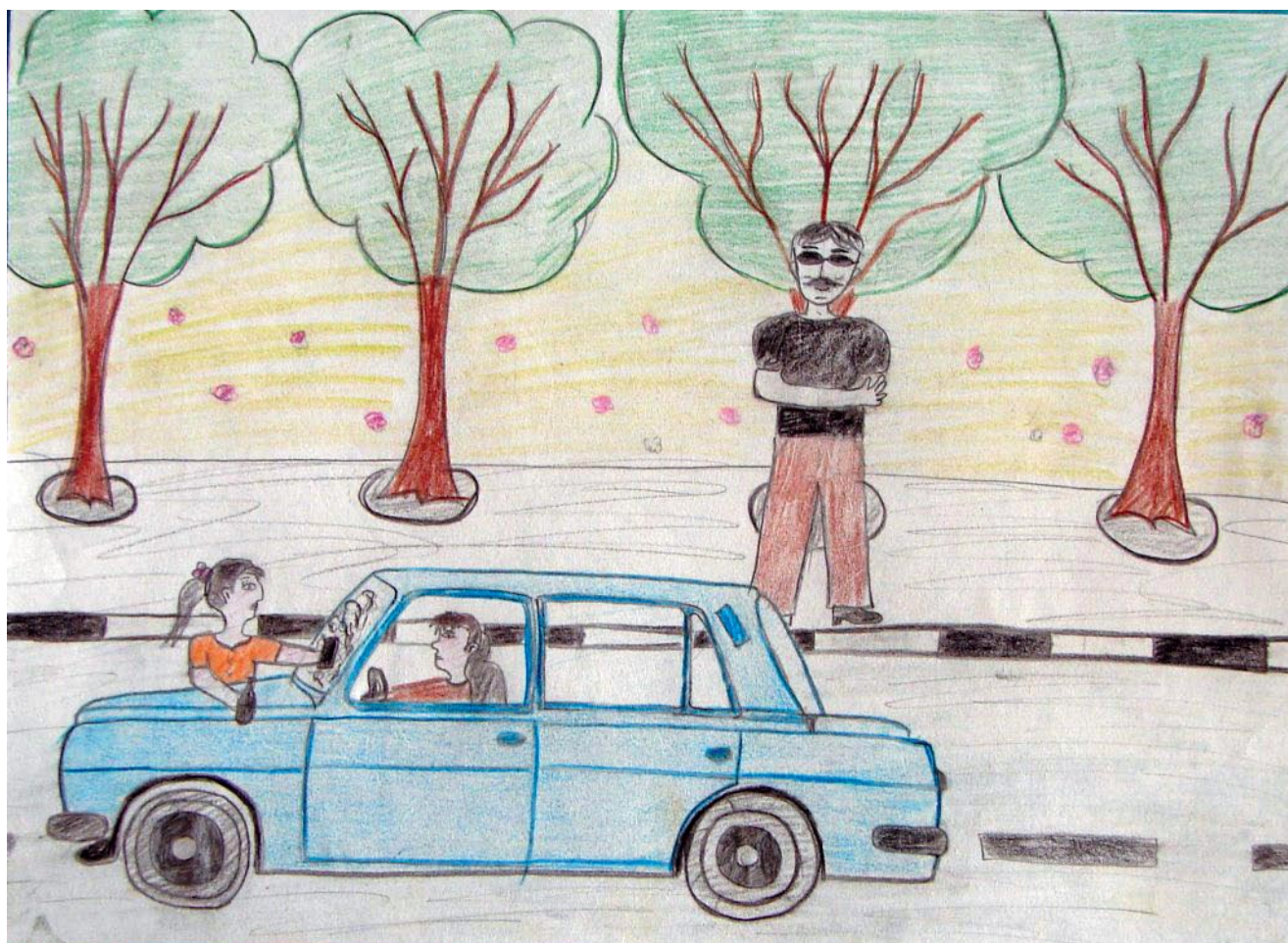
Some EU instruments related to the worst forms of child labour are binding for member states and serve as standards within the Stabilization and Association Pacts or the EU Neighbourhood Policy. They include:

- the EU Council Directive of 22 June 1994 on the protection of young people at work, which sets the minimum employment age at 15 (14 under some exceptional conditions) and give provisions for working time, rest, holidays, breaks, in line with the ILO Minimum Age Convention, 1973;
- the EU Council Resolution of 20 December 1996 on sentencing for serious illicit drug-trafficking, which gives responsibility to member states to provide for long custodial sentences for drug trafficking, especially when it involves the use of children (among other aggravating circumstances);
- the EU Council Framework Decision of 19 July 2002 on Combating Trafficking in Human Beings. Its definition of trafficking is very much in line with the one in the Palermo Protocol. It further gives member states the responsibility of punishing trafficking in human beings with "effective, proportionate, and dissuasive criminal penalties" (Article 3).

- the EU Council Framework Decision of 22 December 2003 on combating the sexual exploitation of children and child pornography, which defines child pornography as materials that visually depict children (or persons appearing to be a child, or computerized generated images of children) either involved in sexual/lascivious conduct and/or showing their genitals/pubic area (Article 1).

In addition, the Council of Europe Convention on Action against Trafficking in Human Beings of 2005 promotes a human rights-based approach to prevention work, protection of victims, and international cooperation (as opposed to the primarily criminal orientation of the Palermo Protocol). The convention is currently applicable in Romania and in Moldova.

Drawing by 16-year-old Antoaneta Petrova (Bulgaria).



ILO-IPEC in Central and Eastern Europe

Governments in Central and Eastern Europe have recognized that the problem of child labour exists in their countries and are committed to taking action to combat it. Since 2000, ILO-IPEC has been providing governments in Albania, Bulgaria, Kosovo, Moldova, Romania and Ukraine with technical and financial assistance in the implementation of child labour conventions.

Public awareness of and the national capacity to deal with child labour are still very limited in the region. Until recently, there was no established network of NGOs to provide information and consultation services for children, teenagers and families in order to prevent child labour nor to ensure children benefit from adequate social protection. The ILO-IPEC strategy, therefore, has been to develop models of intervention to

combat child labour throughout the region and for the participating countries at national level.

In collaboration with other relevant ILO departments, ILO-IPEC is implementing two major sub-regional programmes in the region. One is aimed at combating trafficking of children for labour and sexual exploitation, focusing on Albania, Moldova, Romania and Ukraine; the other is aimed at combating the worst forms of child labour in selected Stability Pact countries – Albania, Bulgaria, Kosovo, Moldova and Romania – through capacity-building and direct action.

Between 2001 and 2004, ILO-IPEC country programmes in Albania, Romania and Ukraine set the basis for the work of PROTECT CEE in the region. Three additional offices opened in Moldova, Kosovo and

Some families rely for their survival on scavenging at dump sites (Kurdjali, Bulgaria). Photo: ILO-IPEC



Bulgaria between September 2003 and March 2004. Further research on trafficking in children was also undertaken in Albania, Moldova, Romania and Ukraine, and the full project started in February 2004.

PROTECT CEE has three interrelated components:

- to advocate to bring legislation, policy and institutional framework in line with international commitments on child labour, and specifically to ensure that national policies address the special needs of children trafficked internally and across borders for sexual or labour exploitation;
- in selected high-risk areas, conduct pilot projects to: promote employment and especially youth employment (particularly through education and job counselling); promote peer education in youth centres for the prevention of trafficking and reintegration of victims of trafficking; increase the capacities of professionals for the psychosocial rehabilitation of child victims of trafficking; and establish a referral/child labour monitoring system;
- strengthen knowledge management at national and sub-regional levels by the documentation, validation and dissemination of good practices in combating the worst forms of child labour.

As at the end of 2006, PROTECT CEE had 160 action programmes and other contracts being implemented across the sub-region. More than 10,000 children at risk or victims of child labour have been targeted so far through direct activities.

ILO-IPEC approach

As in other parts of the world, the ILO-IPEC approach in this region is both multi-faceted and participatory. It includes participation of all national stakeholders in contributing to the strategic direction of the project, as well as engagement of community members at the local level in developing their own solutions to the problem. In particular, ILO-IPEC seeks to build sustainable, community-based structures and to nurture leadership and solidarity among youth. The role of trained peer educators is an obvious example of the empowerment of young people that, in turn, builds local capacities to combat the worst forms of child labour.

Government agencies and workers' and employers' organizations all play key roles in the project. ILO Convention No. 182 calls for consultation with employers' and workers' organizations in the design and implementation of programmes to combat trafficking and reintegrate victims.

The PROTECT CEE project works closely with government agencies and structures (particularly Ministries of Labour) to eradicate trafficking and other worst forms of child labour. The project involves and supports employers' organizations in order to create the appropriate conditions for successful business within a child labour-free workplace.

Trade unions play a key role in protecting workers' rights and interests, including the elimination of child labour and in awareness-raising and sensitization campaigns. Teachers' unions are deeply involved in the project in all participating countries, and by the nature of their work are well placed to bring added value to the project.

In addition to the social partners, civil society, with its close ties with and knowledge of local communities, have a crucial role to play in the prevention and elimination of the worst forms of child labour, including trafficking. NGOs not only contribute their expertise to ILO-IPEC project design and monitoring through participation in stakeholder workshops and representation on national steering committees, they also act as the implementing agencies for many of the action programmes designed to prevent trafficking and other worst forms of child labour and to support the withdrawal and rehabilitation of child victims.

Specificities of the region

While the ILO-IPEC approach in Central and Eastern Europe may be similar to that in other parts of the world, there are some specificities:

- as it continues to expand (with Bulgaria and Romania acceding on 1 January 2007), the EU is a driving force for social change in the region, through the accession process, the Stabilization and Association Process or the Neighbourhood Policy, all of which can help to accelerate progress in the elimination of child labour;

- regional bodies, such as the Council of Europe and the Organization for Security and Co-operation in Europe, have considerable leverage in gaining political support for certain issues, such as for the elimination of trafficking in human beings;
- there are already child protection mechanisms and institutions in existence on which activities can be built, for example, child protection officers in three cities in Albania, the National Authority for the Protection of Child Rights in Romania, the State Agency for Child Protection in Bulgaria and the Ministry of the Family and Children in Ukraine;
- there are lower numbers of child labourers in Central and Eastern Europe than in other regions where ILO-IPEC is present, particularly Asia and the Pacific and sub-Saharan Africa, which entails a higher marginal cost to reach out to children at risk of or involved in the worst forms of child labour.

Child Labour Monitoring System in Central and Eastern Europe

There are several requirements of a Child Labour Monitoring System in Central and Eastern Europe:

- **Targeting the informal sector** – The multi-disciplinary approach of the ILO-IPEC Child Labour Monitoring System allows institutions to target child labour in an integrated way, beyond their fragmented mandates; for instance, if a labour inspector is not mandated to inspect the informal economy, he or she can certainly contribute his or her technical expertise within the framework of a field monitoring visit together with a police officer and/or a social worker.
- **Outreach** – There are fewer child labourers in this part of the world than elsewhere. Consequently, it is more difficult to reach them because they may be quite scattered (in rural areas) or mobile (street children/trafficking). It is therefore important to look for ways to reinforce this outreach, by setting up hotlines, for instance, or by ensuring that participants in Local Action Committees act as focal points within their own organizations for the identification of child labourers, while involving and coordinating with their colleagues.
- **Child protection** – Child protection institutions and mechanisms are better developed in Central and Eastern Europe than in many other parts of the world. The ILO-IPEC Child Labour Monitoring System, as a comprehensive system of referral and rehabilitation, may well be extended to other issues related to child protection, such as domestic violence, which also require a multi-disciplinary approach.
- **Standardization of services** – The package of services provided to the victim is based on an individual assessment of his or her needs and capacities. Hence, every package should be different but follow some minimum standards that are particular for each country. Standards ensure a minimum quality of services to the victims and contribute to fostering trust between partner organizations – including across borders – and consequently to increase identification and referral of victims.
- **Complementary initiatives** – In 2003, the OSCE member states approved an Action Plan for Combating Trafficking in Human Beings that provides for the creation of a National Referral Mechanism (NRM) in each country.⁵⁰ There is great scope for the CLMS to link with the OSCE-supported NRM promoted in this Action Plan, in particular for repatriation of child victims of trafficking.

⁵⁰ Decision No. 557 of the Permanent Council of OSCE (PC DEC/557), OSCE Action Plan for Combating Trafficking in Human Beings, July 24, 2003.

EMERGING GOOD PRACTICES

Institution building and child labour monitoring

Besides an adequate legal framework and complementary social and economic policies and strategies, effective action against child labour requires a solid, well-resourced institutional infrastructure. Countries implementing programmes to tackle child labour need to develop intersectoral mechanisms and arrangements to manage and coordinate interventions, enforce child labour legislation and monitor the child labour situation at local and national levels. There are, therefore, many areas where capacity building and institutional cooperation are necessary.

ILO experience has shown that in order to arrive at sustainable, long-term strategies for the elimination of child labour, a broad grassroots social mobilization is required, with the active involvement of the ILO's tripartite constituents: governments and workers' and employers' organizations. When workers' and employers' organizations, together with individual companies or corporations and other stakeholders, become involved in the fight to eliminate child labour, success is more likely. More coherent and effective policies can be developed and implemented through tripartite structures and agreements based on constructive social dialogue at industry, national and international levels.

One of the most powerful means of addressing child labour is to regularly check the places where girls and boys may be working. Child labour monitoring is the active process that ensures that such observation is put in place and coordinated in an appropriate manner. A Child Labour Monitoring System (CLMS) is the integrated effort of a whole range of actors both upstream and downstream. The system incorporates and assigns a monitoring role to these actors, based on their differing capacities to access places where children might be working.

At the most basic level, a CLMS might include the community, the work sites of the children and the educational services that provide alternatives for the children. Schools and non-formal education sites are potentially very effective agents in a CLMS, and school-based child labour monitoring is widely used in ILO-IPEC programmes worldwide, involving teachers, school principals, school administrative officers and school inspectors, among others. At an area level, it covers one or more occupational sectors and might include the official labour inspectorate, employers' organizations active in the sector, trade unions and NGOs. At the national level, it brings in parliamentarians, statistical units and relevant ministries, as well as others who set or influence policy.



POLICY CONSULTATIONS



RATIONALE

Given the complex multi-sectoral and multi-agency nature of child labour interventions, the range of partners involved is broad, involving departments and units within ministries and agencies at central and local levels, the social partners and civil society organizations, as well as local implementing organizations. Consultation with all these stakeholders is a cornerstone of ILO-IPEC efforts to promote the development and implementation of national policies to eradicate trafficking and other worst forms of child labour. In this process, ILO-IPEC acts as facilitator to bring together all the partners and provides support and knowledge of child labour issues.



DESCRIPTION

Overcoming the information overload

Pilot country: Romania

In order to tackle the growing problem of child trafficking in Romania more effectively, an interministerial sub-group was established with the main task of developing a national plan of action. A major consultation was initiated to incorporate the views of all the relevant stakeholders, including representatives of government ministries, international organizations, the social partners and national NGOs with experience in this field. Several meetings were hosted by the Ministry of Administration and Interior and the Ministry of Labour, Social Security and the Family, and Save the Children Romania organized a national meeting to discuss the draft plan of action.

Given the wide range of viewpoints and proposals put forward and the vast amount of information collected, a consultant was then commissioned to distil and synthesize the results of the consultations into a consolidated draft. The resulting National Plan of Action for Preventing and Combating Trafficking in Children was submitted to the government and approved by Government Decision no. 1295/2004.

Opposite page: Training workshop (Romania). Photo: ILO-IPEC

Roundtable on rehabilitation services for child victims of trafficking

Pilot country: Romania

In Romania, Specialized Public Services for Child Protection (SPSCP) are subordinated to county and local councils and are part of the local public administration and the National Authority for the Protection of Child Rights (NACPR). The SPSCP provide services to children and families in difficult circumstances, including emergency accommodation centres, mother and child centres, day-care centres, counselling and support centres for parents. In addition, there are plans to provide shelters for child victims of trafficking in nine counties.

However, problems have been highlighted in the functioning of the SPSCP and some of its relations with other bodies, for example: lack of communication between local SPSCP and central structures; lack of consultation with local practitioners in formulating standards and policies; and tight deadlines in elaborating regulations for the functioning of centres for child victims of trafficking.

To increase the capacity of the SPSCP to provide appropriate support to children, ILO-IPEC organized a roundtable on rehabilitation services for child victims of trafficking. Participants made several recommendations:

- map the rehabilitation services in terms of human resources, partnership at local level, training programmes, local needs, etc.;
- stimulate communication and consultations with practitioners in order to elaborate standards that reflect the needs and challenges of the rehabilitation centres;
- organize consultations and discussions between all stakeholders;
- draft a specific referral system for child victims of trafficking based on consultations, in other words, to ensure that children are referred to specific rehabilitation centres based on their needs and the competencies of the centre and not simply their location.

The roundtable report, including a proposal for organizing further consultations between representatives at local and central level, was submitted to

NACPR and the working group on trafficking in children, the main actors in implementing the National Plan of Action for Preventing and Combating Trafficking in Children.

Following the activity, a local consultant was commissioned to finalize a report on the needs of the rehabilitation services in terms of human resources, partnership at local level and capacity building.

Interactive discussions on the worst forms of child labour

Implementing agency: Women's Consortium of Ukraine
Pilot country: Ukraine

Although the problem of child labour in Ukraine has been acknowledged by the government, information on relevant field experience was limited. For example, little was known about the experience of child labour at district level, the challenges involved in preventing and eliminating it and what action had already been taken. This particular mini-programme was therefore designed to collect information to prepare for the Strategic Planning Impact Framework (SPIF)⁵¹ exercise by identifying relevant areas and priorities for future interventions.

Ten NGO representatives were selected from eight *oblast* (regions) to participate in a training-of-trainers workshop in Kyiv. Following this, the participants facilitated interactive discussions at *oblast* level with government institutions, workers' and employers' organizations and NGOs on ILO Convention No. 182 and Recommendation No. 190 and circulated a questionnaire specifically designed to obtain key information for the SPIF exercise.

The results of these discussions were presented to the National Steering Committee on Child Labour, and recommendations were formulated to improve local plans of action.

Identifying high-risk zones

Pilot country: Ukraine

A national workshop was held over two days in May 2004 for the tripartite constituents of the ILO-IPEC programme in Ukraine. The participants were invited to give their opinions on the various steps to be undertaken in the country to achieve the goal of eliminating the trafficking of children and other worst forms of child labour.

Discussions focused on:

- the legal and policy framework, including changes that need to be made (or are in progress) in the field of the worst forms of child labour and trafficking;
- high-risk zones and high-risk groups (and how to select them) for trafficking in children;
- the activities of all partner agencies (social services, child protection and work against trafficking) that can be included in the future referral system;
- mapping of networks of these agencies and coordination mechanisms;
- tools and methods that are already used in the country and are relevant to future activities (youth centres, vocational training) and where ILO-IPEC can make a contribution.

Working group activities resulted in a list of desired outcomes. These were then structured into a sequence, existing responses to the problem were reviewed and new areas of intervention (Tree of Outcomes) were identified for inclusion in the ILO-IPEC programme.

Two zones (Donetsk and Kheronsky) were identified as being where trafficking in children is most likely to occur and where the Local Action Committees (LACs) should be established and pilot interventions implemented.

⁵¹ The Strategic Planning Impact Framework (SPIF) is a planning exercise bringing together all the different governmental bodies, international agencies, NGOs and other actors concerned with child labour. It is an opportunity to view the issue from a cross-cutting, multidisciplinary perspective, come to a shared understanding of the problem and, through collective brainstorming, devise solutions (the SPIF "tree") that are creative, holistic and ultimately bring about change. In IPEC-ILO, SPIF is part of all project design, and project outcomes are evaluated against a set of indicators defined during the process.



WHAT MAKES THIS A GOOD PRACTICE

The central tenet of this good practice is broad, equitable and democratic consultation of all stakeholders. The role of government ministries, implementing agencies and ILO-IPEC in this process is essentially to create an enabling environment for relevant stakeholders to present their perspective and give their input on a given issue with a view to influencing policy development.

Such consultations are relatively inexpensive to organize, yet their outcome is significant in terms of policy formulation. Field-based discussions allow participants to focus on realities on the ground, which is not always possible in central-level policy discussions. This practice is particularly important in terms of fostering ownership of the process by all the stakeholders.

MULTI-SECTORAL COOPERATION



RATIONALE

Despite the will of governments in the region to tackle child labour, efforts in some countries have been characterized by a lack of coordination between the different line ministries in terms of policies and activities and between all the stakeholders at central and local levels. This results in a fragmented approach to the issue that has hindered the effectiveness of interventions. The lack of unified action at central level is also passed on to the implementing structures at the district and local levels. This has led to duplication of effort and activities and sometimes even to inefficiency and/or unexpected outcomes.

Agreements between the various bodies, agencies and institutions dealing with the issue of child labour and other forms of multi-sectoral cooperation can help to redress this situation by ensuring a coordinated response and enhanced collaboration amongst various institutions at the central and local levels.



DESCRIPTION

Implementing agencies: Child Labour Unit (Albania), National Centre for Child Abuse Prevention (Moldova)
Pilot countries: Albania, Moldova

In Albania, the Ministry of Labour and Social Affairs, the Ministry of Education, the Ministry of Decentralization and Local Government and the Ministry of Public Order exchanged letters of goodwill to combat child labour. These letters included the names of the representatives of these ministries who would serve on the National Steering Committee on Child Labour and designated the local-level structures responsible for the implementation of the CLMS.

As a complement, three memoranda of understanding were concluded between the Ministry of Labour and Social Affairs and the municipalities of Tirana, Korca and Berat to institutionalize the CLMS partnership among the key stakeholders at local level. The memoranda of understanding stipulate that the municipalities shall fully engage in the implementation of the CLMS. Additionally, partnership agreements to combat child labour were concluded at local level between regional employment offices, regional social services offices, regional centres of vocational training, the Public Health Directorate, law-enforcement authorities, NGOs, trade unions and employers' organizations.

With a focus on capacity building to develop, implement and monitor policies and programmes on child labour, Local Action Committees (LACs) and Multi-Disciplinary Teams (MDTs) were set up at local level. The LACs serve to coordinate the response on child labour cases by referring them to the responsible authorities. They are composed of heads of municipalities, labour inspectors, social welfare officers, education officers, trade union officials, members of parents' associations, employment officers, community police, NGO activists and representatives of other interest groups.

This mix of stakeholders facilitates a coordinated and multi-sectoral approach to child labour. The local authorities chairing meetings of the LACs have indicated a strong desire to maintain these structures beyond the duration of the action programme.



The Local Action Committee in Korca, Albania, brainstorms their work plan. Photo: ILO-IPEC

The MDTs are made up of labour inspectors, school inspectors, teachers, social workers, police representatives and NGOs. Members have been trained in child labour monitoring techniques and carry out monitoring and tracking activities.

This was the first time in Albania that such bodies had been established at local level to facilitate the identification and documentation of child labourers, their withdrawal, referral, tracking and social reintegration. Meanwhile, the institutional agreements promoted the establishment of a network of services for these children.

In Moldova, to improve the efficacy of the referral system for cases of child abuse, neglect, violence, trafficking, sexual and/or labour exploitation MDTs were established by the National Centre for Child Abuse Prevention in five target locations: Chisinau, Balti, Ungheni, Singerei and Orhei. The teams were composed of specialists working in the social ser-

vices with training in child rights protection, such as social assistants, psychologists, law-enforcement officers, lawyers, labour inspectors, health workers, teachers, child protection specialists, NGO activists and peer educators from youth centres.

At a later stage, in consultation with ILO-IPEC, a national cooperation agreement was signed between three implementing agencies and seven key cooperating organizations at the ministerial level.

In addition, ILO-IPEC supported training workshops for members of the MDTs to provide them with appropriate knowledge and skills to implement the CLMS. These sessions worked with the draft country-specific Child Labour Monitoring Guide similar to that used in ILO-IPEC programmes in other countries. After pilot-testing and revision, the Guide was published and disseminated in all ILO-IPEC programme areas in Moldova and submitted to the government for replication in all counties.



WHAT MAKES THIS A GOOD PRACTICE

In both Albania and Moldova, this was the first time that key stakeholders at central and local levels officially committed themselves to eliminating child labour by signing partnership agreements. The conclusion of these agreements will ensure swift action on behalf of the government and other stakeholders through a coordinated response. They will also enhance collaboration among various institutions at central and local levels.

The various agreements contained defined roles and responsibilities for all the stakeholders involved, underlining the level of engagement to eliminate child labour. They also facilitated the establishment of a network of services and helped in raising awareness of child labour.

WORKERS' ACTIVITIES

Implementing agencies: Independent Trade Union of Albanian Education (ITUAE), Trade Union Federation of Education and Science of Albania (TUFES)

Pilot country: Albania



RATIONALE

Trade unions are natural allies of the progressive forces seeking to combat child labour, and it is widely recognized that where trade unions are strong and well organized and working closely together as a united movement, child labour cannot flourish. However, where trade unions are weak, completely absent or working against rather than with each other, the exploitation of children may well occur and persist. Indeed, the factors that explain the absence of trade unions and the existence of child labour are linked. For example, in the informal sector, a growing phenomenon in many economies in this region, it is a challenge for trade unions to organize and maintain membership owing to the absence of formal employment contracts and the vague nature of the employment relationship, often with no legally constituted employers. The very same factors contribute to the likelihood of the existence of child labour, although they are by no means the only ones.

It is vital that trade unions in transition economies work together to reinforce national efforts to prevent and eliminate child labour. Trade unions have a key role to play in this endeavour, particularly trade unions from the education sector, given the importance of education as an alternative to child labour. However, many trade union organizations have different political affiliations in the region and this may hamper effective collaboration between them on issues related to their day-to-day activities.



DESCRIPTION

Child labour has often proved to be an issue around which trade unions of opposing political ideologies are prepared to put aside their differences in order to combine forces and resources for the common good. This was the case for the two education trade unions in Albania, TUFES and ITUAE.

There are two components to this good practice. First, through a capacity-building project, leaders and officials from the two trade unions were provided with the knowledge, skills and tools to develop joint programmes and activities on issues of common concern, in this case, child labour. Second, the two unions jointly negotiated, in early 2006, a revised collective agreement with the Ministry of Education to include a clause on child labour.

An important element of these initiatives was the adaptation of the ILO resource kit on trade unions and child labour⁵² to the Albanian context, which was used as the main working document in three workshops and a roundtable on child labour. In addition, three television programmes on the topic were broadcast and local trade union action plans developed. The unions also organized a joint congress in 2004 and adopted common resolutions on child labour.

The child labour clause in the collective agreement focuses attention on school enrolment, attendance and working children. This will bring added benefit to many children in Albania, not only those who are working, but also those denied access to free and quality education opportunities. This has broader implications than the elimination of child labour and supports policy reform in key areas linked to national development.

⁵² ILO: "Trade Unions and Child Labour: Children out of work and into school", training resource kit produced as part of the ILO-ACTRAV project "Developing national and international trade union strategies to combat child labour" (Geneva, 2000).

The collective agreement is valid until 2008 and the unions intend to renegotiate a similar clause at that time and will be closely monitoring the implementation of this clause to consider any future amendments that may be required.



WHAT MAKES THIS A GOOD PRACTICE

Joint programmes of this nature build the capacities of trade unions and therefore support their long-term development and their ability to defend the interests of their members and improve their working conditions through collective bargaining. Improving the socio-economic conditions of their members also supports overall national economic development, thereby reducing the incidence of child labour.

In light of the previous lack of collaboration between the two education trade unions, these activities played a significant role in helping them to overcome their political differences and to join forces to work towards a common goal. As a result, the unions realized the significant benefits of joint activities and programmes in defending the interests of their members.

The negotiation of a child labour clause within the collective agreement establishes a model of replication for other sectoral trade unions in Albania to use in establishing similar clauses in their collective bargaining activities and to encourage closer collaboration and solidarity within the national trade union movement.

EMPLOYERS' ACTIVITIES



RATIONALE

Mobilizing employers' organizations to participate in combating child labour and defining the parameters for employers' actions are ongoing challenges. The major difficulty – and this is particularly true of Central and Eastern Europe – has been that child labour predominates in the informal and hidden parts of the economy and at the end of long supply chains, whereas members of most employers' organizations operate in the formal sector. Thus, for many employers' organizations, at first glance, child labour seems



CORA supermarket fundraising and awareness campaign with Save the Children Romania. Photo: ILO-IPEC

to be far removed from the most pressing concerns of their members. However, an increasing number of employers' organizations have recognized that child labour is not a problem that can be ignored and are taking decisive action to combat it.

The Rapid Assessment on Rural Child Labour in Moldova, for instance, acted as a stimulus for the National Federation of Employers in Agriculture and the Food Industry to develop an action programme to combat child labour in this sector. Assisted by the information accumulated through such initiatives, employers are becoming increasingly aware of the long-term negative impact of child labour on economic development and are taking action accordingly.



DESCRIPTION

Strengthening partnership between employers and NGOs to mobilize community resources

Implementing agency: Save the Children Romania
Pilot country: Romania

Save the Children Romania is working to reduce the vulnerability of and support the educational and social reintegration of child victims of trafficking and other worst forms of child labour. It encourages out-of-school children to go to school and keeps them there by offering various services, such as psychosocial counselling, legal counselling, school supplies, nutrition, medicines, tutoring and leisure activities. To support these activities, CORA Hypermarket, a large retail chain in Romania, organized fundraising and awareness-raising events through its outlets.

The first phase of the CORA fundraising campaign in May 2005 resulted in the collection of over US\$16,300, which was handed over to Save the Children to help cover the costs of school and social reintegration of at least 100 working street children. The second phase of the fundraising campaign, organized in May 2006, designed to complement the funds allocated by ILO-IPEC for the prevention of school drop-out and the reintegration of former child labourers, was even more successful, raising over US\$60,000 and doubling the number of children provided with support.

On each occasion, ILO-IPEC pins, stickers bearing the slogan “Combating Child Labour”, leaflets and posters were distributed by teams of Save the Children volunteers, while CORA distributed over 300,000 magazines with information on the aim of the campaign, radio spots and banners in the two locations where the campaign took place.

An estimated half a million CORA customers were thus reached through the campaign. As a result, more customers contributed to the campaign by buying small dolls and key-holders donated by the supermarket chain.



WHAT MAKES THIS A GOOD PRACTICE

This is the first time in Romania that a supermarket had partnered with an NGO and an international organization to raise awareness of a social issue and to generate resources for projects. The supermarket fundraising initiative in Romania is a successful example of a partnership between the non-profit and private sectors. It demonstrates how a large audience can be reached through the distribution of printed materials and the broadcasting of radio spots intensively over a given period.

In addition to mobilizing much-needed resources for the protection and reintegration of vulnerable children, it raised public awareness of the issue of child labour, the link between child labour and education and the causes and consequences of child labour on the children themselves and their families, as well as on the community as a whole. Importantly, it shows a willingness to act on the part of the supermarket chain and sets an example to other employers and businesses.

MAPPING SERVICES FOR CHILDREN AND FAMILIES

Implementing agency: CARE International

Pilot country: Bulgaria



RATIONALE

In monitoring child labour in a country, particularly its worst forms, including trafficking, it is important to be able to link up those children withdrawn and their families with appropriate public services to provide them with alternatives to avoid a situation where children fall back into situations of child labour.



DESCRIPTION

CARE International in partnership with the national authorities produced a “map” of social, educational and health services for children and families in Bulgaria through the examination of documents, direct observation of service provision, interviews with professionals, the study of existing good practices and a specially designed questionnaire. The exercise led to the elaboration of a comprehensive document providing the following information on each of the services in the pilot municipalities: a full description of the service; information about the service provider; information about the clients including age verification, number, criteria for using the service and other characteristics; information on how clients are referred to the service; financial requirements, if any; and the locality and contact details of the service provider.



WHAT MAKES THIS A GOOD PRACTICE

This programme led to the first map of social, educational and health services in Bulgaria. As well as playing a key role in training and capacity building, the map was also used by relevant professionals during the actual monitoring phase, for example, after a child is identified and when a social worker prepares a plan of action, including indicating the services for rehabilitation to which the child will be referred. It is also a useful reference for a wide range of professionals working in the area of child protection.

The document is flexible and dynamic, as it can be easily amended and updated with new services, information, contact details and so on. Additional services, such as vocational training and job counselling could also be included. The map reflects the professional needs of different experts, for example, social workers, psychologists, law-enforcement officers, teachers, labour inspectors and others. The participatory approach that was used in developing the map guaranteed the ownership and commitment of all stakeholders and a more effective response by the end users.

CAPACITY BUILDING



RATIONALE

Capacity building is a vital element in establishing national ownership and ensuring sustainability of programmes to combat the worst forms of child labour. It may be relevant to a whole range of bodies, agencies, organizations and individuals working in the field of child labour. These may include government ministries, bodies involved in the enforcement of child labour legislation, law-enforcement agents (police, labour inspectors and other concerned officials), magistrates, social welfare officials, local authorities, community groups, NGOs and various professionals who come into close contact with children at risk of or involved in child labour (teachers, psychologists, social workers, school inspectors, etc.).



Capacity building can help all of these to better plan, review, carry out, monitor and evaluate their activities through networking/coalition building, training and sharing of experiences.



DESCRIPTION

Building the capacities of multi-disciplinary professionals working with child victims of trafficking

Implementing agency: International Center for the Protection and Promotion of Women's Rights "La Strada"

Pilot country: Moldova

The aim of this activity was to equip 35 social workers and psychologists from public institutions and NGOs with the understanding, knowledge and technical skills necessary to provide psychosocial counselling and referral services for child victims of trafficking and other worst forms of child labour.

Prior to designing the appropriate training tools, an assessment was carried out of identification, protection, rehabilitation and reintegration processes in five locations: Chisinau, Balti, Ungheni, Orhei and Singerei. The following gaps were noted through this exercise:

- insufficient or total lack of interinstitutional cooperation;
- lack of institutional capacity to carry out a holistic analysis of family status and of child vulnerability to trafficking;
- weak capacity in determining the status of potential victims in a prompt and professional manner;
- wrongful assumptions of "who is doing what" by individual professionals;
- stigmatization of victims in local communities.

In order to address these gaps, "La Strada" collaborated closely with ILO-IPEC, as well as consulting other organizations with experience in this field, including from other countries. On the basis of these exchanges and research, a training curriculum was designed and piloted to build the capacities of

SCREAM training-of-trainers workshop in Ukraine. Photo: ILO-IPEC

rehabilitation staff and other relevant multi-disciplinary professionals. The curriculum was revised based on feedback from the trainees and was upgraded to become country-specific guidelines on psychosocial rehabilitation of child victims of trafficking and other worst forms of child labour.

Following the training based on the new guidelines, the professionals involved reported increases in the number of child trafficking cases referred in the five locations and the number of human trafficking cases where assistance was provided by social workers and other professionals. In addition, an increase was reported in the number of cases where re-trafficking was prevented owing to timely identification of risk factors and appropriate action taken.

Focused professional training in child labour prevention

Implementing agency: Center for Partnership and Equality

Pilot country: Romania

Within an action programme aimed at building the capacities of key stakeholders to identify youth at risk of trafficking and provide them with training in core work skills and counselling in vocational education and employment, the Center for Partnership and Equality selected a number of professionals who had close contact with children.

Selected professionals included psychologists, school counsellors, career counsellors, social workers, teachers, youth centre coordinators and NGO activists. They benefited from four-day training sessions covering a wide range of interrelated subjects, such as identification of youth at risk of child labour and trafficking, attitudes towards school, work and childhood, sexuality, substance abuse, core work skills, vocational and job counselling (including for parents) and the development of partnerships to prevent child labour.

Every sequence of the training sessions was conceived based on the specific intervention area of the professional concerned. Feedback from the trainees, based not only on the training itself but also on their subsequent use of these new skills with at-risk children, indicated a high level of success and satisfaction.

As well as the development of a methodology and training materials to build the capacities of multi-disciplinary professionals responsible for identification and provision of assistance to victims of trafficking, this good practice also leads to an improvement in the quality of services offered to children and clarifies various responsibilities. The guide produced by the implementing agency was submitted to the government for use in other training programmes for organizations working with child victims of trafficking and their accreditation in this field of work.

Training in identification of children at risk of trafficking for school counsellors

Implementing agency: Pro WOMEN Foundation

Pilot country: Romania

School counsellors in Romania, working closely as they do with children from marginalized communities, are in a unique position to offer an invaluable service to the state in terms of identifying children at risk of trafficking and other worst forms of child labour and taking action to minimize this risk. This was well illustrated in a programme in Iasi and Botosani counties aimed at promoting employment for young people and adults from marginalized communities.

Counsellors were selected on the basis of their willingness to be involved in the programme and their qualifications and experience in psychology. Those selected were trained in how to identify children vulnerable to trafficking in their schools and what activities to carry out with these children in order to minimize this vulnerability.

With the help of the County School Inspectorate, the implementing agency selected those schools where children were most likely to be at risk of trafficking and other worst forms of child labour and where there were high drop-out rates. Counsellors were provided with relevant materials and were encouraged to work not only with the children at risk, but with the whole class, in order to avoid discrimination and exclusion of the other children and to improve prevention.

The programme worked well, and trained counsellors were able to accurately identify those children at risk and found that the preventive activities significantly reduced the risk of trafficking and other worst forms of child labour.

Transfer of experience from NGO to local authorities

Implementing agency: School Inspectorate of Bucharest, in partnership with Save the Children Romania

Pilot country: Romania

The aim of the mini-programme “Children’s voices against child labour” was to make the central and local authorities, the general public and the media more aware of the issue of child labour by empowering children to advocate for their rights and make their voices heard (see *Child participation for advocacy*).

The programme also contained a component aimed at increasing the capacity of the School Inspectorate of Bucharest (SIB) to address child labour issues. Although teachers, school principals and school inspectors in a number of schools from Bucharest had been involved in programmes addressing child labour, the activities did not have the level of anticipated impact because of various problems, including a lack of communication among teachers and schools, the limited number of schools where the information was disseminated and a lack of knowledge of child labour among specialized school inspectors.

To address these problems, two stakeholders worked closely together: the SIB, which has limited experience in addressing child labour but has significant potential to mainstream efforts to combat child labour in schools in Bucharest; and Save the Children Romania, which has extensive experience in child labour prevention and elimination but no institutional mandate.

Following training and support from Save the Children, the SIB mobilized more than 300 children, teachers and parents, and organized activities in 20 schools involving, among other things, art competitions, letter writing, awards ceremonies and preparation of visual materials for the children’s march on the World Day Against Child Labour.

Save the Children ensured transfer of knowledge and experience, including in the area of programme design and reporting based on ILO-IPEC procedures. It also facilitated the development of specific activities, such as preparing press releases, building media



A group of young people express their concerns in person to the Ministry of Education on 12 June – World Day Against Child Labour (Romania). Photo: ILO-IPEC

contacts, preparing interviews and exchanges with children including former working children, communicating with the National Steering Committee on the Elimination of Child Labour and working with children to prepare their declaration against child labour.

Building the child labour monitoring capacities of labour inspectors

Implementing agency: Charitable Fund “Intellectualna Perspektiva”

Pilot country: Ukraine

One of the negative consequences of the economic transition in Ukraine has been an increasing number of children involved in trafficking and other worst forms of child labour. However, most child labour is to be found in informal sector trades which are not covered by labour inspection. In addition, the labour inspectorate is a fragmented structure with different departments covering different areas, which makes it difficult for employers to adopt a systematic management approach to occupational health and safety.

This fragmentation, combined with a lack of effective coordination and cooperation of top management with other institutions, led to a situation in which local labour inspectors were deprived of regular contact with those responsible for other aspects of child labour, for example, the police or occupational health and safety inspectors. This action programme was designed to address these issues through an integrated CLMS which would strengthen the capacity

and involvement of the labour inspectorate in the two pilot *oblast* of Donetsk and Kherson.

Local labour inspectors were empowered to inspect and monitor child labour situations in the informal sector, as well as the formal sector. However, owing to the informal nature of the economic sector they were monitoring, this was done in their capacity as “concerned citizens”, as defined by Ukrainian law, rather than as civil servants. In practice, this meant that they observed informal workplaces as ordinary citizens and reported any findings to police authorities on juvenile affairs in cases of illicit activities, or to departments on juvenile affairs in cases of hazardous child labour.

The good practice empowered local labour inspectors to go beyond their formal mandate and monitor informal work situations in which children might be working and to refer them to the relevant services through the CLMS. It is an effective solution in situations in which the professional obligations and responsibilities of the stakeholder in question are limited and there is a need for action by the stakeholder which exceeds this professional mandate.

The capacity-building element of the action programme had a built-in multiplier effect to ensure sustainability, and the labour inspectors involved were expected to carry out further activities, such as:

- training other labour inspectors in different regions;
- establishing formal and informal channels of identification of working children, including setting up links with government institutions for the protection of child rights and relevant civil society organizations and carrying out inspections in collaboration with them;
- involving the social partners in the identification of children in the informal sector.



WHAT MAKES THIS A GOOD PRACTICE

The good practice in all of the above activities involves building the capacities of professionals dealing with children at risk of or involved in trafficking and other worst forms of child labour, whether they be school counsellors, psychologists, school or la-

bour inspectors or others, through targeted training and sharing of experience and expertise.

The emphasis in each case was on what each professional can and should do (specific roles and responsibilities) when getting involved in child labour prevention activities. A preliminary detailed analysis of statutory roles and mandates and the specificities of the training activities in which the beneficiaries were involved are the variables that transform training sessions into good practice. What is special about the practice and makes it potentially interesting to others is the powerful emphasis on the specific needs of the trainees.

The advantages of joint training are that all participants gain an understanding of what they are each supposed to do. It promotes a multi-disciplinary approach to the elimination of child labour. The next step would be to design, produce and distribute profession-specific information sheets to allow participants to become focal points on child labour within their own organization/institution. This approach is promoted in the 2007–2009 activities of PROTECT CEE.

This good practice also shows the significant potential of coordinating the efforts of different implementing agencies and encouraging closer collaboration between them.

CHILD LABOUR MONITORING



RATIONALE

Child Labour Monitoring Systems (CLMS) are integral components of targeted interventions in child labour programmes, allowing for continuous monitoring of the child labour situation so that preventive and remedial action can be taken in a timely manner. These systems are concerned with monitoring the actual involvement of children in child labour and the situation of those children removed from the worst forms of child labour, including trafficking.

Child labour monitoring consists of inspections in schools/workplaces and in families, repeated peri-

odically, to identify child labourers, to verify that they are removed from a situation of risk and to track them to ensure that they have satisfactory alternatives, for example, education and social protection. The information generated through child labour monitoring can be used to document child labour trends in specific sectors or areas.



DESCRIPTION

Countrywide replication of the CLMS model

Implementing agency: National Authority for the Protection of Child Rights, Child Labour Unit

Pilot country: Romania

The Child Labour Unit, within the National Authority for Protection of Child Rights in Romania has a central coordination role in the National Plan of Action to Prevent and Eliminate Child Labour, including ensuring that models of good practice and experience are effectively replicated throughout the country.

The staff of the Child Labour Unit participated in a wide range of capacity-building activities, including the design, piloting and upscaling of the Romanian CLMS model. The unit mobilized both financial and human resources for replication of the model through a National Interest Programme entitled “Prevention and combating child labour.”⁵³

Those agencies selected to implement this programme used the CLMS model, which included establishing Intersectoral County Teams (ICTs) and organizing training sessions on the CLMS.

Child Labour Monitoring System, A manual for monitors in Albanian.



The key outcomes of the government’s action programme included:

- the establishment of four ICTs and the training of their members;
- the creation of 40 focal points (advisory community structures) in the vulnerable communities of four counties (Alba, Bistrita Nasaud, Mures, Vrancea) to monitor child rights at the local level;
- an increase in the number of specialized services for child labourers, including day-care centres and child labour prevention centres.

Furthermore, the government is now committed to replicating the CLMS nationwide. ICTs have been formed in all counties. Each of them will receive training financed through national budgets, and community groups have been formed at field level to further improve their outreach.

Institutionalization of CLMS for greater outreach

Implementing agency: International Center for the Protection and Promotion of Women’s Rights “La Strada”

Pilot country: Ukraine

This activity is closely linked to the “Mapping services for children and families” described earlier. It forms part of an action programme designed to strengthen the capacities of LACs to prevent trafficking and facilitate the social reintegration of victims of trafficking in two *oblast*, Donetsk and Kherson. A key element of the strategy was to reduce the incidence of trafficking and other worst forms of child labour by enhancing referral systems and developing a CLMS.

Training in child labour monitoring was organized in the two locations for those selected as future members of MDTs. However, during the discussions on the concept and its piloting, it was proposed to institutionalize the CLMS to have better coordination between the parties involved. As a result, the Regional State Administration offices of Donetsk and Kherson issued an order on “Coordination of activities to combat the worst forms of child labour,” which includes the following provisions:

- the Head of the Department of Minors’ Affairs was appointed regional coordinator of the ILO-IPEC action programmes in the region;

⁵³ National Interest Programmes are managed by the National Authority for the Protection of Child Rights and are funded by the government.

- pilot localities were identified for the action programmes;
- MDTs were established to monitor the incidence of child labour and trafficking in the region and included representatives of trade unions, employers' organizations, the labour inspectorate, social services centres for youth and other line departments;
- monitoring visits by MDTs were to be conducted on a regular basis and reports submitted to the Regional State Administration offices and the Local Action Committees.



WHAT MAKES THIS A GOOD PRACTICE

Institutionalization and countrywide replication of a CLMS is part and parcel of ILO-IPEC's strategy to ensure effective monitoring and enforcement of child labour legislation and measures. The result is more active involvement of and closer cooperation between all the institutions concerned, enabling them to carry out their child labour monitoring activities, including withdrawal and referral, more effectively.

Child participation and social mobilization

Participation is about having the opportunity to express a view, influencing decision-making and achieving change. Child participation is an informed and willing involvement of all children, including the most marginalized and those of different ages and abilities, in any matter concerning them either directly or indirectly. Child participation is a way of working and an essential principle that cuts across all programmes and takes place in all arenas – from homes to government, from local to international level.

The ILO promotes child participation through its community-based education and social mobilization resource package entitled “SCREAM Stop Child Labour”. SCREAM stands for “Supporting Children’s Rights through Education, the Arts and the Media” and aims to provide a catalyst for action and change in which children lead the process. The 14 modules and User’s Guide that make up the SCREAM Education Pack are available for download from the ILO website.⁵⁴

Young people are a great source of fresh ideas and initiative. Increasing their awareness of issues that concern them and informing them of their rights and responsibilities helps to direct their energies towards positive action. They can also share their new-found knowledge with the wider community. In this way, youth takes an active role in society and they are not seen by others as a passive group that only requires protection.

All action programmes in PROTECT CEE encourage children to be actively involved in combating the worst forms of child labour, including trafficking, at all levels of policy and project implementation. They are encouraged to freely express their views and opinions, and these are taken into account by adults implementing the project at design, implementation and monitoring stage.

A major challenge facing the countries in the region and one which has led to increased child vulnerability to child labour has been that of reduced access to after-school activities. In the communist era, recreation activities for children were organized by the state and access was free. Much of this has now been privatized and is no longer free. Those run by the state which are still free of charge usually do not correspond to the interests of young people today. The street has become the main arena of socialization. The creation of community-based youth centres aims to mobilize community efforts around a project and respond to the need for safe recreation for children.

These centres are managed by trained peer educators in the 16–18 age group and due diligence is paid to ensure that these centres do not become targets for potential recruiters or exploiters of children. Involving young people from within the community to take an active role in promoting education and safe recreation and denouncing child labour and traffick-

Children take part in various awareness-raising activities in Lunca Cetatuii, Iasi county (Romania) to mark the World Day Against Child Labour. Photos: ILO-IPEC



⁵⁴ ILO-IPEC: SCREAM Education Pack, 2002, www.ilo.org/scream.

ing can be a highly effective advocacy approach with children. It places young people in a very active role of giving to the community, instead of the passive, submissive and receiving role in which they are often placed. In this way, young people's capacity to take action and be part of development solutions are affirmed and reinforced. Having volunteers from the community perform these roles also promotes more effective community commitment and participation in the provision of education, recreation and socialization services to younger children and therefore engenders a greater degree of sustainability.

In the PROTECT CEE project, young people play a leading role at community level as agents of change. The economic transition to a free market and the political transition to democracy have not been accompanied by a corresponding change in social attitudes and relations. There is still a tendency to control rather than to empower people. By giving leadership training to young people, the project aims to make a modest contribution to promoting youth empowerment.

Social mobilization and awareness-raising are key elements of any national strategy to build a strong social foundation for the prevention and elimination of child labour by influencing public attitudes and changing social behaviour. They aim to create a broad alliance of civil society organizations that works towards changing social norms or values with respect to child labour, increasing awareness of its causes and consequences and ensuring that the opinions of communities directly affected by child labour are heard by policy-makers.

AWARENESS-RAISING AROUND WORLD DAY AGAINST CHILD LABOUR



RATIONALE

Each year, on 12 June, the ILO marks the World Day Against Child Labour to serve as a catalyst for the growing movement to combat child labour. At national level, the World Day provides an opportunity to garner further support for ILO-IPEC efforts to eliminate child labour from individual governments, social



The Mayor of Tirana with children participating in the drawing competition to raise awareness of child labour (Albania). Photo: ILO-IPEC

partners, civil society organizations and other institutions, such as schools, youth groups and the media.

Involving children in raising awareness of child labour fulfils a dual purpose. The children taking part learn about child labour, its prevalence in their own country and around the world and the effects on children's lives and on society as a whole. At the same time, they pass on that knowledge to those around them – their parents, relatives, teachers, friends and authorities. The children are empowered to make their views known to the authorities and to spread the message more widely.

As the World Day is an annual event, activities to draw attention to the issue of child labour can be organized each year. There are no limits to the creativity and imagination that can be used to develop fresh ideas and initiatives.



DESCRIPTION

Albanian flag against child labour

Implementing agencies: Ministry of Labour and Social Affairs, Municipalities of Tirana and Shkodra

Pilot country: Albania

Following discussions between ILO-IPEC, the Ministry of Labour and Social Affairs and the Municipality of Tirana, a painting competition was organized to enable children (aged 3–18) to express their views to national and international decision-makers on the topic of child labour.



Children's march in Vorona, Botosani county (Romania). Photo: ILO-IPEC

In a single mass drawing and painting exercise in June 2004, 80,000 primary and secondary school pupils, as well as working children attending integrated projects, gathered in the main squares of Tirana and Shkodra a week before the World Day Against Child Labour. They were asked to produce two flags: one on children's rights and the other depicting child labour.

The best works were collected up and presented to the Albanian Deputy Prime Minister on 1 June, during the proceedings of the National Conference on Children's Rights, and to the Minister of Labour and Social Affairs on 12 June, during a special event on child labour. The winning flags were also put on display in a central area of Tirana next to the national flag.

Children's march

Implementing agency: NGO Alliance for Child and Family Social Protection

Pilot country: Moldova

In the run-up to the World Day Against Child Labour in June 2004, ILO-IPEC and an alliance of NGOs working in the field of child and family protection jointly organized a number of awareness-raising activities and events under the slogan "Leave No Child Out". These included a children's march on 1 June, a two-week national radio campaign, an essay competition on the issue of child labour for school pupils and a radio quiz to test knowledge of national and international legal instruments related to child protection and child labour.

The campaign contributed to raising awareness of the worst forms of child labour, including trafficking, among members of the media, governmental and non-governmental organizations, youth, children, volunteers, parents, care-givers and the general public.

Youth media for greater outreach

Implementing agency: National Centre for Child Abuse Prevention

Pilot country: Moldova

To mark the World Day Against Child Labour in June 2006, the National Centre for Child Abuse Prevention organized a half-day concert for 300 children at risk of child labour or withdrawn from the worst forms of child labour, including trafficking.

At the same time, two teenagers from the Youth Media Centre presented a live radio programme on Antena C on the issue of child labour, in partnership with representatives of the labour inspectorate, ILO-IPEC and an NGO working on the issue of child labour. Three radio spots targeting children, teenagers (youth employment) and parents (begging) were produced and broadcast during the concert.

Young singers and dancers, popular music stars and clowns performed at the concert to sensitize decision-makers, children, parents and the media to the issue of child labour and to engage them in the movement to eliminate it in Moldova. All the children and peer educators wore T-shirts with the slogan "Combat Child Labour".

On the strength of their involvement in this activity, the young journalists from the Youth Media Centre in Moldova went on to produce a series of radio programmes facilitated by children and experts in child protection policies and legislation. These programmes included field interviews with children making good progress at school, working children, victims of trafficking, their families and community representatives (see also *Working with the media*).

Award contest: From start to finish

Implementing agencies: Alternative Sociale, Save the Children Romania

Pilot country: Romania

This activity took place in the context of the youth centres set up in Bucharest and Iasi, Botosani and Giurgiu counties (see *Youth centres*).

The “Award contest: From start to finish” was organized in Copou Park in Iasi to mark the World Day Against Child Labour. The aims of the activity were to:

- raise awareness and increase the involvement of the local community in celebrating the World Day Against Child Labour;
- involve children in leisure activities focusing on the topic of child labour.

Participants were members of the youth centres⁵⁵ in Iasi, as well as any children in Copou Park who wanted to join in. The park itself is a popular place of recreation for families in Iasi, especially at weekends. The contest took place on a Saturday so it had a wide impact in terms of public awareness.

The activity had a number of different components: a mobile school consisting of a trailer with extendable panels that could be used for different purposes such as a participatory lessons on school subjects such as maths or Romanian or for communicating a specific message; a street drawing contest in which contestants could express their thoughts, impressions, attitudes and possible solutions on the issue of child

labour through art; street theatre, with performances by children from the youth centres for members of the public in the park; and painting, which involved large pieces of cloth tied to the trees and then transformed into banners painted by the children.

Children could participate in the contest individually or in a team and had to accomplish the different tests in a predetermined order, receiving a score for each one. They could choose which type of test they took according to their preferences and interests (sports, drawing, etc.). The scores were added up at the end and the winners announced. Scoring was flexible so that the efforts of all the participants were acknowledged.

The contest in the park reached a wide audience, where the environment was conducive to fun and creativity, while raising awareness of a serious topic.



WHAT MAKES THIS A GOOD PRACTICE

Using the World Day Against Child Labour as a platform to organize an activity with mass participation of children – and by extension their families, teachers and communities – is an appropriate and effective way of raising awareness of child labour.

Painting competitions are a widely used and universally acceptable technique to engage children and to draw on their creativity to highlight a particular issue. They are relatively simple to organize, require little investment and can involve any number of children.

Children participate in the “Award contest” in Copou Park, Iasi (Romania). Photos: ILO-IPEC



⁵⁵ Members of the youth centres include peer educators, children vulnerable to trafficking, child victims of trafficking, other children, and teachers acting as volunteers during various activities (tutoring, leisure activities, meetings with local authorities and community leaders, etc.)

In the case of Moldova, the awareness-raising campaign facilitated the identification of cases of child labour and family violence and the referral of such cases to the labour inspectorate, police and child protection services. One consequence of the campaign was an increase in the number of calls regarding cases of child labour to the Labour Inspectorate's hotline, the number of which was broadcast on the radio.

Enlisting young journalists in efforts to eliminate child labour is an efficient and effective way to raise the awareness of the general public, decision-makers, children and their parents. They demonstrate a strong commitment to their work, they know how to draft messages that are convincing to both parents and children, and they will be armed with relevant information on child labour as they pursue their career in journalism in the future.

CHILD PARTICIPATION FOR ADVOCACY



RATIONALE

Freedom of expression is a fundamental human right and the basis of democracy. The right to express oneself freely without fear of persecution extends to young people, but their views are not often sought or listened to. In the fight against child labour, it is crucial that children and young people, who are after all those most concerned by the issue, have the opportunity to make themselves heard.

Debating as a means to argue for and against a point of view has been around for thousands of years. In modern times, debates are essential to the democratic process. They are conducted in parliaments and legislative assemblies. They are held in villages and small communities, in lecture halls and public arenas. They take place in schools and universities and are read in the columns of magazines and newspapers, heard on radio or seen on television. Like their predecessors from ancient history, people argue about what is best for their societies, and shape the course of law, policy and action.

In places where child labour, sexual exploitation and trafficking is prevalent, advocacy is a means to raise awareness of the issue among young people who are either child labourers themselves, at risk of child labour or in a position to promote efforts to combat it within their own circles.



DESCRIPTION

Youth debates

Implementing agencies: Ministry of Culture Youth and Sports – Department of Youth, Kosovo Youth Network, Municipal Directorates of Youth and Sports and the youth centres in Pristina, Prizren and Mitrovica
Pilot countries: Kosovo, Ukraine

In Kosovo, a series of ten debates on the worst forms of child labour was organized with different youth groups. A total of 197 young people took part in the debates which served to: increase their awareness of the child labour situation in Kosovo; helped them to identify and assess current child labour responses by key stakeholders; reflect on their experiences in addressing child labour issues; understand the child labour monitoring concept; increase their understanding of peer education and support; determine strategic aims to increase emphasis on child labour; and design a mechanism with which to coordinate with key stakeholders.

The debates were followed by a workshop for 20 representatives of youth groups from the three municipalities (Pristina, Prizren and Mitrovica) to draft a plan of action against worst forms of child labour, involving peer counselling, monitoring, referral, lobbying and awareness raising.

In Ukraine, in order to raise awareness of child labour and publicize the ILO's 2006 Global Report,⁵⁶ a national youth debating tournament was organized on the motion "child labour impedes child development". In all, 120 youth leaders from all of the country's 27 regions took part. They used the Global Report to draw out the facts for the debate, and at the end proposed action plans on how to combat child labour in Ukraine. The debate was adjudicated by a panel comprising representatives of the relevant ministries, the Youth Parliament, ILO-IPEC Ukraine and UNICEF.

⁵⁶ ILO: Global Report, *The end of child labour: Within reach*, 2006.

Children's voices against child labour

Implementing agency: Save the Children Romania

Pilot country: Romania

The family and the education system in Romania do not encourage children's participation in decisions that affect their lives and do not allow them the opportunity to express their views on matters that concern them. There are some programmes that support child participation, developed mainly by NGOs, but there is no coordination between them and the problem of child labour is not mainstreamed into the agendas of these programmes. Moreover, the children's voices do not reach decision-makers.

The aim of this mini-programme, therefore, was to make the central and local authorities, the general public and the media more aware of child labour issues by empowering children to advocate for their rights and make their voices heard.

The initiatives that encourage child participation that were included in the programme were:

- at the international level, Global Action Week for Education for All Campaign 2004 – the Biggest Ever Lobby; and the Children's World Congress on Child Labour held in Florence in May 2004;
- at the national level, the Annual Children's Forum on Child Rights, organized by Save the Children Romania.

In the framework of the mini-programme, child labour issues were mainstreamed into two activities: a drawing competition on the issue of Education For All (to reflect children's views on the matter); and a letter-writing activity in which children were given the opportunity to express themselves on the issues of education and child labour. A number of the drawings on the themes of education and child labour were exhibited at the Children's Palace in Bucharest, and the children's letters requesting education for all and the elimination of child labour were sent to the government. Two former child labourers withdrawn from work⁵⁷ who had participated in the Children's World Congress on Child Labour were invited to share their experiences and the conference's statement with the other children in a working group of the Annual Children's Forum on Child's Rights to

stimulate discussions on the issue of child labour and child trafficking.

A leaflet with the Congress statement was printed and distributed to the general public during the Children's March Against Child Labour on 12 June (see *Awareness-raising activities around the World Day Against Child Labour*). The children also decided that their opinions and recommendations should be transmitted to the National Steering Committee on the Elimination of Child Labour, which had the first meeting after its official recognition on 15 June 2004. Children presented their statement to the Minister of Labour, who invited them to be a consultative group of the National Steering Committee.

"Education to End Poverty"

Implementing agencies: National Committee for UNESCO (Moldova); Save the Children Romania

Pilot countries: Moldova, Romania

These activities were part of an annual international advocacy initiative, the Global Action Week Campaign for Education For All, which promotes access to quality education for all children. The theme of the campaign in 2004 was "Educate to End Poverty".

In Romania, Save the Children mobilized a number of partners for this campaign, including 40 teenage volunteers. The volunteers sent leaflets and cut-outs representing children excluded from the education system to more than 80 politicians, decision-makers and media representatives. Additional activities included a street campaign in Bucharest calling for

Young people take part in the campaign to promote Education For All and the elimination of child labour (Romania). Photo: ILO-IPEC



⁵⁷ Beneficiaries of the action programme "Integrated programme for the elimination of the worst forms of child labour in three selected metropolitan areas in Romania" implemented by Save the Children, July 2001–April 2003.



Children's caravan: "Say YES to Education; NO to exploitation!" Photo: ILO-IPEC

"The right of all children to a quality education" and a children's information caravan on the theme "Children say YES to education! NO to exploitation!"

In the course of these activities, children met decision-makers and discussed everyday problems with them face-to-face. In addition, they were able to communicate their views on child labour, education and children's rights to the media and policy-makers. In the long term, this initiative is expected to ensure meaningful participation of children in decision-making, but also increased accountability and transparency among politicians.

In Moldova, child labour activities were similarly mainstreamed into Education For All Global Action Week. They aimed to sensitize parents, childcare providers and decision-makers in 20 counties, including the five ILO-IPEC target areas, to the importance of quality education in keeping children out of the workplace and to help marginalized communities break the vicious cycle of poverty and child labour. To this end, a brochure for parents (previously designed in Romania) was produced and used to improve knowledge of and change attitudes to the involvement of children in the worst forms of child labour.

By ensuring a diversity of children's voices, including marginalized groups, this intervention was able to support the aims and objectives of the Global Campaign for Education for All. It raised awareness of the issue of child labour among a wide audience,

including government departments, the social partners, civil society organizations and the general public. It mobilized children and their teachers around an issue of common concern and helped others to understand the dangers of premature entry into the labour market.

UN Youth Summit

Implementing agency: Charitable Fund "Intellectualna Perspectiva"

Pilot country: Ukraine

The Millennium Development Goals (MDGs) are objectives for tomorrow and decision-makers who are in power today may not see the benefits of attaining them. This is why it is important to involve future decision-makers – i.e. children and young people – in order to sustain the spirit of the MDGs beyond the present generation of decision-makers/citizens and ensure that those most directly concerned by the MDGs take an active part in their achievement.

The annual UN Youth Summits, initiated in 2000, have become a powerful tool for involving youth in developing strategies and activities for the implementation of the MDGs.

At the UN Youth Summit in 2004, 250 young people took part in two committees focusing on:

- the relevance of the fight against child labour, including trafficking, to the MDGs (based on the leaflet on child labour, the SPIF tree and the list of the MDGs);
- the importance of social dialogue as a unique partnership tool for decent work and the MDGs (based on extracts from the ILO Director General's Report 2003 and on discussions with young representatives from workers' and employers' organizations).

The discussions were facilitated by young people specially trained in the issues by the ILO-IPEC National Programme Manager.

Following the Summit, 22 young leaders – 12 from Donetsk and 10 from Kherson – served as resource people to promote and facilitate ILO-IPEC interventions in the pilot localities.

This mini-programme contributed to the establishment of intra- and inter-*oblast* partnerships between the youth centres within the framework of an action plan specifically targeting child labour, including trafficking, as a strategy to achieve the MDGs, and including social dialogue as a means towards this end.



WHAT MAKES THIS A GOOD PRACTICE

The Global Action Week is an annual event and the organizers develop original and innovative campaigns which can be easily supported at little cost by different groups around the world. It is vital to maintain support for the Education for All initiative if education and skills training are to become a reality for all children, particularly child labourers or children at risk.

Taking part in a debate helps young people to construct logical arguments for and against specific issues. It makes them see that there are two sides to an issue, even child labour. Things are not always black and white, and child labour is especially complex. There are no easy answers. Having to argue against a topic which on first appearance seems to be morally right is especially hard, but ironically it is those who have the more difficult task that often end up arguing the most persuasively.

The exercise further strengthens young people's social and communication skills, requiring discipline, public speaking ability, a logical mind and the ability to construct and defend an argument. Moreover, it allows arguments and counter-arguments on child labour to emerge in a context where political correctness may otherwise prevent them from being aired.

Through the debates, the young participants gained a better understanding of the issue of child labour and realized their potential as individuals to make a difference. They developed skills in critical thinking and in assessing the consequences of child labour. It allowed the organizers to understand children's points of view on child labour and to integrate their views into strategic/programming exercises. Stakeholders recognized the importance of listening to children's voices and of mainstreaming them in policies and programming.

The practice of debating can be applied to any aspect of child labour, including trafficking. When organizing an event of this nature, it is important to plan well in advance, choose a venue conducive to free and open discussion, select participants with care and have a professional moderator to steer the discussions.

A specific module on how to organize and conduct a debate with young people is included in the SCREAM Education Pack (see also *SCREAM activities*).⁵⁸

WORKING WITH THE MEDIA

Implementing agency: Youth Media Centre
Pilot country: Moldova



RATIONALE

The media are an important vector for public awareness-raising. Whether print, electronic or audiovisual, the media have the potential to reach literally millions of people and are influential in shaping their opinions and attitudes.



DESCRIPTION

In Moldova, ILO-IPEC asked the Youth Media Centre to assess children's knowledge and attitudes towards child labour and trafficking and to present the findings at the SPIF workshop in May 2004 attended by National Steering Committee members and other partners for their eventual consideration.

A group of young journalists was trained, the sites to be included in the assessment were selected and the number of children and adults to be interviewed (age, sex, location) defined. Field visits were conducted by four teams of young journalists. They interviewed children and adults and government officials and then analysed the results of the interviews. Articles based on the interviews were written in consultation with ILO-IPEC and published in the Youth Media Centre newsletter and disseminated in schools. (See also *Awareness-raising around World Day Against Child Labour*.)

⁵⁸ ILO-IPEC: *SCREAM Education Pack* (2002), www.ilo.org/scream.

As a result, a group of young journalists have been trained to write about child labour and trafficking and are more likely to cover the issue knowledgeably and sensitively, reaching a much greater audience. The regional branches of the Youth Media Centre replicated the practice.



WHAT MAKES THIS A GOOD PRACTICE

By building the capacities of just a few people within the media to write about child labour and trafficking, the multiplier effect is incalculable. In this case, there is also a peer education element, since the journalists are themselves young people who not only learn about child labour, its causes and consequences but share that knowledge with other young people through their media communication skills.

WORKING WITH THE CHURCH

Implementing agency: Moldavian Orthodox Church Social Centre (AGAPIS)

Pilot country: Moldova



RATIONALE

The Moldavian Orthodox Church has the greatest outreach of any Moldovan organization, especially in those areas of the country where children are most at risk of child labour. It is also one of the

most trusted public institutions, as reflected in a recent survey. The Church has been involved in campaigns to highlight the risks of illegal migration and of trafficking in human beings in collaboration with the IOM and the International Center for Protection and Promotion of Women's Rights "La Strada".



DESCRIPTION

This mini-programme sought to increase the participation of the Moldavian Orthodox Church in efforts to combat child labour through:

- raising awareness of communities at risk of child labour through activities based on the SCREAM methodology;
- identification and referral of children at risk or involved in the worst forms of child labour through the Child Labour Monitoring System;
- mobilization of resources for the provision of direct assistance to families at risk.

Two publications – a flyer for church-goers and a pastoral guide for church representatives entitled "The Orthodox Church for the Elimination of the Worst Forms of Child Labour" – were produced and later blessed by Vladimir, Archbishop of Chisinau and Moldova. Thirty priests from five ILO-IPEC target areas were trained to use these materials in such settings as the sermon during the liturgical service, Sunday schools, private discussions with families, teachers and employers, and school moral and spiritual education lessons.



WHAT MAKES THIS A GOOD PRACTICE

The main characteristic of this good practice is the involvement of an unusual partner for ILO-IPEC, based on an assessment of its outreach capacity and the fact that there is no possible policy-level discordance with it on issues of child labour. The involvement of the Church in the identification of child labourers or children at risk of child labour and their

The Moldavian Orthodox Church is hugely influential in Moldova and has broad outreach, and as such has proven a forceful advocate for the prevention and elimination of child labour. Photo: ILO-IPEC

referral to assistance or protection services is also new in Moldova. It has proved especially effective, as most of the child labour is in the agricultural sector in rural areas where people attend church regularly and the word of the priest is very influential. Moreover, the majority of the population in Moldova is Orthodox Christian, which means that trained Church representatives have significant outreach. MDTs in the five target areas now involve priests in child labour monitoring, thereby ensuring their long-term participation in this activity.

AWARENESS-RAISING THROUGH THE CHILD LABOUR UNIT

Implementing agency: National Authority for the Protection of Child Rights, Child Labour Unit, Centre of Resources and Information for Social Professions (CRIPS)

Pilot country: Romania



RATIONALE

The Child Labour Unit of the National Authority for the Protection of Child Rights in Romania has a critical role to play in the prevention and elimination of child labour. An important element of its work includes coordination of the Intersectoral County Teams (ICTs), which operate within the framework of the General Departments for Social Assistance and Child Rights Protection.

The ICTs, which include all key stakeholders, operate at the local level in each county and in each of the six sectors of Bucharest to monitor child labour and carry out various related activities, such as awareness raising using materials prepared and disseminated by the Child Labour Unit. The Unit also provides technical support to the ICTs, particularly in terms of building capacities to address the problem of child labour, drafting local plans of action, resource mobilization and sharing of good practices.



DESCRIPTION

The methodological and material support provided by the Child Labour Unit has been used to great effect in Romania by the ICTs in conducting awareness-raising campaigns and events, for example:

- **Cluj County:** An awareness-raising campaign was conducted in ten schools in three main cities identified as at high risk of child labour and trafficking. The campaign focused on teachers and students, including girls in ballet schools who are considered particularly vulnerable to trafficking.
- **Hunedoara County:** Awareness-raising activities were conducted during classes targeting students in grades 1 to 8 in one particular school.
- **Mehedinti County:** A media campaign was launched to inform public opinion and relevant key stakeholders. In addition, a telephone hotline was set up and publicized to allow members of the public to denounce cases of child labour. Following the campaign, the number of child labour referrals increased by 15%.
- **Salaj County:** A local plan of action for the prevention and elimination of child labour was launched, including references to payment of minimum wages, particularly to families with children; a special clause on children's rights and protection integrated into agreements with foster families providing care services during holidays and weekends to children from state care residential institutions; a special clause on legal minimum age for employment included in partnership agreements signed by the Community Services with 14 employers; and the empowerment of 35 Community Consultative Councils to identify and refer cases of child labour.
- **Teleorman County:** A special "Think about your future" campaign was launched in two high schools and day-care centres.



WHAT MAKES THIS A GOOD PRACTICE

The ICT initiatives led to an increased level of awareness among public institutions, teachers, children, parents and the general public and helped considerably in preparing the ground for further action against the worst forms of child labour at the local level.

Critical success factors for achieving these outcomes included: the official establishment and intensive training of the Child Labour Unit; close collaboration between the Child Labour Unit, the ICTs and the ILO-IPEC team; and the mobilization of resources to fund local campaigns.

SCREAM ACTIVITIES FOR GREATER AWARENESS AND ACTION



RATIONALE

The SCREAM Stop Child Labour initiative recognizes that young people in all parts of the world can be a powerful force for social mobilization. The basis of the initiative is the SCREAM Education Pack,⁵⁹ which introduces young people to the complexities sur-

Collage is one of the methods proposed in the SCREAM programme to get young people to think about and visualize what child labour is (Romania). Photo: ILO-IPEC



rounding the issue of child labour and helps them to develop appropriate responses and to channel their energies in a positive and constructive way. It works through creative, interactive and innovative teaching methods and places emphasis on the use of the visual, literary and performing arts as a means to deepen children's understanding of the issue of child labour and to provide them with powerful tools of self-expression to take action. Equipped with these skills and the prerequisite knowledge, they can engage and mobilize the wider community.

In addition to promoting active child participation in the fight against child labour, the programme fosters the active involvement of a wide range of partner organizations, including the tripartite partners, UN agencies, the media, the artistic community, education institutions and non-formal education groups.

The SCREAM Education Pack has been translated into a number of East European languages and has been used in a variety of contexts to promote child participation, raise awareness of child labour and involve an ever-widening circle of stakeholders in efforts to eliminate child labour.



DESCRIPTION

SCREAM activities through the Kosovo Youth Network

Implementing agencies: Ministry of Culture, Youth and Sports – Department of Youth, Municipal Directorates of Culture, Youth and Sports, Kosovo Youth Network

Pilot country: Kosovo

In Kosovo, SCREAM activities were incorporated into Youth Month in August 2005, the slogan for which was "Youth Supporting Children through Volunteer Work".

In order to lay the groundwork for successful implementation of the SCREAM activities, a discussion and information process was conducted with the key stakeholders at central and grassroots level. Workshops were then held to train representatives of youth organizations/centres in the SCREAM methodology, during which they were each given an

⁵⁹ ILO-IPEC: *SCREAM Education Pack* (2002), www.ilo.org/scream.



Why victims? Members of the Tempustin Youth Centre in Botosani (Romania) perform a play about child labour sexual exploitation and trafficking based on the real-life experiences of victims. Photo: ILO-IPEC

Education Pack. All the newly trained participants went on to conduct SCREAM activities with their respective youth organizations/centres.

In all, SCREAM activities were implemented by youth organizations/centres involving more than 1,000 children in 26 municipalities all over Kosovo (at least 30 children in each municipality). Of these, some 350 girls and 500 boys involved in the worst forms of child labour participated in the activities.

In addition, 50 working street children took part in a three-day camp initiated by the community police and supported by the Ministry of Labour and Social Welfare, the Ministry of Education, UNICEF, ILO-IPEC, the Kosovo Youth Network and Terre des Hommes.

The project was implemented in 95% of municipalities in Kosovo during Youth Month. Public performances of SCREAM activities in each of the municipalities drew wide-scale attention to the issue of child labour. The impact was enhanced by coverage in the national and local media (print, TV and radio).

The trained youth workers can reuse the skills learned for future implementation of such activities and pass on their knowledge to others. The children who took part in the activities will also have acquired new skills and undergone a process of personal development that will serve them in good stead throughout their lives.

Art competition and theatre play

Implementing agencies: Alternative Sociale, Save the Children Romania

Pilot country: Romania

These activities took place in the context of the youth centres set up in Bucharest and Iasi, Botosani and Giurgiu counties (see *Youth centres*).

One of the activities organized in this context was a drawing and painting competition for children aged 10–15 to encourage them to express themselves on the topic of child labour through the medium of art. The idea came about because of the prevalence of

*SCREAM activities at the Gorlovka Pedagogical Institute (Ukraine).
Photo: ILO-IPEC*

child labour in the county of Giurgiu, where many children drop out of school and are involved in agricultural work.

Posters publicizing the competition were placed in all the local schools. The resulting works of art produced by the children were then sent by the school boards to Savin Popescu School, where they were exhibited in the school's youth centre. A panel of five judges picked out the best, and the winning entries were presented to the ILO-IPEC office in Romania to use as illustrative materials.

In Botosani county, meanwhile, youth centre members, with the support of the Tempustin Association, put on a theatre play entitled "Why victims?"

The script was written and developed by the young people themselves, with the help of a teacher and a drama professional, and was based on the testimonies of victims of the worst forms of child labour, including trafficking, sexual abuse and neglect. Through the play, the audience learned about child labour and child trafficking, the risk factors that contribute to them and the consequences. In order to focus the audience's attention on the play's central message, the costumes and decor were kept simple, with more emphasis on lighting and shadow to create a realistic setting, achieving a highly emotional impact on the public.

There were two performances of the play for an audience of up to 600 people – children, youth, parents, teachers and representatives of local authorities. Most of the children taking part in the play were peer educators or group support members, as well as members of the school theatre workshop.

The group of 20 young actors in the Why Victims? play and their care providers increased their knowledge of child trafficking, child labour and child exploitation and have the skills to perform again or to develop other creative types of action designed to sensitize and increase awareness of these issues. The play had a noticeable effect on both performers and audience, changing attitudes among the young participants, as well as among their peers, families,



teachers and local government representatives who attended. It received good coverage on TV and in local newspapers.

The play was performed again in a national competition in May 2006 extending the message to an ever greater number of people. It was also recorded on video, which can be used as a tool for further awareness-raising among other target groups in conferences, parent-teacher meetings, youth centres and school classes, followed by a discussion in order to re-emphasize the message.

SCREAM activities

Implementing agencies: Donetsk Youth Debate Centre, in partnership with Gorlovka Pedagogical Institute
Pilot country: Ukraine

Between April and August 2006, the Donetsk Youth Debate Centre, in partnership with the Gorlovka Pedagogical Institute, organized a series of SCREAM-based extracurricular activities for target children in Gorlovka. The project was undertaken within the context of an action programme aimed at providing direct support to (ex)working children for their withdrawal, rehabilitation, protection and reintegration and preventing children at risk from becoming drawn into the worst forms of child labour.

Student volunteers from the Gorlovka Pedagogical Institute were trained in the SCREAM methodology and then conducted the activities under the supervision of the Youth Debate Centre's peer educators.

As a result of the initiative, students were familiarized with the issue of child labour and with the SCREAM methodology and provided peer support to vulner-

able children. At the students' request, 10 SCREAM Education Packs were provided to the lecturers at the institute, who continue to use it in their courses. Also as part of this programme, a group of 18 orphans and children deprived of parental care from the youth centre in Gorlovka were given the chance to take part in a four-week summer camp during which they participated in SCREAM activities (see also *Training camps/summer schools*).



WHAT MAKES THIS A GOOD PRACTICE

With their fresh approach and creativity, children are powerful advocates for change. The SCREAM modules and additional activities, such as camps, are an appropriate means of conveying to the public (families, community and institutions) and the business community the importance of tackling the issue of child labour, including trafficking, and of raising awareness of the existence of international conventions and national legislation to this effect.

SCREAM is a proven methodology that is replicable in a wide range of contexts, as it is flexible and can be adapted to any situation or target audience. Each country and each community has its own socio-economic and cultural characteristics that make it unique. By working at the grassroots level using a bottom-up participatory approach, all sectors of the community can be reached in a way that is culturally adapted and appropriate.

The power of the methods described above in enhancing the educational, social and personal development of young people cannot be overestimated. Activities such as art competitions require little investment for the impact they achieve. They have a substantial multiplier effect because they involve not only the child participants but also their teachers, parents and the wider community. Further initiatives with the same target groups could include essay competitions or debates (see *Youth debates*) to build on and enhance the impact achieved.

Drama works at a very fundamental level to change long-held attitudes to and perceptions about child labour, child sexual exploitation and child trafficking. In order to develop the script, the young people have to carry out research into the subject matter, giving

them greater knowledge of and insight into the problem. Children not involved in child labour learn what it must be like to be a child labourer by putting themselves in their shoes; current or former child labourers have the opportunity to express through drama their own experiences and feelings about their situation and convey that message to people who may be in a position to make a difference.

One of the most powerful aspects of the SCREAM methodology is the empowerment of the children concerned. They are the principal protagonists. It is their ideas and creativity that drive the process. The adults involved are there to facilitate but not to dominate. The children are given voices, and the adults make sure that those voices are heard.

For this reason, the adult members of the team are an important resource. They need to have the ability to listen, the capacity to mobilize youth and children and be well informed on the issue of child labour. In the case of the play, the support of a drama professional is desirable. Filming and editing of the video should also be done professionally.

YOUTH CENTRES TO COMBAT CHILD TRAFFICKING

Implementing agencies: Alternative Sociale, Save the Children Romania

Pilot country: Romania



RATIONALE

In Romania, 14 youth centres have been established in Bucharest and the counties of Iasi, Botosani and Giurgiu (both in urban and in rural areas) with the aim of reducing the vulnerability of children and youth to trafficking.

Children and youth from particularly disadvantaged and poor backgrounds and social groups are most at risk of falling into situations of trafficking. The purpose of this programme is to reduce this vulnerability, to identify potential victims and to facilitate the social reintegration of children withdrawn from trafficking.



Children taking part in youth centre activities (Romania). Photo: ILO-IPEC

The youth centres have been created within existing school facilities. Ten are administered directly by school personnel and the other four by partner NGOs. The activities developed by the youth centres are based on a peer education programme aimed at the prevention of child trafficking and the reintegration of child victims of trafficking. Given the nature of the problem of trafficking, the activities are varied and wide-ranging in an effort to cover the entire process from identifying children at risk or child victims to their social reintegration, making individual intervention plans, mobilizing children, youth and adults as volunteers, organizing leisure activities, and tutoring.

The programme endeavours to create a secure and non-threatening environment for the children and youth in which they can enjoy learning new skills to build confidence, self-esteem, self-respect and knowledge. By working through a process of peer education, the programme also highlights the role that children and young people, with appropriate support and capacity building, can play in taking responsibility for and action on issues of concern to them, such as trafficking.



DESCRIPTION

The main role of children and youth in this programme is to identify other children who would benefit from the activities, encourage them to come to the youth centre and to participate in activities relating to their education and leisure time. The main role of the adults is to ensure that each participating

child goes through a process of identification, referral and monitoring. They also identify complementary services provided by other institutions/members of Intersectoral County Teams to the same category of beneficiaries and initiate and maintain an efficient relationship of cooperation with them.

Many of the leisure activities conducted for youth centre members were modelled on ILO-IPEC's SCREAM initiative (see *SCREAM activities for awareness-raising and action*) and aimed to help the participants develop core skills through workshops on different art forms, the media and culture. Each youth centre team conducted an investigation into the needs of young people and children within their own schools and communities and proceeded to develop leisure activities in accordance with those needs.

Some activities that have so far been undertaken:

- **A radio station**, broadcasting, among other things, music programmes, school procedures, news and announcements of significant local, national or international events, sporting and other competition results or academic achievements, and information on child exploitation and child trafficking.
- **Card charades**, a role-play exercise in which the participants identify themselves with either a victim of trafficking or with the trafficker on the basis of a selected card and use words or gestures to act out the role for the rest of the group to guess. A follow-up discussion allows the participants to articulate the ideas, feelings and attitudes that they have discovered through doing the role play.
- **Street theatre** in which members of the youth centres, with the help of peer educators, developed and performed three plays to raise awareness of the dangers of child trafficking among children at risk. The scripts were inspired by real situations and each one tackled a different theme related to trafficking: children sent away to work by their parents; young people seduced by promises of enrichment in a foreign land; and the physical and psychological abuse of children by their parents.

- **Group of experts**, a team-building exercise whereby each child is allocated a study task with the aim of becoming an “expert”. The child then has the responsibility of sharing that expertise with his or her peers.
- **Elections**, an exercise that can be used to conduct a SWOT (Strengths Weaknesses Opportunities Threats) analysis⁶⁰ and to identify appropriate future activities. Participants are divided into four teams. Each team must put forward one candidate for coordinator/president of the youth centre. The candidates’ speeches must include elements of a SWOT analysis, as well as offer solutions in order to optimize the activity and to consolidate the team. The other members of each team form the electorate and vote for the best candidate on the basis of their speeches.
- **Life skills**, a curriculum developed by the Bucsani Youth Centre to strengthen the confidence and self-esteem of young people and boost their social and personal development. The curriculum helps young people to understand relationships and how to manage these, both in professional and personal contexts, and to develop a level of social skills that will help them in various aspects of their lives. These are skills and issues that are rarely taught today in any curriculum and yet are so important to young people undergoing physical, mental and emotional change. It also promotes a positive attitude to the world of work, healthy lifestyles, conflict management techniques, decision-making and risk assessment. The curriculum also supports young people in understanding how to obtain information and process it effectively. In this respect, the course included basic information on child labour, its causes and consequences and what can be done to eliminate and prevent it.



WHAT MAKES THIS A GOOD PRACTICE

The project’s main activities with respect to child trafficking – identification of victims, referral, monitoring of cases, making of individual intervention plans, mobilizing children, youth and adults as volunteers, and organizing leisure and

tutoring activities – as well as the peer education principles on which it is based, are relatively new in Romania. The youth leaders and peer educators therefore needed the support of specialists, especially in the areas of identification/referral, counselling and promoting literacy, which required skills and knowledge that the children did not have.

Attracting these specialists – social workers, psychologists, teachers, etc. – as volunteers was in itself a good practice. The youth centres run by NGOs such as Alternative Sociale from Iasi and Save the Children benefited in particular from the existing expertise within these organizations.

Youth centres provide a safe and non-threatening environment for children and young people who might otherwise be home alone or on the streets, giving them a place in which to gather, make friends, share common interests and get involved in leisure activities that are both fun and educational. They provide youth leaders and peer educators with an opportunity to reach children at risk of child labour or trafficking through a range of activities and for the children to convey these messages to their peers and adults within their circles.

As in any peer education programme, the activities developed in the youth centres use interactive methods designed to stimulate children’s critical thinking and participate in their own development. They can be used to raise awareness of the issue of child labour and trafficking among the child participants, but at the same time the children themselves become educators, spreading awareness and knowledge of the issue among a much wider audience through activities such as the radio station, theatre and competitions.

Most importantly, they reduce the risk of children dropping out of school and give them valuable life skills that will help them to resist the pressure to enter the labour market prematurely or succumb to trafficking. This also increases their chances of completing compulsory education. If they have been withdrawn from child labour or trafficking, the youth centres provide a place in which they can interact socially with their peers and rediscover the joys of youth.

⁶⁰ The aim of a SWOT analysis is to identify the key internal and external factors that are important to achieving the objective of an organization or individual. SWOT analysis groups key pieces of information into two main categories: internal factors, i.e. the “strengths” and “weaknesses” internal to the organization; and external factors, i.e. the “opportunities” and “threats” presented by the external environment. Source: Wikipedia

MOBILE YOUTH AWARENESS GROUP

Implementing agency: Help for Children
Pilot country: Albania



RATIONALE

Broadly speaking, children's rights are not well understood in Albania. Children are usually expected to follow obediently what adults decide for them. In addition, opportunities for children to voice their opinions are limited. They are not considered to be potential agents of change. Moreover, skills and attributes that are fundamental to achieving their full potential (decision-making and problem-solving skills) and to living harmoniously with others (listening and communication skills, team work, negotiation and conflict prevention) are rarely taught in school. Issues of domestic violence, alcohol addiction, trafficking, family planning, HIV-AIDS and risks associated with hazardous labour are neither discussed in schools nor in families.

A major programme to counteract this has been the establishment of youth centres in three selected areas of Albania. The youth centres provide numerous services to children and youth, including, but not limited to, games, a reading room and library, computer courses and core work skills. This good practice concerns one particular activity of the youth centres which involves youth centre members going out into the community to spread awareness of the issues that affect young people today in Albania.



DESCRIPTION

In Elbasan, a mobile awareness group has been operating since the opening of the youth centre in October 2005. The idea originated from the peer educators themselves. The mobile awareness group, made up of teenagers from various high schools, meets at least once a week. They discuss issues and/or problems pertinent to their age. The most often-debated topics include: trafficking, domestic violence, HIV/AIDS and drugs. Once they feel that they have dealt with the issue fully within the group, they split into smaller groups of two or three to prepare various awareness-raising events at their schools.

Having started out with a core group of people, the awareness group has embraced newcomers, expanding the geographical coverage to four schools in Elbasan. Divided into smaller groups of two or three, the mobile awareness group has been successful in targeting as many children and teenagers as possible, sensitizing them to their rights and their role in society. Once piloted in four schools of Elbasan, the plan is to extend to five additional schools in the district.



WHAT MAKES THIS A GOOD PRACTICE

Peer education has proved to be a powerful method of raising awareness among children and youth on issues that concern them. Equipped with reliable information on child labour, trafficking, drugs and other hazards facing them, children and youth are better able to protect themselves and avoid situations where they are more at risk. The peer educators themselves have acquired valuable life skills and assumed a leadership role among their peers.

Child trafficking features as a topic of discussion in the Mobile Awareness Group of the Youth Centre in Elbasan (Albania). Photo: ILO-IPEC

REACHING DISADVANTAGED COMMUNITIES FROM WITHIN

Implementing agencies: Help for Children (Albania), Save the Children Romania

Pilot countries: Albania, Romania



RATIONALE

Certain marginalized and disadvantaged communities (such as Roma, Egyptians in Albania and peri-urban populations in Romania) are difficult to reach, as information is often only acceptable to them if it comes from someone within their own community. Volunteers from the communities themselves can communicate that information more effectively and are more likely to lead to changes in attitudes and behaviour.



DESCRIPTION

In Albania, the practice was aimed at addressing child trafficking among the Roma and Egyptian communities, from which a high proportion of trafficked children originate. After organizing a core work skills workshop for 28 potential peer educators, ILO-IPEC, in partnership with Help for Children, selected six teenagers to work as peer educators in three youth centres set up for the implementation of the action programme. Of the six, five came from within the Roma and Egyptian communities.

The peer educators have been instrumental in approaching Roma beneficiaries of the programme. They contributed to the identification of potential beneficiaries (most vulnerable families) and have conducted regular visits to these families. Furthermore, an increased number of Roma children attend the youth centres, owing to the trust that has been built by the peer educators. Roma peer educators organize various activities at the youth centres in order to maintain and promote Roma identity. They also commemorated the Roma International Day in April 2006 and have assisted in promoting awareness in their community of child trafficking.

A similar technique was used in Romania to reach disadvantaged communities. Three young people were selected from the educational centre of Save the Children Romania to carry out peer-education activities. The three recruits learned about the worst forms of child labour and how to identify child labourers, including potential victims of trafficking. They were taught communication skills so that they could convey pertinent messages to children, their parents and/or the local authorities, offer children guidance or refer them to the appropriate institution.

More than 50 children and youngsters responded to the appeal by the peer educators. Furthermore, they pointed out other communities which were in a similar situation and which lacked information and counselling. With the help of these children, the peer educators gained the status of insiders in the other communities.



WHAT MAKES THIS A GOOD PRACTICE

Children from disadvantaged and marginalized communities are often the most vulnerable to exploitation and trafficking. At the same time, the closed nature of many of these communities makes it difficult to change prevailing attitudes and traditions that may be harmful to children but also to the long-term outlook of the whole community. The only way to reach these communities is through an “insider” approach. Using peer educators from the community helps dispel mistrust. Once that relationship of trust had been built, children from these communities were eager to attend the youth centres.

A “mobile school” gives children in disadvantaged districts of Iasi (Romania) a chance to play and learn. Photo: ILO-IPEC



Moreover, the peer educators were able to identify potential beneficiaries of action programmes, visit vulnerable families and establish a link between the communities and the project management.

From the point of view of the peer educators' own personal development, they met new challenges, grew in self-esteem and had a higher level of expectation. Through their training, they not only acquired new knowledge but were able to apply it in establishing a meaningful relationship with their peers and other members of the community.

Furthermore, it is part of an empowerment process in a context where the Roma/Egyptians often have to deny their identities if they want to progress in their professional lives.

PEER MENTORING

Implementing agencies: United Nations Association of Bulgaria, Bulgarian Red Cross

Pilot country: Bulgaria



RATIONALE

The activity aimed to raise awareness of child labour and education among 1,200 children and their parents and siblings from vulnerable communities in Bulgaria, through peer education and mentoring. In addition, it aimed to build the capacities of 80 members of eight UN school clubs to tackle child labour issues and to raise awareness of the worst forms of child labour among the general public and municipal authorities in eight municipalities: Sofia, Shumen, Veliko Turnovo, Kardjali, Dimitrovgrad, Smiljan, Kazanlak and Satovcha.



DESCRIPTION

Students, teachers and school principals from eight schools, one in each municipality, were involved in a programme in which adolescents were trained as mentors and undertook activities to support the social integration of children.

The main purpose of the mentoring programme was to provide complementary lessons to ensure that children were up to date in their schooling and would not drop out. Other activities were added to make the programme more attractive. These included:

- **Broadening the circle** – The number of children interested in attending the mentoring programme in Smiljan and Kazanlak exceeded expectations (53 instead of the planned 20), which made it difficult for the team to provide one-to-one mentoring. Thus, the mentors and their supporting teachers decided to organize mentoring in small groups, three days a week after classes. This enabled a larger group of children to benefit from the programme. Children of similar age and needs were grouped in order to avoid stigmatization and to stimulate the active participation of each child. As a result of the programme, two-thirds of the beneficiaries improved their school performance.
- **Cultural activities** – Within the mentoring programme in Shumen for a group of children aged between 10 and 12, a number of problems were identified: children at risk of drop-out needed extra individual help with their homework, they lacked good communication and social skills and they had little knowledge of the social and cultural infrastructure of the city. These children were from vulnerable families, including from the Roma community, and lived in the city suburbs. The mentors and their teachers therefore decided to take the group on a tour of the city. They visited two museums, the city library, a bookshop, the city gallery and a local club run by the Bulgarian Red Cross. As a result, the children gained a better understanding of the value of education and of some of the social and cultural institutions in their community. They learned to communicate better outside the school environment and established friendly contacts with their peers and teacher.
- **Information technology** – The mentors from the UN club in the Sofia pilot school persuaded their teachers to use information on child labour as background material in computer classes. Pupils were given informa-



Summer school team-building exercise (Romania). Photo: ILO-IPEC

tion on “What is child labour and the worst forms of child labour?” and “How to combat the worst forms of child labour” with which to prepare their PowerPoint presentations. In this way, training in computer skills was complemented by knowledge of child labour. The children gave their PowerPoint presentations in front of other children, increasing the multiplier effect. The practice opened the way to introduce the subject of child labour into other curriculum activities such as art.

- **Integrating children from different ethnic backgrounds** – While attracting children to the mentoring programme exceeded expectations, additional efforts were required to integrate children from different ethnic backgrounds in the groups in Kardjali and Dimitrovgrad. The mentors therefore undertook specific activities with their teachers to promote better communication between these children. The mentoring exercise was complemented by cooking lessons and cultural presentations given by children from the different ethnic groups.

- **Drawing/painting competition** – At the beginning of the mentoring programme in Veliko Turnovo, more children than expected wanted to participate and not all of them could be considered at risk of child labour. The challenge was to select the most vulnerable while not contributing to their stigmatization. A drawing competition and several games were organized for children who had already been identified by the mentors as vulnerable and in need of help. The winners gained a place on the mentoring programme.



WHAT MAKES THIS A GOOD PRACTICE

The mentoring programme achieved higher than expected participation from vulnerable children, which is an indication of the need for such support among certain sectors of the school community and of the value they attach to it. All those involved – mentors, beneficiaries, teachers and school management – have a better understanding of the importance of education and of the link between school drop-out and entering the worst forms of child labour.

SUMMER CAMPS/SCHOOLS



RATIONALE

Activities to combat child labour and trafficking – identification, referral and monitoring of cases, designing individual intervention plans, mobilizing children, youth and adults as volunteers, organizing leisure time and tutoring – as well as basic peer-education principles are relatively new in Romania. The peer educators did not just need information in this area but mostly they needed the skills that can only be developed in a specific setting facilitating the exchange of experience.

School camps and summer schools provide an ideal environment for peer educators to develop specific skills in a range of fields, such as prevention of trafficking, health and sexual education, drug prevention and prevention of delinquency.



Bonding around a camp fire: just one of the many life-changing experiences for these youngsters at a summer camp in Iasi county (Romania). Photo: ILO-IPEC



DESCRIPTION

Training camp and summer school

Implementing agencies: Alternative Sociale, Save the Children Romania

Pilot country: Romania

The training camp and summer school were organized as natural adjuncts to the peer education programme developed in the context of the youth centres in Bucharest and counties of Iasi, Botosani and Giurgiu (see *Youth centres*).

To begin with, around two or three leaders, as well as other accompanying persons (teachers and volunteers), were selected to organize, coordinate and evaluate the activities, and a suitable venue was identified where the young people could be accommodated, with indoor and outdoor spaces for workshops and leisure activities. The young people chosen to participate were informed in advance and, in the case of minors, the consent of their parents/guardians obtained.

In addition to the training sessions, a range of fun activities was organized. One such activity involved a team-building exercise known as the “orientation contest”, whereby the larger group is broken up into smaller teams who have to follow a predetermined route, stopping at different “checkpoints” to accom-

plish a certain practical task (help a team mate who doesn’t know how to solve a math exercise, help an injured team mate get to a medical facility, bandage an injured team mate, etc.) or answer a number of questions related to the topic in hand (trafficking, exploitation, life skills, etc.).

Following the training camp, participants signed a “volunteering contract” and received a “job description” outlining their responsibilities within the peer education programme. Follow-up meetings and further training sessions, as well as opportunities for exchange of experiences, were also organized.



WHAT MAKES THIS A GOOD PRACTICE

Taking children away from their difficult environment, where they are under constant pressure to get involved in child labour, and enabling them to combine learning new skills with fun recreational activities, is extremely effective. Proof is that the children who participated in the camps described above became strong advocates for the elimination of child labour. Their schoolwork improved and they adopted a protective role towards younger siblings also at risk of child labour.

Summer schools and camps do not need only to be used for training peer educators. They can be used with any group of children and young people to serve a variety of purposes. The benefits of training and experience exchange within such a setting include:

- the children and young people find the environment more relaxed and therefore are more motivated to attend training sessions because they perceive the camp as a reward and not as an imposed schedule;
- non-formal relations are established through the organization of fun activities, such as outings and discos;
- it is an ideal start for a child-centred school reintegration programme.

Education and vocational skills training

Education and vocational and skills training are pivotal to eliminating and preventing child labour, including trafficking, to establishing a skilled workforce and to promoting development based on the principles of social justice and human rights.

The international community's efforts to achieve Education For All (EFA) and the progressive elimination of child labour are inextricably linked. On the one hand, education is a key tool in preventing child labour. Children with no access to quality education have little alternative but to enter the labour market where they often work in dangerous and exploitative conditions. On the other hand, child labour is a major obstacle to the achievement of EFA, since children working full time cannot go to school. For those who combine work and school, their educational achievement will suffer and there is a strong tendency for them to drop out of school to go into full-time employment.

Skills development targeting working children has proven to be a very effective strategy in combating child labour, and ILO-IPEC has accumulated a wealth of experience in trying out a variety of modalities for the provision of skills training to working children, including centre-based training, apprenticeship, combining apprenticeship with centre-based training, and outreach training.

ILO-IPEC programmes focus their activities at two levels: first, at the national level through contributions to upstream policy for the integration of the specific requirements of working children into vocational training and education policies, programmes and resource allocation; and second, at provincial and local level for downstream models of intervention involving provision of skills training, with the technical support of other ILO departments, in particular ILO SKILLS.

**What do you want to achieve?
What do you want to be?**

TOMORROW

Your future is in your hands

Education and Job Counselling

ILO-IPEC
International Labour Office
International Programme on
the Elimination of Child Labour

ICA
Consulting and Credit
in Agriculture

Ultimately, what matters most to many of the children either at risk of or withdrawn from child labour, including trafficking, is that whatever education or skills training they receive will help them in finding decent employment at an appropriate age through which they can lift themselves out of poverty and despair. The school-to-work transition period is, therefore, critical to children and young people withdrawn from or at risk of child labour, and it is vital that education systems are adapted to the specific needs and expectations of these children and their families, including, for example, pre-vocational training in primary and secondary curricula. It is also important that competency-based skills training reflect the actual needs of local labour markets to ensure access to adequate employment opportunities for graduates and that closer links are established between the private sector and skills-training providers and institutions.

Therefore, there is a pressing need to build the capacities of all relevant government line ministries (education and labour), the social partners, civil society, local, regional and national education authorities, teachers, parents, communities and other key actors in education to work towards the reduction of child labour through increased enrolment and completion rates for former child labourers, working children and children at risk, and through the provision of core work skills and livelihood training for older children. Interventions at this level should help to ensure that educational and skills training policies and programmes are responsive to the needs of children at risk.

*Children receive extra tuition at the youth centre in Balti (Moldova).
Photo: ILO-IPEC*



OPEN-DAY VISITS



RATIONALE

In many instances, children and youth at risk and their parents have limited access to information regarding education and skills training opportunities open to them through relevant institutions. Critical support can be offered by state institutions through improved communications and information provision, including through organized visits for children and youth at risk.

Job counselling and career guidance are vital elements in supporting young people in making informed decisions about their future employment path. However, counsellors and career guidance professionals might not always have the information they need to hand and might not be experienced in some specific employment opportunities. Therefore, there can sometimes be information gaps that need to be filled in order to provide the young people with the most effective support.



DESCRIPTION

Exposure visits to vocational training institutes

Implementing agency: Vocational Training Centre, Korca

Pilot country: Albania

The Vocational Training Centre in Korca is engaged in the implementation of a project for the prevention and elimination of youth trafficking. Ninety young people were identified as being victims of or at risk of trafficking and were subsequently provided with psychosocial and vocational counselling and vocational courses.

The most challenging element of the project was the selection of vocational courses as the young people and their parents were not very familiar with the nature of these or with the institution itself. They also lacked confidence in their choice of course based on a limited knowledge and understanding of the labour market. Parents found it difficult to make the best choices for their children and themselves.

To assist them in making these decisions, 30 young people were invited to visit the Vocational Training Centre and took part in workshops on sewing, manufacture of door and window frames, electrical engineering and other subjects. The objective was for them to get firsthand experience of possible jobs and exchange experiences with young people from their own communities who had already completed the courses. Instructors gave details on each course and also on current employment opportunities in the local labour market. Parents also attended the exposure visits in order to better acquaint themselves with the centre and the vocational courses available.

Open-day visits to companies

Implementing agency: Business Advisory Centre
Pilot country: Moldova

In order to provide better information on vocational training for secondary school children in Moldova, a group of school psychologists and job and education counsellors from Balti municipality organized two half-day visits to the Polytechnic College and Vocational School No. 5 for 100 school graduates, including at-risk children, with the support of the Municipal Department for Education. This activity was part of an action programme to contribute to reduction of vulnerability to trafficking among youth at risk and adults from marginalized communities.

A similar “open-day” was organized between current students in the college and vocational school selected for the programme and the 100 potential students, graduates of secondary and boarding schools. Because the dialogue was organized between peers, it was much more effective and helpful for the at-risk youth. The visits helped the young people to feel confident about their choices of vocational course and to better understand potential labour market opportunities.

Likewise, a group of 30 students from the V. Alecsandri secondary school in Balti who had expressed interest in tailoring attended a half-day information visit organized by a local garment-making factory.

The visit enabled the young people to find out more about tailoring and to decide if it was indeed a profession they wanted to pursue.

The activities included presentations and discussions on the background, policies and programmes of the company, including its human resource policies, as well as practical, hands-on visits to key sections of the factory, such as the production department. The young people benefited significantly from seeing the work being carried out firsthand and from direct contact with the management and employees. They were able to observe the production process and were given useful information on relevant vocational schools, their location, duration and costs of studies and what to expect from the job as a tailor, including potential earnings and career path. Moreover, they were able to improve their own communication and socialization skills in interacting with potential employers.

As a result of the visit to the company, 11 out of the 30 young people chose tailoring, while the remainder continued to look at other training options.



WHAT MAKES THIS A GOOD PRACTICE

In a context where VET courses are often too theoretical and not competence based, open-day and exposure visits are useful not only for the young people concerned to learn about possible training options and career choices, but also for the institutions or companies that host them. It is a particularly efficient and effective way of helping young people to see firsthand the realities of employment choices they may make, to think carefully about their future and make informed decisions.

Such visits should be standard practice for all schools and training institutions and benefit from state funding. Cooperation agreements should be established between secondary, vocational and high school institutions, and information materials on job and skills training produced and subsequently disseminated among schools, youth centres and documentation centres.

BUILDING TRAINING CAPACITY TO COMBAT TRAFFICKING

Implementing agency: Vocational Training Centre, Korca

Pilot country: Albania



RATIONALE

In order to address child trafficking amongst the Roma and Egyptian communities in Albania, the Vocational Training Centre in Korca initiated a programme targeting young people who were either victims of or at risk of trafficking. The objective was to build the capacities of trainers from these marginalized communities to sustain the delivery of skills training to young people from within the communities (see also *Reaching disadvantaged communities from within*).



DESCRIPTION

Most of the 90 beneficiaries came from the Roma and Egyptian communities and the Centre worked closely with local Roma NGOs, particularly Amaro Drom, to establish better relations and effective communications with these communities.

Two Roma instructors were identified for training, especially in Roma sewing and embroidery courses. Working through community trainers helped to build trust among young people and subsequently ensured an increased attendance at vocational training courses by young Roma and Egyptians. Training was based on labour market demand identified through a labour market study and linkages built up with employers.

Korca, Albania. Sewing courses provide young people with a marketable skill. In this case, a Roma trainer is working with at-risk Roma children, who respond better to someone from their own community. Photo: ILO-IPEC





WHAT MAKES THIS A GOOD PRACTICE

The only means to approach the Roma community in Albania was by involving the community itself in every aspect of the project, including delivering the training itself, and this strategy proved to be successful.

The presence of Roma trainers helped overcome some of the mistrust between marginalized communities and mainstream institutions and also ensured a stronger interest in the training courses among young people. The trainers also helped in identifying beneficiaries within the Roma community and acted as an effective link between the community and the project management.

SKILLS TRAINING AND JOB COUNSELLING FOR AT-RISK YOUTH

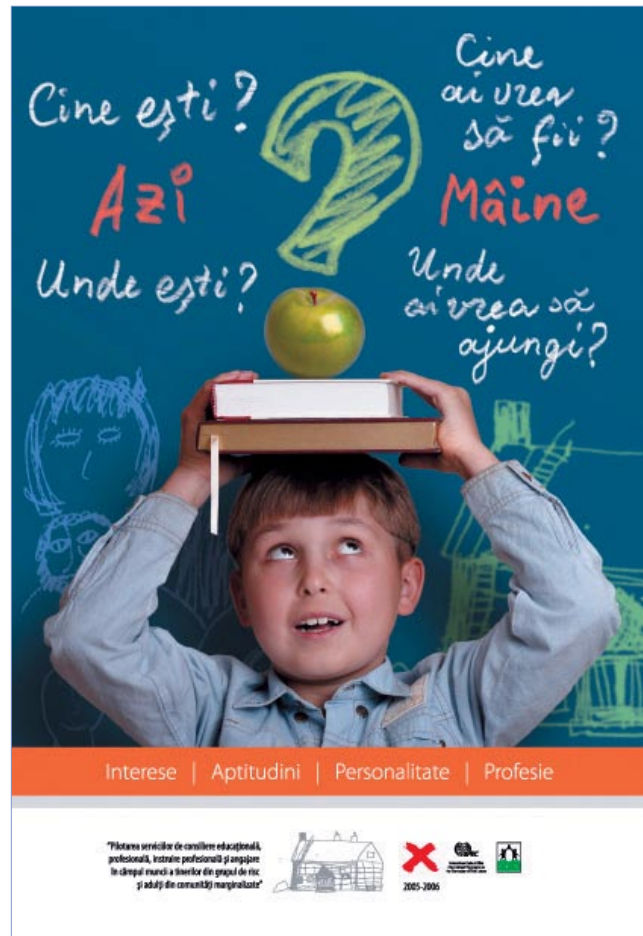


RATIONALE

Career guidance and the promotion of youth employment are key to ensuring that young people who leave school at the end of compulsory education without any professional qualification do not end up being trafficked or involved in other worst forms of child labour. Some of the reasons why these young people are particularly vulnerable to this are:

- failure of the school system to play an effective role in promoting social inclusion;
- inability of families to support their children in continuing their studies, thus forcing them to enter the labour market too early;
- insufficient labour market-based vocational training programmes and poor vocational counselling services;
- inability of young people to build up enough work experience to satisfy the demands of many employers.

Moreover, young people often have limited access to information on vocational training opportunities and to free vocational education.



A poster promoting education and job counselling asks: Where am I today? What am I going to do tomorrow?



DESCRIPTION

Education and job counselling

Implementing agency: Business Advisory Centre
Pilot country: Moldova

The action programme was implemented in five target areas of Moldova: Chisinau, Balti, Ungheni, Orhei, Singerei. Its aim was to reduce the vulnerability of minors and adults to trafficking and to facilitate rehabilitation of victims of trafficking through education and job counselling, vocational training and employment services.

As a first step, local labour market studies were carried out in each area, following which a guide to education and job counselling was designed. Selected school psychologists and counsellors were

then trained to provide education and job counselling to the target groups, which included 802 children and young people, 71 victims of trafficking and 196 adults. Of these groups, 115 children and 20 adults were referred to relevant vocational training programmes based on their skills assessment and the labour market needs identified by the studies. In addition, 83 young people and 20 adults from marginalized communities were directed towards decent work opportunities. The counselling was either carried out in group sessions or individually in schools, at meetings with parents, and so on.

Selected school psychologists were empowered through training-of-trainer workshops which focused on a range of related topics, including ethical standards of counselling, gender promotion, communicating with vulnerable youth, self-awareness, labour market awareness, positive attitudes, core labour standards and career management skills.

Close links were established between this action programme and two others which focused separately on caring for child victims of trafficking and their long-term social reintegration and the empowerment of community youth centres. This allowed the trained education and job counsellors to put their new skills to further use by participating in MDTs for child labour monitoring. The children and youth at risk referred by the community to youth centres were subsequently included as beneficiaries under this particular action programme.

This action programme was linked and contributed to the objectives of the National Employment Strategy 2002–08. As a result, regional education departments, employment agencies and statistical offices will continue to implement the various elements of this model, including organizing labour market surveys and desk studies, providing education and job counselling and supporting market-oriented vocational training programmes.

The National Steering Committee on the Elimination of Child Labour has also undertaken to lobby for the inclusion of education and job counselling for children at risk in the training curricula of school psychologists.

Professional interaction on education and job counselling

Implementing agency: State Employment Service Training Institute

Pilot country: Ukraine

This particular good practice was taken from an action programme in Donetsk and Kherson which focused on the promotion of employment for young people above the minimum age, and the social reintegration of child victims of trafficking. Part of the action programme involved training a number of specialists to provide job counselling services to the children.

Originally the intention was to organize training workshops for around 50 professionals from two different backgrounds who were to provide educational and vocational counselling, career guidance and job counselling for target children. The two categories of professional included public employment service staff and school psychologists. However, rather than organize separate training for the different groups, it was decided to bring them together in one joint workshop.

The combination of professional participants ensured a multi-disciplinary approach in the workshop, facilitated a useful exchange of experience and ensured continuity in the provision of job and education counselling with ease of referral between the two. In addition, the specialist participants elaborated a common strategy on how to work with target children in the future and became more motivated to support ILO-IPEC programmes and activities.



WHAT MAKES THIS A GOOD PRACTICE

By increasing the capacities of school psychologists, counsellors and public employment service staff to provide education and job counselling services that meet labour market needs and by reinforcing partnerships between a range of relevant stakeholders, this model contributes to the reduction of vulnerability of children, youth and adults at risk of trafficking and other worst forms of child labour.

To have greater impact, job and education counselling should be included in regular in-service training programmes for teachers, and a network of school psychologists trained in this field also established.

EMPOWERING SKILLS TRAINEES



RATIONALE

This good practice is illustrated by a number of activities focusing on the social reintegration of former child labourers. These sought to empower children participating in the programme by placing them in situations where they would be helping other disadvantaged children or benefit from psychological counselling while learning new skills.

Participants in the cooking courses for at-risk young people organized by the Donetsk Youth Debate Centre (Ukraine) are happy to share the fruits of their efforts with those less fortunate, such as children in orphanages. Photo: ILO-IPEC



DESCRIPTION

Cooking courses with an added ingredient

Implementing agency: Donetsk Youth Debate Centre
Pilot country: Ukraine

As part of the action programme, the children received cookery courses through the Donetsk Youth Debate Centre. Two related good practices emerged involving the new culinary expertise of the beneficiary children:

- **Cooking to benefit others** – During the training, it was suggested that the group might visit disadvantaged children in other institutions in the city and take with them various dishes that they had cooked during their classes. The response was both enthusiastic and energetic. The children put in their best efforts to cook the dishes and deliver



them in person to an institution for children either orphaned or deprived of parental care. The initiative had the dual effect of, on the one hand, enhancing the self-esteem and sense of responsibility of the project beneficiaries and instilling in them a strong empathy towards other disadvantaged community members, and on the other hand of giving the children involved the opportunity to socialize and make new friends.

- **Tea parties to improve communication** – This also involved using the children's cooking skills, but this time to reach out to their parents and to draw them into the programme and to become interested and involved in their children's education and future life choices. This decision was based on the findings of counselling sessions organized for parents that families did not communicate effectively. Therefore, parents were invited to "afternoon tea" in the centre and the children baked cakes and prepared other food for their parents and the resource persons. By encouraging families to sit down together as families and talk to each other, the programme recreated normal family settings and revitalized the communication channels between parents and children.

Integrating cultural elements in training courses

Implementing agency: Uspishna Zhinka (Successful Women)

Pilot country: Ukraine

This activity involved integrating cultural elements into skills training as a means of making the courses more interesting for the children and also to inspire them to know and understand their own cultures and traditions better and to feel proud of their cultural identities.

Many children from disadvantaged backgrounds feel dissociated from mainstream society and therefore their own cultural identity, and it is important to identify new and creative ways of reintegrating these children into society and helping them to understand the various elements that make up society and how this relates to them and their day-to-day lives.

This particular programme in Kherson provided cooking training courses to the beneficiaries and then identified positive ways in which to use the end products to strengthen social and personal development. In order to motivate the children to regularly attend the courses, the training institution organized the "Day of Ukrainian Traditional Cuisine," a one-day cultural festival. The children were given traditional Ukrainian costumes to wear and they were asked to research traditional dishes to be cooked for the festival and find out more about their historical context.

On 24 August 2006 (Independence Day), the children cooked the national Ukrainian dishes, arranged them in a traditional manner and set the tables for invited guests, including staff from the training institution and other project beneficiaries who were studying in other training courses in the same institution. The children formally presented the dishes that they had cooked, described the historical background and gave a presentation on the overall traditions of Ukrainian cuisine.

Making computer training relevant to the lives of former child labourers

Implementing agency: Uspishna Zhinka (Successful Women)

Pilot country: Ukraine

This good practice was drawn from an action programme in Ukraine which focused on the social reintegration of former child labourers and arose during a computer course in Kherson.

The computer course was held for 10 former child labourers and was adapted to the specific needs and expectations of these children. The course included elementary training in Microsoft Office programmes (Word and Excel), in which trainees would normally be required to type texts in Word and do basic arithmetic in Excel. However, rather than work on random texts, the children were asked to write essays on such topics as "My goals in life," "My future profession," "My first work experience – what was good and bad about it" and "What is child labour?" Afterwards, the tutors and psychologists helped the children to analyse and discuss their essays.

The children were also asked to create Excel tables with daily and monthly expenditures of their families; calculate daily and monthly income of each family member and then correlate the family expenditures with income. They were also asked to prepare their time schedule for a day in school, indicating how much time they actually spend learning, doing extracurricular activities and/or helping parents about the house, and then to compare these schedules with ones of days when they used to work as child labourers.

As a result of this adaptation to their training curriculum, the children not only learned basic computer skills, but were also able to discuss their life stories with other children from similar situations and backgrounds. This facilitated a basic form of group therapy and socialization, giving them the opportunity to express their concerns and discuss their lives, hopes and dreams.



WHAT MAKES THIS A GOOD PRACTICE

The good practice illustrated in the above examples is about finding innovative and creative ways to use basic training courses to expand and enhance the learning experience of the young participants.

Take the cookery courses. If young people “produce” something as part of their training, good use can be made of these end products with little additional effort. This not only ensures that third parties benefit from the products themselves, but that a greater sense of purpose, motivation and commitment is instilled in the children participating in the training. This is an effective manner in which to build confidence and self-esteem in children who have suffered trauma and who need to be sensitively reintroduced into a society that they feel has rejected them. It embodies peer-to-peer support methodology and core work skills education. In addition, the good practice, using similar techniques, encouraged greater participation of the beneficiaries’ parents in the programme and in their children’s training.

The computer courses facilitated a combination of learning with psychosocial counselling. In addition to learning basic computer skills, children acquired basic life skills such as household budgeting and

establishing time schedules. With respect to the essay-writing exercise, not only does it help the children, but it also helps implementing agencies to enrich their knowledge of child labour by encouraging the children to write about their experiences and discuss these in group sessions.

Children eventually feel comfortable discussing their experiences within a caring and supportive environment, which is vital to their longer-term recovery. It also provides a creative element to standard computer courses in which the exercises are related much more closely to life experiences rather than just being random exercises with little meaning or value to the learner. This is particularly important for child labourers and their families who believe that education is often irrelevant to their lives.

TRAINING/SCHOOL ATTENDANCE INCENTIVES



RATIONALE

Because children withdrawn from situations of child labour have different ways of learning from children in the formal school system and often because of their own life experiences, it can be challenging for them to adapt to new ways of learning, leading their lives and social norms. Implementing agencies, therefore, often have to be creative in considering ways in which to stimulate the interest and commitment of these children to encourage them to go to classes and stay there to benefit fully from education and training.

In Albania, action against child trafficking has so far been restricted to protective legislation and limited monitoring attempts to enforce it. Measures of prevention, withdrawal and rehabilitation are neither properly planned nor integrated. Interventions in the education sector need to be accompanied by interventions in the labour market and by social support measures for vulnerable families.

At the institutional level, there is also room for improvement when it comes to coordination among governmental bodies and partners on issues of



Various incentives aim to encourage school attendance, including support for the educational reintegration of children vulnerable to child labour, including trafficking (Romania) and providing disadvantaged children with school uniforms (Moldova). Photo: ILO-IPEC

trafficking in children. Ultimately, a prevention package of services should provide a comparatively better support system than the one proposed by the trafficker, offering concrete alternatives for the children's future.



DESCRIPTION

Encouraging attendance of vocational classes by former child labourers

Implementing agency: Donetsk Youth Debate Centre
Pilot country: Ukraine

In order to motivate children to attend classes and remain in their training programmes, former child labourers who had benefited from previous ILO-IPEC projects were invited to facilitate introductory sessions. The objective was to inspire the new beneficiaries through discussions with role models from previous projects. This had the dual effect of motivating new beneficiaries while enhancing the confidence, self-esteem and communication skills of former beneficiaries. It also highlighted sustainable components of the project and helped children to realize that they can aspire to future situations devoid of exploitation and abuse.

Meanwhile, in Gorlovka, in order to motivate children to attend their training classes regularly, a system of "bonus cards" was introduced. Each child who did not miss a single class during the week received a bonus card. The card gave her or him a free pass to

spend an hour in the computer club to play games and use the Internet. In developing this system, the Donetsk Youth Debate Centre concluded an agreement with the Youth Information Centre where the computer club was located.

This system helped considerably in motivating the project's target children to attend the training courses and to participate fully in the education process. Class attendance was nearly always 100%, as the reward of a free hour in the computer club was considered a major prize by these children, none of whom would normally have access to a computer.

Not only did the bonus card system boost class attendance, but it also provided the children with the opportunity to learn more about computers. In a supervised environment, the children also began to improve their own learning capacities by attending classes regularly. This is a major achievement in supporting the learning process.

Conditional food baskets as a means to fight child labour

Implementing agency: Help for Children
Pilot country: Albania

In order to make up for the absence of social support measures accorded to families in need and children at risk of or victims of trafficking in Albania, as part of their integrated preventive and rehabilitation package, Help for Children is distributing a monthly food basket consisting of essential items such as sugar, oil, pasta, rice and butter, to 165 families, provided that

their children go to school on a daily basis. The food basket compensates for the child's income loss for the time that he or she is at school, attending non-formal education classes or doing his or her homework. It is conditional to his or her attendance in class.

Were the child to stop going to school, the monthly food basket would be forfeited, after intensive negotiations are conducted with the family to persuade the child to resume school. As it happens, no child has left school since the start of the action programme. Part of the programme's success can be attributed to the provision of the monthly food baskets to families in need and the related counselling from the teachers, who are also providing social services to the families they visit on at least a weekly basis during the half-day they are not teaching.



WHAT MAKES THIS A GOOD PRACTICE

The good practice here lies in the provision of conditional incentives to encourage children and young people to remain in education and training for as long as possible.

The food basket incentive works because:

- the contents of the basket are significant enough and commensurate with the direct and indirect costs incurred by the family in sending the child to school;
- it is strictly targeted to families in need, as assessed on a regular basis;
- it is accompanied by a strong monitoring/counselling component;
- the demand for the school services it creates is matched by a supply of quality education supported by additional services.

Both of the above examples have proven to be effective in that in all cases they resulted in either 100% attendance or full engagement in the school or training programme.

Concluding comments

Documenting the above good practices is a first but significant step in an ongoing, invaluable and necessary process to constantly improve upon and adapt experiences in preventing and eliminating child labour, so that the outcomes will serve exploited children, their families and communities in the region more effectively.

It is important to note that the ILO-IPEC partners that implemented the good practices which make up this publication were also responsible for their detailed documentation as a key element of the project process. They analysed project outcomes and identified those practices which were vital in ensuring that they worked and were successful, while the role of ILO-IPEC has been to facilitate this process. In this respect, the implementing partners are the real “owners” of these good practices which further rein-

forces their practical value to others working in this field. ILO-IPEC is grateful for their commitment to the overall programme and their support in ensuring that the project can progress to the next level of dissemination and replication and therefore sustain regional progress in preventing and eliminating child labour.

The main challenge now for ILO-IPEC for the period 2007–2009 is to replicate the models piloted on a country and regional basis. The knowledge management component is an integral part of this next phase, and this publication is itself a key element of this process. The aim is to pursue the process of collection, analysis, training and outreach so that the project’s significant cache of knowledge becomes widely available in a form that is most accessible to its partners.

Campi i Femijve, Kosovo, an outdoor camp for street children organized by Kosovo Community Police for street children in September 2005, with the support of UNICEF, Terre des Hommes and ILO-IPEC. Photo: ILO-IPEC



ANNEXES



1: Implementing agencies and contact details

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2: Abbreviations

CLMS	Child Labour Monitoring System
CRC	United Nations Convention on the Rights of the Child
EFA	Education for All
EU	European Union
GDP	Gross Domestic Product
ICT	Intersectoral County Team
ILO	International Labour Organization
IOM	International Organization for Migration
IPEC	International Programme on the Elimination of Child Labour
LAC	Local Action Committee
MDG	Millennium Development Goal
MDT	Mult-Disciplinary Team
NACPR	National Authority for the Protection of Child Rights (Romania)
NGO	Non-governmental organization
NRM	National Referral Mechanism
NSC	National Steering Committee
OSCE	Organization for Security and Co-operation in Europe
SPIF	Strategic Programme Impact Framework
SPSCP	Specialized Public Services for Child Protection (Romania)
UN	United Nations
UNESCO	United Nations Educational, Social and Cultural Organization
UNICEF	United Nations Children's Fund
UNMIK	United Nations Mission in Kosovo
VET	Vocational Education and Training

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