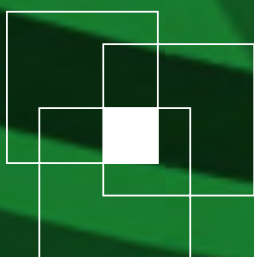




International
Labour
Organization

**GOOD PRACTICES AND
LESSONS LEARNED
ON THE ELIMINATION OF
THE WORST FORMS OF
CHILD LABOUR IN
NAMIBIA**

JUNE 2012



International
Programme on
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(IPEC)

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Table of contents

	<i>Pages</i>
Abbreviations.....	v
Executive summary	vii
1. Introduction & background to ILO-IPEC TECL Project in Namibia	9
2. Child labour in Namibia	11
2.1 Causes of child labour	11
2.2 National response on child labour.....	12
3. Methodology.....	19
3.1 What are good practices?	19
3.2 What are lessons learned?.....	20
3.3 Themes for emerging good practices	20
4. Emerging good practices on awareness-raising on child labour related issues	21
5. Emerging good practices on legislation and policy development	27
6. Emerging good practices on institution building	33
7. Emerging good practices on inter-sectoral collaboration and social mobilisation	35
8. Emerging good practices on direct action programmes - Education.....	41
9. Emerging good practices on social services for recovery and reintegration	47
10. Emerging good practices on child labour monitoring	51
11. Emerging good practices on multi-sectoral strategy for sustainability	55
12. References	59

Abbreviations

AIDS	Acquired immune-deficiency syndrome
APEC	Action Programme on the Elimination of Child Labour
CBO	Community-based organisation
CDCs	Children in difficult circumstances
CLM	Child Labour Monitoring
CRC	Convention on the Rights of the Child
CSEC	Commercial sexual exploitation of children
CUBAC	Children used by adults to commit crime
DWCP	Decent Work Country Programmes
EFA	Education for All
FBO(s)	Faith-based organization(s)
GRN	Government of the Republic of Namibia
HDI	Human Development Index
HIV	Human Immuno-deficiency virus
HPI	Human Poverty Index
IEC	Information, education and communication
IGA	Income generating activities
ILO	International Labour Organization
IPEC	International Programme on the Elimination of Child Labour
LAC	Legal Assistance Centre
MDGs	Millennium Development Goals
MOE	Ministry of Education
MOGECW	Ministry of Gender Equality and Child Welfare
MOHA	Ministry of Home Affairs
MOHSS	Ministry of Health and Social Services
MOLSW	Ministry of Labour and Social Welfare
MOYNSSC	Ministry of Youth, National Service, Sports and Culture
NDP1	First National Development Plan
NDP2	Second National Development Plan
NGO	Non-governmental organisation
OVC	Orphans and vulnerable children
PACC	Programme Advisory Committee for Child Labour
PR	National Poverty Reduction Strategy
TECL	Programme towards the Elimination of the Worst Forms of Child Labour
UNESCO	United Nation Educational Scientific and Cultural Organization
UNICEF	United Nation Children’s Fund

Executive summary

The ILO's International Programme on the Elimination of Child Labour (IPEC), through the Phase II of its project "Towards the Elimination of the Worst of Forms of Child Labour" (TECL II), has supported the Government of Namibia, employers' and workers' organisations and other partners during four years to develop models of intervention for the elimination of child labour in Namibia. Documentation of good practices and lessons learned contributes to identify and document successful forms of intervention aimed at eliminating the worst forms of child labour and to share these findings and models with participating organisations, governments and civil society groups.

The objective of this report is to share good practices and lesson learned with concerned stakeholders especially practitioners/ implementers on the issue of child labour. This work gathers together the experiences and ideas from representatives of governments, social partners, civil organisations and agencies active at different levels as well as beneficiaries. It provides an opportunity to review essential elements of the environment required to support the elimination of child labour. It identifies some emerging good practices from existing interventions in the hope of contributing to their replication.

The document serves as a guiding tool, filled with practical information, tips, and examples for community-based organizations, as well as local and international non-governmental organizations, policy makers, and donors. This is done by analysing and highlighting the project experiences and presenting: (a) project approaches to change, reduce/eliminate working children and/or child labour within support interventions, and (b) outlining the emerging good practices and lessons learned.

The findings can be used to improve knowledge on effective operations to combat child labour in hazardous work in the three sectors and/or in other sectors of the worst forms of child labour.

1. Introduction & background to ILO-IPEC TECL Project in Namibia

Background

This document constitutes part of the sub-regional project titled “Towards the Elimination of the Worst of Forms of Child Labour” (TECL II) in Southern Africa developed by the ILO’s International Programme on the Elimination of Child Labour (IPEC). As part of the project programming and implementation cycle, it is a requirement to document both good practices and lessons learned. The importance of documenting the lessons and good practices identified from this project is to ensure that the good practices are documented so that they could be used for replication and scaling up in future initiatives.

ILO-IPEC TECL Project

The ILO-IPEC project “Towards the Elimination of the Worst Forms of Child Labour”, or “TECL project”, aimed at supporting national governments to develop and implement time-bound programmes for the elimination of the worst forms of child labour. IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on the consequences of child labour, promoting social mobilization against it, and piloting demonstrative models of intervention to prevent children from child labour and remove child workers from child labour and provide them and their families with appropriate alternatives.

This multi-sectoral strategy requires working with the Government, employers’ and workers’ organisations, as well as local partner organizations; public or private to develop and implement measures which aim at: 1) Preventing child labour and 2) Withdrawing children from child labour, and providing alternatives to them and their families.

The Phase II of the TECL Project (“TECL II”) in Namibia builds on the achievements of the Phase I of the sub-regional project named “Elimination of the Worst Forms of Child Labour in Southern Africa” (TECL I), which laid the basis for concerted actions against child labour. The development of National action plans (also known as APEC) by Governments was supported by TECL I project. All activities in TECL II are based on the APECs developed under the TECL I project and on the legislation frameworks of the country. The APEC consists of more than 170 specific action steps, grouped into various categories.

The TECL II project’s objectives are: to contribute to the elimination of all worst forms of child labour (development objective). The immediate objectives of TECL II are:

- Strengthening the capacity of key partners to more effectively mainstream child labour issues into legislative and policy framework, and take action against the worst forms of child labour (WFCL), and to raise awareness among the general public and key stakeholders.
- Develop, test and implement direct action programmes (APs) using models of intervention for addressing selected WFCL.

Inception of the programme was in 2008, and the work on the ground commenced in 2009, and the project ended in June 2012.

Under the TECL II project in Namibia, the Programme Advisory Committee on Child Labour (PACC) was revived and it is fully-fledged and active. The PACC established in 2004 oversees and coordinates work in the area of child labour. The Ministry of Labour and Social Welfare (MOLSW) acts as the PACC secretariat. Employers' and workers' organisations are active members of the PACC, as well as line Ministries and civil society organisations. Legal Assistance Centre was identified as one of the implementing agencies with whom Action Programmes were developed with TECL II support.

Thus far, the project has had a number of successes including awareness creation campaigns to the public, media, and social partners, commissioning of rapid assessments and baseline surveys whose findings were presented to the national committee members, reviewing of legislation, capacity building for various target groups (law enforcement officers, trade unions, labour inspectors) as well development of a hazardous list.

2. Child labour in Namibia

The issue of child labour is a major concern to the Republic of Namibia. The worst forms of child labour in Namibia fall under Article 3 of ILO Convention No. 182, and a majority of the worst forms of child labour fall under hazardous work, which is defined in article 3 (d) as: “work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children”.

2.1 Causes of child labour

Poverty

Poverty is one of the major underlying causative factors of child labour in Namibia. Namibia ranks among the countries with the deepest social divides. A total of 38% households in the country live in relative poverty and 9% in extreme poverty. Relative and extreme poverty are defined as households spending 60% and 80%, respectively, of their total incomes on food. The San are the poorest people in the country, with a Human Development Index (HDI) of only 0.233, whereas the German language group has the highest HDI, at 0,902. The causes of poverty in Namibia are varied, complex and often interrelated. Poverty in urban areas is attributed to unemployment, lack of formal skills and qualifications, lack of income-generating opportunities, overpopulation, lack of institutional support, and poor quality and access to services.

On the other hand, in rural areas poverty is a function of drought or insufficient rainfall, lack of natural resources or poor management of natural resources, human and animal diseases, insufficient accessible grazing land, unemployment, lack of relevant skills, extremely low wages for farm labourers, remoteness and isolation, a lack of infrastructure and communication facilities.

Many child protection abuses are linked to deeply entrenched in material deprivations. Poverty creates conducive conditions for child labour. It forces children to take up paid work either on a fulltime or part-time basis.



HIV and AIDS

The AIDS epidemic is a national tragedy that has resulted in thousands of children orphaned or heavily affected by the multiple impacts of AIDS on their families and communities. The impact of HIV and AIDS is compromising the many important socio-economic development achievements in Namibia since independence. Namibia has a generalized HIV epidemic, with an HIV prevalence rate of 17.8 percent in adults ages 15 to 49 (MOHSS, 2008). However, there is great variation in HIV prevalence rates from region to region. Life expectancy has declined from 61 years in 1991 to 49 years in 2001(National Planning Commission).

Due to orphanhood, children engage in any work to meet their immediate needs. The desperation is created by the poverty which they experience on a daily basis. The fact that AIDS often leads to the death of the main breadwinner, leaves the other members of the family (often the children) with no means of survival. Due to poverty, which is both an associated and consequent factor of HIV and AIDS, children may need to generate income to support themselves and their families. The financial stresses experienced by many children whose families are affected by HIV/AIDS force them to supplement the dwindling income and scanty resources.

Vulnerable areas or population groups

Certain groups of children in Namibia may be particularly vulnerable to child labour, including WFCL. The groups of children vulnerable to child labour in Namibia include:

- Children living in difficult circumstances (CDCs)
- Educationally marginalised children
- Orphans and Vulnerable Children in Namibia
- Street children
- Undernourished and food insecure children
- Children coming from marginalised communities or groups
- Children from other countries or children living near the borders

2.2 National response on child labour

There has been a growing commitment from the Government of Namibia to combat child labour and eliminating its worst forms. Numerous efforts have been made to address and protect the rights of the child in Namibia.

2.2.1 Legal and policy framework

Namibia has ratified several international conventions and protocols discussed below that are relevant to child labour. By ratifying these international instruments, the Government of Namibia has committed itself to take all necessary measures to address child labour issues at the country level, including legislative reforms and allocation of resources. The section below presents Conventions ratified by Namibia as well as other international and regional instruments relevant to the fight against child labour in general.

1. ILO Convention No. 182 on the worst forms of child labour (1999)

The Convention No. 182 requires ratifying States *to take immediate and effective measures to prohibit and eliminate the worst forms of child labour as a matter of urgency*. Under this Convention, Namibia is required to eliminate WFCL, which fall into four categories and to defining a list of activities that constitute such hazardous work.

- All forms of child slavery or practices similar to slavery, including child trafficking;
- The use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- The use, procuring or offering of a child for illicit activities and;
- Work that, by its nature or the circumstances in which it takes place, is likely to harm the child's health, safety or morals.

2. ILO Convention No. 138 on the minimum age for admission to employment (1973)

This landmark Convention applies to all economic sectors and to all working children, whether they are employed for wages or working on their own account. It places on ratifying States the obligation to fix a minimum age and defines a range of minimum ages below which no child should be required to work. These minima vary according to the level of development and according to the type of employment and work. It further provides that:

- 18 years is the minimum age for work that might jeopardise the health, safety or morals of the child.
- National laws or regulations may permit employment of children aged 16 and 17 "on condition that the health, safety and morals of the young persons concerned are fully protected and that the young persons have received adequate specific instructions or vocational training in the relevant branch of the activity".
- Laws may permit employment of children aged 13 to 15 years in light work that will not harm their health or development, or prejudice their benefiting from school or vocational programmes.

3. ILO Declaration on Fundamental Principles and Rights at Work (1998)

The Declaration states that effective abolition of child labour is a fundamental principle and right, and that eliminating child labour is critical for ensuring that economic growth leads to increased equity, social justice and less poverty. It requires a four-yearly global report on child labour, which must be translated into a programme of technical assistance to countries.

4. UN Convention on the Rights of the Child (1989)

The Convention on the Rights of the Child is a legally binding international instrument that incorporates children's civil, cultural, economic, political and social rights. It establishes global recognition that children (people under 18 years old) have human rights and often need special care and protection that adults do not need. The Convention requires that the best interests of the child must be the prime consideration in all matters affecting the child and that the child's own views must be taken into account.

- Articles 32, 34, 36 and 39 of the Convention provide for protection against economic, sexual and all other forms of exploitation, and the child's right to services for physical and psychological recovery and social reintegration.
- Article 32.1 specifically provides that every child has a right to be "protected from economic exploitation and from any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development".
- Article 27.1 requires states to provide special protection to children who are forced into dangerous situations due to inadequate living conditions.
- Article 33 relates to CUBAC, saying: "State Parties shall take all appropriate measures, including legislative, administrative, social and educational measures, to protect children from the illicit use of narcotic drugs and psychotropic substances, and to prevent the use of children in the illicit production and trafficking of such substances.
- Article 40 addresses situations where children come into conflict with the law, and is particularly important from a restorative justice point of view.

5. The African Charter on the Rights and Welfare of the Child (1990)

This Charter adds a requirement for governments to promote the dissemination of information about the hazards of child labour in the formal and informal sectors. Article 15 refers specifically to child labour, stating that:

- Every child shall be protected from all forms of economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral, or social development.

-
- States Parties to the present Charter take all appropriate legislative and administrative measures to ensure the full implementation of this Article, which covers both the formal and informal sectors of employment and having regard to the relevant provisions of the International Labour Organisation's instruments relating to children.

6. Southern African Development Community (SADC) Code of Conduct on Child Labour

This Code of Conduct urges all SADC countries to ratify and implement the various international conventions pertaining to child labour and to cooperate with the ILO, UNICEF and the relevant international and national NGOs operating in SADC countries. It also notes the need for SADC countries to review existing legislation to ensure that they are in line with the ratified instruments. It outlines the essential components of comprehensive programmes to eliminate child labour.

7. International Protocols

The UN has adopted optional protocols to the Convention on the Rights of the Child that are relevant to child labour. These are:

- The ***Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography***. The Protocol emphasizes the criminalization of child prostitution and pornography and requires that any participation in these acts, including attempt and conspiracy, be subject to penalties that take into account the gravity of these offences (article 3). It also requires States to close any premises used for child prostitution and pornography and seize and confiscate the proceeds of such activities, as well as any means used to commit or facilitate them (article 7) and contains detailed provisions concerning the treatment of victims.
- The ***Optional Protocol on the Involvement of Children in Armed Conflict***. This calls on ratifying governments to do everything feasible and make greater commitments to the protection of children from participation in armed conflict and recruitment into the armed forces. Governments should also ensure that children under 18 years are not recruited compulsorily into the armed forces.
- Another important UN protocol is the ***Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children***, often referred to as the Palermo Protocol, which supplements the ***Convention against Transnational Organised Crime***. It defines human trafficking and calls states to develop comprehensive policies and programmes to prevent trafficking in persons, especially women and children. It contains detailed provisions on the obligation of legislatures to enact laws against trafficking, on law enforcement and on the treatment of victims.

8. UN resolutions relevant to CUBAC

Two UN General Assembly resolutions focus on children who are used to commit crime.

- **Resolution 43/121** of 8 December 1988 on the use of children in the illicit traffic in narcotic drugs and rehabilitation of drug addicted minors.
- **Resolution 45/115** of 14 December 1990 on the instrumental use of children in criminal activities.

The latter requests States to formulate programmes to deal with the problem by: undertaking research, providing training and awareness-raising activities on CUBAC for policy makers, law enforcers and justice personnel, ensuring appropriate sanctions are applied against adults who instigate these crimes, and developing comprehensive policies and programmes to prevent and eliminate CUBAC.

2.2.2 National legal and policy framework

The national legal and policy framework relevant to child labour in Namibia can be categorised into two:

- labour related legislation and policies and;
- child welfare legislation and policies.

Labour-related legislation and policies

The Constitution of the Republic of Namibia is the fundamental law of the country which recognizes the inherent dignity, equal and inalienable human rights of all members of the Namibian society. The progressive Constitution provides special rights to children under the age of 18. The Constitution of Namibia provides that all children are protected from economic exploitation and are not to be employed in or to perform work that is harmful or interferes with their health and development. Article 15 of the Constitution guarantees the right of children and article 20(3) protects their right to education. Article 95(b) of the same instrument requires the state to ensure that children are not abused and that citizens are not forced by economic necessity to enter vocation unsuited to their age and strength". Article 9 prohibits slavery and forced labour.

Namibia's *Labour Act of 2007* is the principal law governing employment-related matters in Namibia. Section 3 of the Act prohibits child labour. Article 3 of the 2004 Act and the 2007 Act stipulates that no child under 14 years can be employed. The Act further states that "*children who are at least 14 but younger than 16 years are only allowed to work if such work conforms with the provisions set out in the Act and with Article 15 of the Constitution*" (GRN, 2007). The Labour Act also unequivocally prohibits any form of forced labour.

In addition, as aforementioned, a national Action Programme on the Elimination of Child Labour (APEC) has been developed, with clear action steps that are intended to reduce child labour, in general, and eliminate the worst forms of child labour. The APEC consists of more than 170 specific action steps, grouped into various categories.

Protection of children’s rights was on the agenda of Parliament at the beginning of the 2010 session as well as in parliamentary reports of the Namibian Parliament throughout August 2010. Political commitment to eradication of child labour also came through a recent Cabinet decision no 8th/20.07.10/010 which directed MoLSW as a leading agency to carry out child labour inspections on commercial and communal farms in all regions of the country. Following the directive, MoLSW as the leading agency conducted labour inspections visits to commercial and communal farms in all regions. Follow-up inspections are continuously being conducted to check employers’ adherence to Compliance Orders, withdrawal of children engaging in child labour, lay criminal charges against employers who continue employing children and for awareness-raising against child labour.

Child welfare legislation and policies

Overall, Namibia has the key legislative and policy instruments in place to address child welfare. There are several pieces and policies which strive to create an enabling environment to fulfil the fundamental rights of children in Namibia. Furthermore, Namibia is one of the few African countries to maintain social safety nets for vulnerable groups such as senior citizens, orphans, people living with disabilities and war veterans. The Ministry of Gender Equality and Child Welfare administers the Child Welfare Grants that were established in 2000 to children who are eligible to the grants. The table below shows the country’s child welfare legislation and policies.

Table 1: Child welfare legislation and policies

Welfare related Legislation and Policies
<ul style="list-style-type: none"> • Children Act 33 of 1960 • The Maintenance Act 9 of 2003 • The Combating of Domestic Violence Act 4 of 2003 • Criminal Procedure Amendment Act 24 of 2003 • The Children Status Bill • The Child Care and Protection Bill • The National Policy on Orphans and Vulnerable Children • The National Gender Policy of 1997
The Child-related Welfare Grants
<p>Aim to provide direct and indirect support to poor and vulnerable children. The grants ensure that poor and vulnerable children are provided with the necessary care and protection and thus reducing the child labour.</p> <ul style="list-style-type: none"> • Maintenance grants • Special maintenance grants • Foster care grants • Place of safety allowance
The Education Related Laws and Policies
<ul style="list-style-type: none"> • The Constitution • The Education Act 16 of 2001 • The Education for All: National Plan of Action
Legislation and Policies on Children Involved in Criminal Activities
<ul style="list-style-type: none"> • The Combating of Immoral Practices Act of 1980 • The Combating of the Immoral Practices Amendment Act 14 of 1980 • The Combating of Rape Act 8 of 2000 • The Indecent or Obscene Photographic Matter Act (No 37 of 1967) • The Publications Act (No 42 of 1974)

Other Legislation Relating to Children Involved in Criminal Activities

- Criminal Procedure Act of 1977
- Prisons Act of 1998
- Criminal Procedure Amendment Act of 2003
- Criminal Procedure Act of 2004

New acts (Child Care and Protection Bill and the Child Justice Bill) to strengthen child protection are in the pipeline and await enactment.

3. Methodology

The methodology used consisted of the following activities and approaches:

- **Desk review and analysis of all relevant documents.**
- **Interviews:** interviews were conducted with the various stakeholders to solicit qualitative and factual information.
- **Field Visits:** visits were made to the project sites to observe the activities done by the implementing agency and conduct interviews with field monitors, identified stakeholders and beneficiaries.

To gain a comprehensive view of the project's undertaking to date, the consultant organized meetings with several stakeholders. The meetings were done at two levels:

- **Beneficiary level** (children, parents and families). This aimed at finding out how beneficiaries had benefited from the project, their opinion about the project and whether they felt things could be done differently or additional interventions were needed to combat exploitive child labour. This was achieved through interviews.
- **Implementing partners level.** This level focused at the institutional capacity of implementing partners (public and private agencies) to carry out the project and their opinion on the aspects of the project which can be replicated and what lessons they drew from the project. This entailed interviewing the targeted key stakeholders who are part of the national committee on elimination of child labour (PACC).

Sources of data

- Documents: project documents, action plans, reports, training and dissemination material and relevant national documents.
- Social actors: project staff, government representatives, implementing agency staff, NGOs and international agencies' representatives, local leaders, parents and children.

3.1 What are good practices?

A good practice (GP) can be defined as anything that has worked well in combating child labour, whether fully or in part, and that may have implications for practice at any level elsewhere. It has potential usefulness to others in stimulating ideas or providing guidance on how one can be more effective in some aspect to child labour. A key aspect is that a good practice is something that actually has been tried and shown to work. It could, however, represent work in progress, depicting preliminary or intermediate findings. While there should be some evidence that the practice is indeed effective, definitive "proof" ordinarily is not essential. The overriding criteria should be the potential usefulness of a

good practice to others in stimulating new ideas or providing guidance on how one can be more effective in some child labour-related aspects.

The criteria which were used in determining what makes a practice "good" are the following:

- Innovative or creative
- Effectiveness/impact
- Replicability
- Sustainability
- Relevance
- Responsive and ethical
- Efficiency and implementation
- Stakeholder involvement

These given criteria are merely guidelines. Their applicability may vary depending upon the nature or impact of the practice.

3.2 What are lessons learned?

The term is often interchangeable with "good practice", but for distinction purposes, lessons learned means significant insights from a practice. These insights may be positive or negative but which iterates the key methods which made or unmade the intervention and which brings about required adjustments or new approaches. Lessons learned are a key input to good practices.

3.3 Themes for emerging good practices

In this report, the emerging good practices are grouped under the following themes:

- Awareness-raising
- Legislation and policy development
- Institutional-building
- Social mobilisation
- Education
- Social services for recovery and reintegration
- Child-labour monitoring
- Sustainability

4. Emerging good practices on awareness-raising on child labour related issues

4.1 Background and context

The struggle against child labour is first and foremost a matter of changing attitudes. In societies where attitudes or traditions foster child labour, awareness becomes critical. Child labour has deep cultural, social and economic roots that have granted it legitimacy and invisibility as a form of exploitation. As such it is neither valued nor recognized as a social problem. In Namibia, just as in many African countries, child labour is legitimized and there is lack of distinction between child labour and child work. In other words, child labour is legitimized because it is largely believed that children have to work in order to become responsible adults.

The public including the key actors in society (policy and decision makers) have lack of knowledge on what constitute child labour and the risks it poses to children. Thus, heighten the population's awareness through messages presenting the reality of child labour was a key activity in the project's efforts to prevent and eliminate child labour in Namibia. However, overcoming apathy and resistance to measures to combat child labour is one of the most difficult tasks.

The project implemented various awareness-raising, advocacy, and sensitizing as its basic intervention. The project recognized that for change to begin and be sustained, the public will need to be sensitized on child labour as a social problem and a gross violation of children's rights. Nationally, the project embarked on awareness-raising among the key stakeholders partners and key actors in society.

Capacity-building workshops

A series of training workshops for labour inspectors, law enforcement officers, teachers, journalists, labour inspectors, trade unions, among other key groups, helped these sectors to begin showing interest in including this issue in their working agendas. The training workshops also improved the sectors' capacities of handling the problem. Through, stakeholders developed a deeper knowledge and consciousness of child labour in children which necessitated the integration of this knowledge into their discourse and intervention proposals. Such actions also allowed promoting the creation of inter-institutional coordinating networks in different countries.

Enlisting media support

Engaging the support of the media in raising awareness considerably broadens the impact. The media can reach both rural and urban populations and influence opinions. The TECL II Project enlisted the support of the media. The project worked with media to raise awareness on a broader scale, including through news stories, interviews, and whole series of programmes. First, the project through the ILO national office organized training/sensitization workshops journalists to deepen their understanding of the problem of child labour and sensitive reporting. The workshop was also aimed at making the

journalists include the issue in their informative agenda. The outcome was the visibility of articles on child labour in the local newspapers, radio and TV slots to raise awareness on the issue. Radio spots were broadcast on radio stations such as Fresh FM (a station with a young fan base) and Omulunga Radio Station.

Key stakeholders (Ministry of Education, Ministry of Labour and Social Welfare and Ministry of Gender Equality and Child Welfare) were invited to radio stations to sensitize the nation on the development issue. Similarly, the project staff appeared on national TV, on programmes such “Good Morning Namibia” and “Talk of the Nation”. In all these media appearances, awareness was raised on child labour, its causes, magnitude and consequences, existing interventions from various stakeholders and encouragement for the public to report situations of child labour. Overall, the strategy provided heightened visibility of the problem in the agenda of the communications media and promoted real dialogue among key players and the community.

Information, education, and communication materials

Information, education, and communication (IEC) materials are tools with which awareness is built and reinforced. Under the TECL II project, many innovative and creative ways were used to convey messages to communities and social groups, including use of IPEC designed materials to raise awareness. The project further produced pamphlets in various vernacular languages.

Traditional and political structures

Training workshops were organised and run by the implementing agency for traditional leaders in Kavango and Caprivi regions. The workshops familiarized leaders with related legislation, distinction of child labour and child work and the consequences of the child labour. The workshops made it possible for traditional leaders to be allies in changing social attitudes and behaviour through raising awareness in their communities and identify at-risk children, child labourers and vulnerable households. In other words, raising awareness to traditional leaders and other local authorities has an important multiplier effect when stakeholders pass on information to their own members and constituents.

Child participation and public campaigns

Children and young people respond favourably to efforts to integrate them into local political structures and to facilitate their participation in the decision-making process, especially on issues of direct concern to them. The Ministry of Education facilitated the discussion of child labour in the various debates and deliberations held by child parliamentarians during their child parliament sessions.

In addition, children were actively involved in the planning and preparations of commemorations such as the World Day against Child Labour and the African Child Day. Campaign designs and implementation took advantage of active participation of children.

To celebrate the World Day against Child Labour in 2011, the Ministry of Education invited schools to compose songs on child labour. During the celebrations, children were involved in holding banners, posters and the marches in Katutura residential locations.

The project with assistance from IPEC produced printed t-shirts for the demonstrators to wear bearing awareness messages, images, and slogans. Such commemorative occasions have become a norm every year and an activity that is fun, noisy, colourful, and install a sense of purpose.

2010 FIFA World Cup: Red card campaign

In 2010, during the FIFA World Cup in South Africa, commemoration of the World Day against Child Labour invited children to hold reds cards as a symbol of eliminating child labour.

Involving celebrities

Enlisting the support of a well-known individual or group can be a powerful method of creating awareness. Last year, during the World Day against Child Labour commemoration, the project invited Miss Namibia to deliver a message on child labour.

4.2 Emerging good practices

- Mainstreaming child labour awareness into existing policies and programmes enlarges capacities and helps to lay the basis for cooperation and networking between institutions and organizations. Integration of awareness raising on child labour stakeholders agendas reaches greater numbers of children and the public. It is a resource leveraging mechanism as it is incorporated in annual plans and therefore budgeted for.
- Engaging the media in raising awareness considerably broadens the impact. The campaign to eliminate child labour requires a large measure of popular support for it to be successful. The media makes it possible to gain such type of support.



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- Active participation of children, parents and families greatly increases effectiveness of the activities.



- Stakeholder involvement especially local networks has an important multiplier effect when stakeholders pass on information to their own members and constituents. Local government is closer to the realities of life in the workplaces and communities in which children live and work.
- Holding of special events with large numbers of children is very effective in creating and enhancing awareness on child labour and related issues. This is an innovative and effective way of sensitizing children of child labour and their rights in general.

4.3 Lessons learned

Some of the lessons learnt for the effective awareness-raising are:

- Awareness-raising is an on-going process. Resources have to be expended on a regular basis to raise awareness at all levels.
- Awareness-raising campaigns stand much more chance of having an impact if they are clearly focused.
- Children's participation makes a difference, making interventions more effective.
- Awareness-raising should not be seen as an end in itself but as a means to an end. It should be a key element in a combination of interventions.
- It takes time to change deeply ingrained attitudes and behaviours or longstanding socioeconomic factors, longer than a project has to give.
- Participatory approaches improve effectiveness of interventions.
- If resources are available, varying approaches should be tapped to effectively reach all sectors and levels of society.
- Creativity/innovativeness is necessary for effective awareness-raising. The use of dance and plays/ drama using children as performers, for example, enhances message impact among parents and other members of the community. Greater impact would be also realized if such activity promotes traditional or historical messages, settings and contexts.

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- Consideration must be made to translate the messages into vernacular languages and not exclude other ethnic groups.

5. Emerging good practices on legislation and policy development

5.1 Background and context

Legislation, policy development and enforcement of applicable regulations and laws on child labour directly addresses sustainability in the strategies to eliminate child labour. Enacting laws and regulations on eliminating child labour, developing and institutionalizing policies at national and local levels, and effectively implementing these in actual conditions is essential to the fight of child labour. Establishment of adequate national political and legal frameworks is part of creating an enabling environment for the reduction and prevention of child labour.

Political commitment

The presence of strong political leadership and decisive political will at the national level has been a key factor in the drive to eliminate child labour in Namibia. In numerous addresses, child labour has been part of the President's agenda and has reiterated several times the government's commitment to protection of children and to creating an enabling environment for them to enjoy their fundamental rights.



Minister of Labour and Social Welfare (far left), Deputy Director: Labour Inspectorate (middle) and Secretary-General of Namibia Federation of Employers at 2010 World Day against Child Labour

Political commitment has been fostered at ministerial level where different ministers have offered strong leadership to the cause on elimination of child labour in the country. The Minister of Education has included the agenda in his addresses and has been supportive in a decisive role to planned activities addressing child labour in his ministry.

Similarly, the minister of the leading agency, Ministry of Labour and Social Welfare (thereafter referred to as MoLSW) has graced and addressed commemorations on the World Day against Child Labour. To complement his efforts, the Permanent Secretary of the ministry has occupied the position chairperson of PACC since its inception.



Political commitment to eradication of child labour also came through a Cabinet decision no 8th/20.07.10/010 which directed MoLSW as a leading agency to carry out child labour inspections on commercial and communal farms in all regions of the country. Following the directive, MoLSW as the leading agency conducted labour inspections visits to commercial and communal farms in all regions.

Legislation and policy review and development

One of the immediate objectives of the TECL II Project was to support the Government and partners to “effectively mainstream child labour issues into legislative and policy frameworks and take action against the worst forms of child labour”. This required where necessary the review and revision of labour laws and other relevant legislation and policies to better respond to the requirements in C138 and C182 and provide a better foundation for eliminating of child labour. Where legislation had been revised, tools were drafted to assist with the implementation of the revised legislation. As such one of the first activities undertaken under the TECL II Project was reviewing of all the relevant legislation and policies. The legislative review helped ensure comprehensive and coordinated national legislation. Different laws and regulations, existing gaps, inconsistencies, regulatory overlaps, as well as the mechanisms for legislative application were examined. The exercise involved appointing a national rapporteur, holding regular multidisciplinary group meetings to evaluate the adequacy of information and legislation on child labour and other related child protection issues. The review provoked debate on various ministries’ regulations, procedures and practices which were not responsive to the needs at-risk and working children. Such debates contributed to initiating a process of institutional acknowledgement of legislation and policy reform.

New acts (Child Care and Protection Bill and the Child Justice Bill) to strengthen child protection are in the pipeline and await enactment (as of April 2012). The Child Care and Protection Bill will be tabled in Parliament in April or May 2012. Participatory and consultative approaches were used in the preparation of The Child Care and Protection Bill. The Ministry of Gender Equality and Child Welfare (thereafter referred to as MoGECW), with support from UNICEF exerted maximum effort to involve all possible stakeholders from the national level down to the community levels. Consultations were undertaken at with children through to give their input to the piece of legislation. This was made possible through engagement of consultant and expert in child matters who translated sections of the Bill into simple and child-friendly format which enabled children to give input. At the national level, the consultations brought together consultative workshops for representatives from the government ministries, local and international NGOs, UN agencies and donor organizations. The consulting process with individuals from different sectors was an essential instrument not only to gather different views, but also to heighten awareness, allowing each player to consider its role in protecting and guaranteeing the rights of children.

As required by ILO Conventions, each member State should (1) compile a list of the types and conditions of work that are to be prohibited to children below the age of 18, (2) ensure that such list is regularly reviewed, and (3) ensure that action is taken to enforce the list. With the assistance of ILO, the Government developed a list of hazardous work, but the regulations on hazardous work are yet to be finalised. The list is still to be gazetted. As aforementioned, the list gives clear definitions of the hazards to which children under the age of 18 should not be exposed to. Following the development of the list, the directorate of labour inspections organised a training workshop on the list for labour inspectors. In addition, based on the list, a capacity building workshop using the Malawi training manual was conducted for law enforcement officers. The Malawi manual has since been adapted to the Namibian version. Another tool developed was the popular version which was distributed to stakeholders.

Capacity-building workshops

For laws to be effectively implemented and enforced, a majority of the people concerned need to be aware of, to understand and to accept the legislation. Following review of legislation, a training workshop conducted jointly with ILO International Training Centre (ITC) was organized for PACC members. The training was conducted in Namibia (instead of Turin) to be able to accommodate more participants.



A series of training workshops were conducted for law enforcement officers including labour inspectors, social workers, teachers and trade unions. Through such training, law enforcement officials were trained on how to identify child labourers and at-risk children, victims' rights and specific needs and referral procedures to organizations and agencies that can provide appropriate services. The training workshops also improved the various sectors' capacities of handling the problem which necessitated the integration of this knowledge into their discourse and intervention proposals.

Enforcement

Enforcement is an important part of comprehensive efforts to reduce child labour. In this instance, it is the labour inspectorate that is the engine for change. The MOLSW is enabled by the Labour Act to investigate and receive reports on child labour practices, and to take suitable actions. The labour inspectorate has been instrumental in ensuring enforcement of labour laws by employers, raising awareness to employers and other interest groups, providing sanctions

against the perpetrators that are sufficiently tough to discourage such activities and monitoring child labour cases. During labour inspections, the labour inspectors issue compliance orders to employers contravening the Labour Act of 2007 by employing children. Follow-up inspections are continuously being conducted to check employers' adherence to compliance orders, withdrawal of children engaging in child labour, lay

AMALGAMATED FORCES: JOINT LABOUR INSPECTIONS

Joint labour inspection missions were conducted in 2011. A multi-sectoral coalition at national level of ministries including Ministry of education, Ministry of Gender Equality and Child Welfare, Ministry of Safety and Security, Ministry of Youth, National Service, Sports and Culture conducted joint labour inspections on selected areas, especially commercial farms.

Regional representatives from the ministries were also part of the missions. This created a sense of ownership and joint responsibility on the part of ministries. Most important, the joint missions ensured that each involved ministry appreciated the reality of the problem on the ground and could develop an understanding of the complexities of the issue, which they could then apply when designing initiatives. In addition, the process was an essential instrument to heightening awareness and allowing each player to consider its role in protecting and guaranteeing the rights of children at-risk and child labourers and interdependence on other players.

criminal charges against employers who continue employing children and for awareness-raising against child labour.

Although the labour inspectorate has been the engine for change, enforcement of legislation must be a task of every key player. Each governmental entity is responsible for enforcing legislation which falls within its mandate to ensure that children are protected. For example, the Ministry of Education has taken a leading role in institutionalised child labour and ensuring enforcement at all levels of the global initiatives such as Education for All (EFA) and the Education Act and other pieces of legislation and policies.

Furthermore, elimination of child labour is not achievable if labour inspectors work in isolation. Many of the worst forms of child labour in Namibia, such as CSEC and CUBAC are criminal acts requiring the intervention of police, rather than the labour inspectorate or at least requiring close collaboration between them. The labour inspectorate has been working in collaboration with other government and non-governmental players. A noteworthy activity was the joint inspection missions conducted in 2011.

5.2 Emerging good practices

- Development of legal frameworks that encompass the needs of at-risk and working children is essential to guarantee withdrawal and improvement of the conditions of this population. These legal frameworks must, at least, envisage inspections of working sites and define minimum ages and child labour as a hazardous activity.
- Sustained political commitment-presence of strong political leadership and decisive political will are a key factor in the development of new legislative and policy frameworks and their implementation and enforcement.
- A broad and participative consultation process is needed and essential to creating a platform for social dialogue and gathering perspectives, experiences and opinions from the different social players to understand “living” issues of legal rules and regulations. The consultation processes should also be aimed at raising awareness and social mobilisation.
- Multi-sectoral coalition at national level in labour inspections enhances understanding of the complexities of the issue, which stakeholders can then apply when designing local development initiatives. Most important, each stakeholder is in a position to appreciate and understand their role in protecting and guaranteeing the rights of children at-risk and child labourers.
- Child participation is a must in legislation development to allow children express their opinions.

5.3 Lessons learned

- The legislation and national policy preparation process requires an extended period of time. From the preparation phase to approval. The design then of interventions should take into account this legislation process by developing

transitional interventions or action programs in preparation for their eventual implementation.

- Traditional enforcement methods by labour inspection services must be complimented by other approaches and reinforced by the participation of other actors.



- The elimination of child labour also depends upon the effectiveness of law enforcement systems, especially inspection systems. As such capacity strengthening can make an important contribution.
- Strengthening, streamlining and consolidation of various legal instruments is necessary in creating an enabling environment.
- Enforcement of legislation requires considerable resources (in terms of manpower, infrastructure and funds). Thus, development and amendments processes to legal frameworks must be simultaneously done with costing strategies to ascertain the resources required in enforcement. In other words, in order for new legislation to be effective, the costs of implementation should be calculated and the appropriate legislative, executive and judicial authorities should make commitments to establish, strengthen or expand the coverage of the institutions and programmes necessary for implementation.
- The protection offered by the law must be known and understood by all concerned, and must be communicated to society at large in a manner that is comprehensible to all.
- Some forms of child labour require extra-territorial application of the law. Extra-territorial cooperation with other countries needs to be strengthened to address extreme forms of child exploitation.
- Adopting a non-punitive approach to employers, child victims and parents is necessary in bringing desired change. Emphasis should be on educating and informing all concerned about the hazards of child labour, rather prosecuting the employer and all concerned.
- Legislation alone has limited effects if methods to administer justice are not improved and if not complemented by awareness-raising and other direct action programmes.

6. Emerging good practices on institution building

6.1 Background and context

To facilitate a sustained and coordinated response to child labour, government actors need to develop infrastructure. Due to lack of knowledge about child labour, different key institutions and organisations have been reluctant to include it within their working agenda. Furthermore, those institutions that do so, in fact, do not consider it a priority but a marginal activity. Dealing with child domestic labour within a time bound programme requires placement of the problem into a broader context as well as development of strategies that involve other types of child labour.

Even though international agreements indicate that governmental entities are responsible for protecting and solving needs of at-risk and working children, such entities are institutionally weak and face financial constraints to meet their obligations. When this project began, public and private entities had a series of institutional weaknesses for dealing with this issue due to lack of knowledge on the issue and the perception of the issue was not being a top priority in their distinct entities. The problem was compounded by the high staff turnover experienced by most government departments. Thus, many TECLL II project actions were focused towards strengthening institutional capacities to handle the problem and to integrate it into their strategies.

Given the lack of knowledge about child labour issues, reluctance to include it in agencies' working agenda and high staff turnover, TECLL II Project invested in resources to raise awareness among stakeholders and to change their attitudes for them to acknowledge and accept the problem and mainstream it in their agendas. As highlighted previously, a series of capacity-building workshops were conducted by ILO with technical assistance of IPEC for various policy implementers (principals, social workers, law enforcement officers, labour inspectors, traditional leaders). These training workshops have proved essential for increasing the abilities of the staff and institutions to face the problem and mainstream it in their agendas. High staff turnover, particularly in public agencies have necessitated periodical investment in training of new employees and also conducting refresher workshops for old employees.

The Project commissioned child labour surveys in specific subject areas such as impact of HIV/AIDS on child labour and child labour in the agriculture sector aimed at strengthening the knowledge base and cultivating understanding of child labour. Findings of studies were presented and disseminated to stakeholders, particularly PACC members as an effort for stakeholders to understand the intricacies of the problem, understand their roles in protecting and guaranteeing the rights of children at-risk and child labourers and adopt and act on recommendations provided.

All these actions by the Project to strengthen institutional capacities contributed to initiate a process of institutional acknowledgement and acceptance of the problem. Such actions also promoted the creation of inter-institutional networks. Significant advances have since been made and there has been progress to an extent where the issue is being included in the discourse and actions of some key institutions. As highlighted earlier, MoE has spearheaded and successfully mainstreamed child labour in its agendas. Similarly, the

Women and Child Protection Unit under the Ministry of Safety and Security has mainstreamed the issue in its outreach programme on community awareness and is in the process of working on a flow chart which will make it easier for referrals.

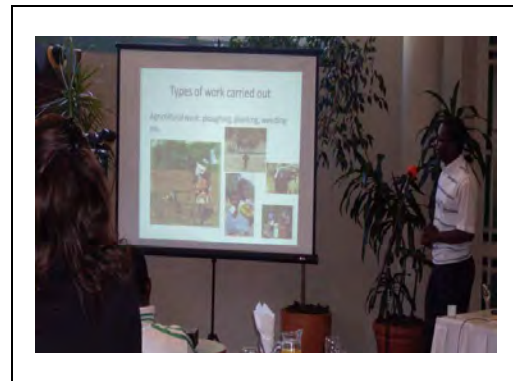
To counter high staff turnover and shortage of personnel in most government agencies, Project also worked on strengthening capacities in civil society as an essential strategy to ensure that the population is protected and to ensure continuity of services required by at-risk children and working children. In this context, the Project through the implementing partner has forged partnerships with NGOs and local structures which were mentioned above. This has also acted as an important way to promote social mobilisation and get local key players involved, since these organisations have local networks already established.

6.2 Emerging good practices

- Building institutional capacity to facilitate a strong, coordinated response is essential to protection of rights violations. Capacity-building must be done at all levels with a focus on building the capacity of institutions to integrate child labour into their working agendas.
- Use of participatory approaches fosters ownership of project activities and has lasting effect even after project life.

6.3 Lessons learned

- Regular training and sensitization about child labour must be done to all relevant stakeholders.
- Periodic turnover of government employees interrupts and hinders processes aimed at generating institutional capacities to face the problem; therefore, creative strategies need to be created to deal with this problem. Strengthening civil society to act as interlocutor with the government is a complementary strategy that can ensure a certain degree of continuity in the institutional strengthening efforts.
- Internal capacity-building requirements should also be considered.



7. Emerging good practices on inter-sectoral collaboration and social mobilisation

7.1 Background and context

Child labour is a development issue that cuts across a number of governmental portfolios and sectors, therefore calls for an integrated inter-sectoral approach. In an increasingly interdependent world effective practice is coordinated practice and working alone can be counter productive. Child labour cannot be prevented and eradicated without active participation by key social players. The commitment and willingness of stakeholders to take ownership and participate fully in project activities determines the success and ultimately the sustainability of efforts to eliminate child labour. Meaningful ownership is only generated by inviting the involvement of all stakeholders. From the very outset of the project, efforts were made to build stakeholder interest and support for the project. Such efforts were a required as The National Action Programme on the Elimination of Child Labour (APEC) is based on the multi-sectoral approach. APEC clearly outlines all key ministries and civil society organizations to the fight against child labour. It further states the role of each stakeholder in the action steps of the response analysis.

Inter-sectoral collaboration

Programme Advisory Committee on Child Labour (PACC)

The IPEC team tries to avoid the identification of child labour as characteristic of only one sector of society, rather, that it be identified as a problem that involves organisations related to children, women, community development, human rights, education, health. Thus, efforts have been made to maintain the representation of the organisations endorsed and a coherent approach to the problem.

The Programme Advisory Committee on Child Labour (PACC) was established in 2004 under TECL I to oversee and coordinate work in the area of child labour. Under TECLL II, PACC was revived and gained momentum. The committee convenes bi-monthly and as and when the need arises. The Ministry of Labour and Social Welfare (MOLSW) still acts as the PACC secretariat. The national committee includes all relevant government departments and ministries, workers' and employers' organizations, civil society organizations, UN agencies and other relevant bodies. The multi-sectoral composition of PACC has ensured that a holistic approach is adopted in addressing child labour. For instance, as was mentioned earlier, most of the committee members were involved in the joint inspection mission. The composition has facilitated in creating an enabling environment, raising awareness and mainstreaming the issue in their agendas. Through the national committee government agencies have empowered each other and this national structure will continue well beyond the life of the project.

Partnerships, alliances and networking

Under the TECLL II Project, efforts were made in various ways to establish inter-institutional networks.

NGOs

Legal Assistance Centre (LAC), the implementing organization established mutually beneficial partnerships with various NGOs. Even if organisation has different aims, areas of cooperation were established partnerships have been forged with Catholic AIDS Action, Church Alliance for Orphans (CAFO), NRDP, KAYEC Trust, COSDEC, SOS, Hope Centre among others. The implementing organisation established partnerships to ensure continuity of actions and in order to access various services for beneficiaries. For example, Catholic AIDS Action runs feeding schemes to which CRMs refer at-risk children. CAFO also operates a feeding scheme and provides school uniforms. NRDP provide business training and also offer small loans to organised groups to start income-generating projects.

Under the TECL II Project, forty one (41) beneficiaries were successfully trained. The organisation also follows-up on trained beneficiaries to assess if they were able to access loans and the progress they are making in their business ventures. Additionally, it provides referrals to other service providers which award small loans. SOS and Hope centre provide accommodation to vulnerable children. The CRM in Tsumeb successfully placed some at-risk children in Hope Centre. The current challenge is that the centre is under new management and renovation and all children have been forced to leave as renovations take place.

SMART PARTNERSHIPS: SKILLS TRAINING

The TECL II Project has successfully registered 2 beneficiaries at KAYEC Trust to benefit from skills training. Both beneficiaries did not qualify for the course as they did not meet the set requirements. The implementing agency negotiated with the institution to offer special preference to the beneficiaries. KAYEC agreed to register the students despite not meeting the required standards. One enrolled beneficiary is a girl aged 17 years who dropped out of school in Grade 5.

The other beneficiary is a boy aged 18 years who dropped out of school in Grade 7 and was taken by a paternal aunt to herd cattle in the rural areas. Both beneficiaries are enrolled in the course for tiling, decorating, painting and glazing. The course runs for 5 weeks and the beneficiaries begun in February 2012, however due to low aptitude both beneficiaries failed and were awarded a second opportunity. The second opportunity will commence end of April 2012. After successful completion of the course, trainees will receive start-up kits.

KAYEC Trust and COSDEC offer vocational skills training.

Community-based networks

Establishing partnerships and alliances with community-based organizations and institutions is fundamental to fostering ownership and sustainability. As aforementioned, the implementing agency conducted training workshops for traditional leaders in Kavango and Caprivi regions and teachers in all the implementing regions. This has made it possible to link or mainstream child labour into existing networks. CRMs actively work with councillors, chiefs and headmen and schools in awareness-raising and referrals.

Furthermore, some of these stakeholders are organized into broader alliances or networks. For example, the regional OVC forums are broader networks which bring together all institutions working with orphans and vulnerable children and in the field of child protection Members include social workers from MoGECW and MOHSS, youth officers from MoYNNSSC, police officers, local authorities (councillors), school counsellors, CRMs, churches and youth organisations. The network comes together to deliberate on child protection issues affecting children in its constituency and it acts to defend and promote the rights of local children by working together.

UN Agencies and International Organizations

A range of UN agencies and international organizations are working on the issues of child protection. Synergies were established with ILO-IPEC, UNICEF and UNESCO, which are also PACC members. The main donor to both TECL I and TECL II has been the United States Department of Labour (USDOL).

As previously mentioned, numerous capacity-building workshops were conducted for traditional leaders, teachers, journalists, employer organisations and labour unions, among others to enhance the effectiveness of efforts to reduce child labour. These actions have contributed to raising the interest of these sectors to include this problem in their working agenda. Likewise, development of local responses appropriate to the needs of at-risk and withdrawn children has been made easier.

Media

Engaging the support of the media in raising awareness considerably broadens the impact. Once sensitized to the development issue of child labour, these change agents may continue to cover them in regular programmes. As aforementioned, TECL II Project worked with media to raise awareness on a broader scale, including through news stories and interviews. A training/sensitization workshop was conducted for journalists to deepen their understanding of the problem of child labour and sensitive reporting.

Employers and workers

Employers and workers' constitute an essential group in combating child labour. If children are working, someone is employing them. The Project engaged the umbrella bodies of the employers' group. Employers' organisations are able to bring influence on large and small enterprises, and to provide them with information. The NEF, NNFU and NNWU are PACC members, as well as the workers' organisations..

The workers' and employers' organizations, Namibia National Workers Union and the Namibia Employer's Federation drafted action plans to combat child labour. The workers' organization, in addition, drafted a policy on child labour. The labour inspectorate



also engaged the employers during labour inspections by not only being punitive but also working on prevention measures.

Children's participation

In most countries around the world, children are virtually invisible when it comes to creating public policy on issues that affect their lives. Children require safe channels for participation and self-expression. When children have few opportunities for participation, they are more likely to become involved in crime or other dangerous or harmful activities. Allowing children to express their opinions means engaging them in dialogue and exchange that allows them to learn constructive ways of influencing the world around them. As tomorrow's parents and community leaders, young people can be powerful agents for social change.



The project achieved child participation through children's meaningful participation in various platforms. As earlier stated, children were consulted in development of the Child Care and Protection Bill. Likewise, children were and are still immensely involved in public campaigns to raise awareness and in life skills lessons in which the issue of child labour has been mainstreamed.



Parents and families

When parents and families are not aware of the problem and its possible risks, they become a factor that prevents advances towards its solution, since they will not provide an adequate response to the seriousness of the problem. Parents play a key role in the education and welfare of their children. Children absorb the attitudes and behaviour of their parents and also learn many life skills by observing and assisting them around the home. By helping to change attitudes and behaviour towards children's education, protection, and fulfilment, projects can effectively influence the next generation of parents.



During the joint labour inspections, different stakeholders engaged with parents to heighten awareness on child labour and the process was an essential instrument for each player to inform parents and families role in protecting and guaranteeing the rights of children and the services it provides. In addition, school have made concerted efforts to engage parents on the issue of child labour during parental meetings. At St Francis School in Oshikoto region, the school counsellor reported that the issue of child labour has been on

addressed on various parental forums held by the school. The school also used such platforms to sensitise parents and guardians the importance of sending their children to school and the various services offered by the school and government departments to fulfil their children’s fundamental rights.

7.2 Emerging good practices

- Meaningful stakeholder involvement is crucial to the success of a project and its sustainability. Synergies can be achieved when several build upon and reinforce each other. Eradicating child labour requires a holistic, integrated and coordinated effort among relevant government ministries and civil society.



- Mobilization of community resources is crucial in securing the sustainability of interventions. Local networks can provide an anchor in assisting in identifying potential children at risk and identifying vulnerable households. These networks will also offer opportunities for referral mechanisms and case management in delivering comprehensive support for direct beneficiaries. Fostering close collaboration between stakeholder groups harnesses the strengths of each group and promotes powerful synergies between them and is also resource leveraging mechanism.

7.3 Lessons learned

- Coordinated action is required if efforts are to be effective.
- Meaningful ownership is generated by inviting the involvement of all stakeholders, including children and parents, at all levels.

8. Emerging good practices on direct action programmes - Education

8.1 Background and context

Education is pivotal to elimination of child labour. Laws and regulations making school attendance compulsory for all children up to the minimum age established for admission to employment would, if they were properly enforced, make a major contribution to eliminating many of the worst forms of child labour. Regular school attendance would make many other forms of exploitation of children virtually impossible. Children who are not in school can easily fall prey to child labour. The MDGs and the EFA initiative have created a strong global platform from which to promote universal primary education.



The Ministry of Education has proved to be a champion in spearheading mainstreaming of child labour in existing policies and annual plans. First and foremost, a favourable political environment for carrying out certain activities cannot be overstated in the success of the ministry. Much of the success of the ministry has been largely due to the support of the minister whose commitment and willingness to take ownership have resulted in the ministry being a champion in efforts to eliminate child labour. The minister was instrumental and took a leading role in the 2011 school enrolment campaigns and in his regional addresses has warned parents who send their children to work rather than to school.



Furthermore, the ministry engaged in an exercise to review all existing legislation and policies. The review was necessary in order to reform policy so as to overcome the deficiencies that make education inaccessible to certain groups. The review also made it possible to integrate the specific needs and expectations of working children and children at risk and ultimately to create an enabling environment for the reduction and prevention of child labour.

As part of the project's overall capacity-building strategy and to ensure advocacy and awareness-raising are well integrated, workshops were organized by the implementing partner for the critical stakeholder group of principals; teachers particularly school counsellors and life school teachers for the implementation of national policies and legislation at the school level.

In addition, the messages on child labour have been integrated in life skills and social studies lessons. CRMs in collaboration with principals and life skills teachers have been raising awareness on child labour in the life skills lessons on an on-going basis. Through the life skills lessons, learners have gained an understanding of their fundamental rights as well as their roles and responsibilities in life. They are thus better equipped to avoid situations of child labour and other exploitation and to protect themselves. Schools have used platforms such as parental meetings to raise parents' awareness of the hazards of child labour and the benefits of education and engaging them in discussions on these issues.

The CRMs together with principals, life schools teachers and school counsellors have worked together to identify at-risk children and to monitor attendance of reintegrated children. The after-school programmes have also proved to be efficient for child protection. The programmes provide children with a safe after-school space where they join in extracurricular activities, such as sports, drama, and awareness on HIV and AIDS and enjoy socialization opportunities. For example, My Future My Choice and True Love Waits extracurricular programmes aim at raising awareness on the HIV pandemic. Such programmes have offered a forum for children to learn about and discuss issues of concern to them. These extracurricular programmes have also provided children with a range of recreational, educational, sporting, cultural, traditional, and social activities that not only occupy them but also enhance their social development, keep them safe, and potentially improve their health and well-being.

To improve and expand access to education, the ministry has ensured through various means standardized and proper implementation and enforcement of existing policies, regulations and procedures. For instance, the head office an internal communiqué to regional offices and schools on not using children to clean classes and school premises and engage other work which may be detrimental to their development and not deny the right to education to children due to failure to pay school development fund (SDF) but to be flexible and accommodate other forms of payment which include in-kind payment such as livestock, working at the school or repairing the school's broken infrastructure. However, it is imperative to note that the ministry is currently working modalities of phasing out the SDF after receiving funds from the national budget for that cause.

Furthermore, the ministry has been closely working with social workers from either ministry of gender equality and child welfare and ministry of health and social services to assess cases which qualify for fees exemptions. Some of the children who were at risk of falling in child labour were successfully exempted from paying school fees. The inter-collaboration was also aimed at adopting a holistic approach to the problem to ensure that at-risk children and withdrawn children have access and are linked to all essential support services.

Children's academic capacities are directly affected by their health, and if they go to school hungry, it will have a detrimental impact on their learning. To facilitate children's access to schools, the schools have been running the school feeding programmes as some children have been dropping out because of lack of food.

One school counsellor noted that on the days when the school feeding programme is running, they experience soared numbers in attendance.

The school counselling services have provided an essential service to at-risk and withdrawn children. Some of the at-risk children were identified by school counsellors who then worked with them by providing psychosocial services and making referrals to various service providers. One school counsellor in Oshikoto region narrated her work with two siblings whose father passed away in 2001 and living their mother. She has counselled both siblings separately and has taken the sister for psychological assessments and have with a social worker from the ministry of Gender Equality and Child Welfare to link the children to essential services such as social grants for orphans and vulnerable children (OVC).

SCHOOL ENROLMENT CAMPAIGNS

The Ministry of Education in 2011 embarked on a national school enrolment drive in its awareness raising strategies. The campaign called for the enrolment of children so that they can enjoy their fundamental right. The aim was to highlight the importance of education and encourage parents to enrol their children in local schools. The campaign was aired on different radio stations and national television.

The reintegration of the prevented or withdrawn children back into school is noteworthy. The ministry has been proactive in reintegrating at-risk and withdrawn children to the school system and offering support services such as counselling. In some cases, the schools facilitated the reintegration to school in the absence of national identity documents but were flexible to accept alternative documentation such as baptism proof.

NATIONAL CURRICULUM: TEACHER PRE-SERVICE TRAINING

The ministry is currently in consultation with NIED to integrate the SCREAM Manual in pre-service training. Development of this national curriculum will enable cadre of future qualified teachers who understand their responsibility in tackling the issue of child labour and its prevention through education. It will place considerable responsibility on the teachers to fulfil their duties effectively and equip them with necessary skills to deal with at-risk and withdrawn children.

For children who no longer qualified in the formal education, non-formal or transitional education opportunities were availed. Some of the children were absorbed under adult education to develop literacy and numeracy.

As mentioned under the theme of awareness-raising, the ministry has fostered child participation in various ways. The ministry invited schools to compose songs on child labour to be sung at the commemoration of the World Day against Child Labour last year. To mobilize and engage communities, the ministry has been involved in joint labour inspection missions. Through these missions, the ministry has made efforts to discuss issues of concern with the targeted communities, impressing upon them the importance of education and the dangers of child labour.

The implementation of actions aimed at eliminating child labour usually requires information collection on various facets of the matter. The ministry conducted a study on street children. The aim of this research was to gather quantitative and qualitative data in the selected regions about the scope of the problem, characteristics of street children, their families, the causes of this type of child labour. Some of the reasons given by children for being on the street included; unable to afford school fees, working to buy food, uniforms

and books and inaccessibility of schools due to distance. The study's findings and experiences evidenced the need for policy reform to be responsive to the needs of at-risk children and vulnerable families.

8.2 Emerging good practices

- Mainstreaming of child labour into existing curricula reaches greater numbers of children, especially those who are at-risk of dropping out of school and assist in resource mobilisation and sustainability. The integration with life skills stimulates learning through enjoyment.
- Integration of child labour into pre-service teacher training achieves broader impact by training trainers who can then go on to train others (children).
- Meaningful participation of beneficiary groups brings sustainability of the benefits. Involvement of families into the process heightens their awareness of the importance of education for the development of their children. Participation of direct beneficiaries turns them into allies or agents for social change. Active involvement of children equips them with much needed information, knowledge and skills to protect themselves.
- School-based monitoring systems, involving parents, teachers, and peers, are particularly effective as early warning systems to pinpoint children who are regularly absent.
- The reintegration of children back to formal schools is the best way of keeping them out of child labour and is the end objective of the removal intervention of the project.
- To take effective action for the elimination of child labour, much more information is required. Carrying out relevant research and data collection is crucial to the design and implementation of activities. Continuous conducting of studies and surveys is required to obtain more up-to-date and detailed information which will assist in the design of programmes and monitor their effectiveness.

8.3 Lessons learned

- The reintegration strategy may work best among the younger children rather than those nearing adulthood.
- Reintegration works better if children's homes are near formal schools. The greater the distance to the school, the higher are the chances that the child will drop out in the future.
- Reintegration of children into the school system must be accompanied by various incentives for them and their families. When children are removed from child labour but corresponding measures are not put in place to ensure

that the root causes of child labour are also addressed, they remain under the same pressure to earn money to support themselves and their families.

- Regular and continuous support must be given to teachers including capacity-to enable them to play their role effectively. Internal capacity-building requirements should also be considered to counter staff turnover and enrolment of new learners.
- In order to achieve universal primary education, it is necessary to review specific measures with a view to the removal or modification of administrative requirements that are an obstacle to education.

9. Emerging good practices on social services for recovery and reintegration

9.1 Background and context

Victims of child labour and at-risk children are entitled to non-discriminatory access to basic social services. These services are best provided in an environment that fosters health, self-respect and dignity of the child. Thus, programmes should be developed and implemented to provide at-risk children and working with such assistance as may be necessary. Line ministries should initiate prevention initiatives, as well as those aimed at meeting basic social needs and those to help victims recover and reintegrate.

All too often, at-risk and working children need social services. TECL II Project worked in cooperation with various government agencies providing basic social services and with several NGOs and local networks which offer social services. The network has facilitated the access of children and their parents to a wide range of support services. Various actions were also taken to assist at-risk and working children to recover and reintegrate.

Birth registration

Birth registration is a basic right of all children. Without an identity, children are excluded from access to school and other civic entitlements. Children who are not registered are more susceptible to child labour. When children are without a legal identity it is easier for them to be trafficked and to be involved in paid work as they cannot access education and other social welfare services. In addition, without a birth certificate, it is difficult to confirm the child's age and hold perpetrators accountable. Ensuring that all children secure their basic right to be registered at birth helps safeguard them against exploitation. The implementing partner has been facilitating birth registration by liaising with Ministry of Home Affairs or other parties involved in the obtaining of the required documents certificate (death certificates, baptism card, letter from traditional leaders to prove nationality. In addition, the partner has been liaising with the respective ministry and other relevant government departments to remove or modify administrative requirements that obstruct birth registration.

Social grants

The majority of at-risk and working children do not receive entitlements such as social welfare grants administered by MoGECW due to lack of identification documentation which are a prerequisite in eligibility to these safety nets. In addition, the children are also excluded to such entitlements due to lack of awareness and social exclusion (especially in the case of indigenous people communities- for example, the San). CRMs in their task to identify at risk and working children assess if the children are eligible for social grants. If so, they advise parents on the procedures to follow to obtain the grants. In cases where the children are eligible but do not have required documents, CRMs liaise with the respective government departments and other authorities where the documentation can be obtained.

Rehabilitation services

Children who have been subjected to the most unacceptable forms of exploitation need rehabilitation. They also require a safe environment and sometimes legal aid and police protection. The State bears ultimate responsibility for ensuring that all children without a family home receive alternative care, but many different actors also play a role. CRMs in the different project sites have worked closely with various government departments, specifically MOGECW for placement of identified and deserving children in homes and places of safety.

HOME SWEET HOME

In Tsumeb, the CRM has established a close working relationship with Hope Centre, a shelter for vulnerable children which is privately owned and operated and relies on a mixture of public and private funds.. The CRM in Tsumeb successfully placed a 17 year-old boy who is a school drop-out and was working on the streets selling different merchandise. Currently, the CRM is in the process of liaising with COSDEC to enrol the boy for vocational skills training (building). The boy does not meet the requirements but there is a possibility of being awarded special preference. The challenge is acquiring future accommodation as the boy will be turning 18 years in a few months and will not be eligible for accommodation at the Centre. In addition, COSDEC does not offer accommodation.

Apart from accommodation, children who have suffered severe physical, mental, or emotional trauma may require psychosocial counselling as part of their overall rehabilitation and social reintegration. Close ties were established with various partners including public agencies and civil society organisations which offer psychosocial services. CRMs in all project sites have worked and are still collaborating with social workers from MOEGCW and MOHSS and MOSS (WCPU) to address the psychosocial needs of child victims. In addition, school counsellors are playing a very pivotal role in alleviating psychological problems experienced by children. In some cases CRMs and school counsellors made referrals to Lifeline/Childline, an NGO offering psychosocial services for both adults and children. They also made children aware of the hotlines operated by the same organisation which they could make use of.

As previously highlighted, MOE has been proactive in reintegrating at-risk and withdrawn children to the school system. In some cases, school enrolment was necessitated in the absence of national identity documents.

Economic support

Poverty makes children and family particularly vulnerable to child labour and trafficking. As such, alternative income-generating activities, apprenticeships or livelihood training must be considered. Strategies and interventions for prevention and removal of children from the worst forms of child labour cannot work and will not be sustainable without providing alternative and/or supplemental sources of income for parents and for the children. National and international poverty alleviation policies are critical as part of a comprehensive strategy. Namibia has a range of poverty reduction policies and strategies. Objectives for reducing poverty are set out in Namibia's Constitution (Article 95), NDP1,

NDP2, and later in Vision 2030 (NPC 1995 and 2001). A National Poverty Reduction Strategy (PRS) was approved by the government in 1998.

Since the loss of a child's income can place a significant burden on poor families, it is often important to identify ways of replacing this loss to ensure that children do not return to work but stay in school. The project recognized the importance of economically empowering children and their families. Thus, support mechanisms took the form of creating partnerships with local NGOs working in the field of capital assistance and skills training. The implementing agency established partnerships with NGOs, namely NRDP, KAYEC Trust and COSDEC. NRDP provides business training and small loans for income generation. KAYEC Trust and COSDEC offer vocational skills training. As stated earlier, the set target for beneficiaries to benefit from skills training was 100 which was later revised to 6. Up-to-date, the project has successfully registered 2 beneficiaries at KAYEC Trust for skills training. In addition, business training was successfully provided by NRDP to forty one (41) beneficiaries. Financial and material resources are often required to meet most of children's needs, so economic strengthening is often essential.

9.2 Emerging good practices

- Providing employment, educational and training opportunities is a sustainable intervention to the prevention and removal of children from the worst forms of child labour.
- Establishing collaborative relations with NGOs and local networks creates a referral network and is a mechanism of leveraging resources and sustaining efforts. Preventing child labour in the long term means addressing its root causes, including poverty, cultural and traditional beliefs and practices, and lack of access to quality education. If alliances already exist around these issues then a mainstreaming approach has a greater impact.

9.3 Lessons learned

- Efforts must be made to review legislation, policies and procedures with a view to remove or modify legal or administrative requirements that are an obstacle to social safety nets such as requirements that the parents present valid identity documents, or that both parents sign the registration document.
- Each service by itself is not sufficient for the reduction and prevention of child labour. These interventions must be integrated.
- Working closely with relevant government authorities and other service providers is crucial to ensure that these essential support systems are available to those who need such support most.
- Government department staff working with parents, families and children in the provision of social services should be regularly trained to raise awareness on the need for consistency and sensitivity in implementation of policies and regulations.

10. Emerging good practices on child labour monitoring

10.1 Background and context

A child protective environment requires a comprehensive monitoring system. Such systems are effective when they are participatory and locally based. One element of child labour programmes that is designed for sustainability is the “child labour monitoring” (CLM) system. Child Labour Monitoring is defined as an active process of regular and repeated direct observation to identify children in or at-risk of child labour, refer them to appropriate services to ensure that children are safe from exploitation and hazardous work, and monitor the situation of child labour in a given geographical area. Close monitoring of the situation is necessary in order to ensure that policies respond to real issues and needs.

As a tool of monitoring, labour inspectors undertake regular labour inspections especially on commercial farms to issue compliance orders to employers recruiting children and monitor compliance of employers to such orders.

Labour inspections alone are not effective in monitoring child labour. Regular and consistent monitoring of beneficiaries to ensure regular attendance at school is also essential. Reintegrated children to formal schools need constant monitoring and support especially during the first few months of their return to formal schools. There are many contributing factors which can lead to absences and end in dropping-out of school. As such, close monitoring at school and feedback to CRMs is necessary so that when these signs appear, support action can be taken. Given the importance of CLMs, the CRMs worked together teachers to regularly monitor the status and progress of reintegrated children and others. The monitoring involved regular attendance monitoring to assess which children are absent on a regular basis and by measuring school performance. The CLM utilized attendance registers to monitor school attendance. This monitoring system has served as an early warning system to identifying children who may be working and therefore at risk of dropping out.

Efforts have been made to involve the wider community, such as parents, peers, and other community members. The school monitoring systems have been done in combination with other activities to prevent children from falling into child labour and withdraw and support children found in worst forms of labour. The activities include among others, awareness raising and facilitation of the birth registration process and access to social grants. In their monitoring efforts, the CRMs made use of monitoring forms (DBMR in this case) to record cases and keep track of the working and at-risk children. The completed forms are forwarded to the central office of the implementation agency for analysis and compilation of reports. CRMs received training on CLM including the use of DBMR forms. Although, the forms are being used as a monitoring tool, some shortfalls have been cited including being too technical for the level of CRMs, repetitive in nature and cumbersome as they are not electronised.

Apart from the training provided to CRMs, capacity-building workshops have also been conducted for labour inspectors, school principals and teachers. Through these

training workshops, all participants involved in monitoring were capacitated and equipped on their role in CLM.

School monitoring was complemented by home visits undertaken by CRMs to families of reintegrated children and other at-risk children. The home visits permitted contact with families of children to which awareness was raised and emphasis given on the importance of keeping the children in school. Through home visits, CRMs assess the family's socio-economic situation. Such assessments have ensured that families are linked to various social services. For example, it is through these assessments that families have been successfully linked to NGOs which provide material support.

One of the important requirements to CLM is to have reliable data available on the magnitude and nature of the child labour problem in the country. In the Project this was made possible through research studies conducted to better understand the problem. TECL II project commissioned child labour surveys in specific areas such as impact of HIV/AIDS on child labour and child labour in the agriculture sector. Apart from strengthening the knowledge base and cultivating understanding of child labour, the studies also provide useful input to the development and monitoring of useful indicators on child labour. The surveys also provide information on which places where children are likely to found working. These environments are then targeted for monitoring the presence of working children.



In addition, CRMs have been monitoring the attendance and performance of beneficiaries integrated into the vocational skills training programme. It is through these monitoring efforts that CRMs have been able to find out the poor performance of the two beneficiaries placed at KAYEC for skills training. Their monitoring efforts have been completed by NRDP, a partner organisation offering business skills training. NRDP has provided monitoring in the form of maintaining contact with beneficiaries for a period of time following completion of business skills training to assess their professional competencies, level of integration and access to loans.

10.2 Emerging good practices

- Linking CLM to existing or established structures in the community sustain impact beyond the life of the project. The school-based monitoring system is a particularly effective early warning system.
- Working with parents and families is an effective method of including parents directly in the project's activities and of engendering a greater sense of ownership. They become "watchdogs" in identifying cases of child labour; they can inform them when a child is engaged in work.

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- Labour inspections are vital to enforce legislation through frequent dialogues and close monitoring. The process also enables awareness-raising to be undertaken.

10.3 Lessons learned

- CLM provides the framework for training on how to observe child workers in different situations and how to listen to them to understand and assess why they work. All parties involved in monitoring (labour inspectors, teachers and CRMs) must comprehend the instituted monitoring system and must have good skills in participatory processes in working with children, parents and employers. These abilities can be enhanced through regular capacity-building workshops.
- Appropriate resources and/ or incentives should be available for monitoring work.
- CLM involves prioritizing specific sectors or localities and assessing which children are at risk of entering the labour force; this contributes to the work of learned and to determining subsequent plans and actions to be taken.
- Identifying more local structures where CLM can be integrated is necessary for sustainability. These structures include schools, parent-teacher associations, and children and youth clubs, such as sports clubs, Scouts, and Girl Guides.
- Instilling a sense of responsibility and ownership of the project among children is vital. Interactive and participatory approaches (peer education) that ensure the meaningful participation of this social group must be heavily relied on.
- Monitoring and evaluation is critical to identifying good practices and lessons.

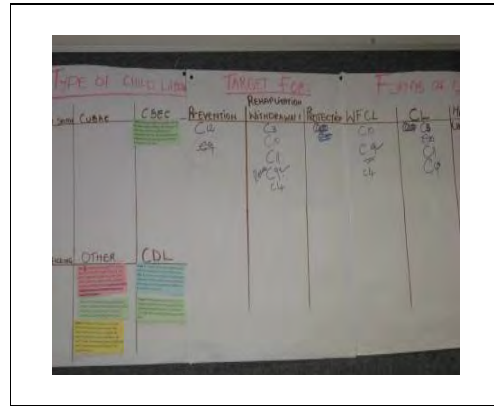
11. Emerging good practices on multi-sectoral strategy for sustainability

11.1 Background and context

One of the key strategies of the Project in promoting sustainability was to localize the implementation to institutions already in place at the national level and in the target sectors. The multi-sectoral strategy ensured development of integrated and holistic interventions which complement each other.

Stakeholder involvement

In line with IPEC's strategy, the project worked with targeted key stakeholders (government agencies and civil society organisations) who were capacitated to be able to mainstream child labour into their working agendas. The Project fostered ownership of the project activities by heavily employing participatory approaches. In communities, ownership was promoted through continuing awareness-raising and building alliances with local structures and NGOs. The training of traditional leaders in Caprivi and Kavango regions is an effective strategy to bring lasting effects as it has a multiplier effect. Likewise, integration of the issue into the local networks such as OVC forums at regional levels will go a long way in sustaining efforts. In addition, direct beneficiaries have been actively on various platforms and in different ways in project activities. Ensuring that government departments and ministries are meaningfully involved in activities has facilitated their interaction with each other and other stakeholders and beneficiaries.



Building partnerships with NGOs has made it possible to mainstream child labour into their existing agendas and programmes on different social issues. The partnerships have facilitated the mobilization of resources, which can be used to support project outcomes in the longer term. Preventing child labour in the long term means addressing its root causes, including poverty, cultural and traditional beliefs and practices, and lack of access to quality education. Establishing alliances around these issues has a greater impact.

Capacity building

The Project worked to strengthen the capacities of key stakeholders whose roles in the elimination of child labour are clearly stated in the APEC's action steps. The underlying objective was to have government at national and local levels take responsibility for and continue delivering the services that the Project has started. Through many workshops, trainings the Project has successfully capacitated many of its implementing partners' and key staff. Implementers targeted for capacity building include law enforcement officers, labour inspectors, social workers, teachers, employers' organisations and traditional leaders. These beneficiaries in turn have transferred their learning's/ abilities to their

personnel especially to those directly working with direct beneficiaries. Transfer has been achieved through organised in-house trainings. The trained government agencies and civil society organisations have used gained the knowledge in different platforms including in community meetings they hold with communities. Through this, one can say the mainstreaming goal has been achieved. A good example is the WCPU which have mainstreamed child labour in their outreach activities to raise awareness on women and child abuse. These capacitated persons now have improved abilities to take on the issue and its related aspects with greater confidence and effectiveness.

Changing perceptions/attitudes

Through the capability-building workshops, changes in perception/attitudes are now evident among stakeholders. These are evident in their integration of child labour in plans of action and reporting procedures. If communities can be influenced and government authorities and institutions won over, they are more likely to take ownership of the project and be willing to work to sustain the outcomes after it ends. One of the first activities the project engaged in was awareness-raising. Various strategies and tools were used to raise awareness at national and community levels. Actions included production of pamphlets in vernacular languages, working with the media to raise awareness through interviews on radio and television slots. In addition, the training of journalists necessitated visibility of articles on child labour in the local newspapers. Apart from use of media, public campaigns particularly commemorations of World Day against Child Labour have become a norm and an event which attracts public attention and actively involve children. Capacity-building workshops were not only geared towards enabling implementing partners to mainstream child labour into their agendas but also to raise awareness which would then result in mainstreaming.

In the project communities, awareness-raising has been undertaken by the implementing partner. The partner has among other actions conducted capacity building workshops for teachers and traditional leaders. CRMs also deliver messages on a regular basis in life skills lessons. The capacitated implementers have transferred their knowledge to their constituencies.

Political commitment

One crucial factor in promoting project sustainability lies in the will of the national government to truly eliminate the problem of child labour and its related issues. If the government sets child labour and its related issues among its priorities, appropriate attention and resources will be allocated to this problem. Political commitment to the cause has been evident at various levels. The issue of child labour was a central topic in parliament deliberations in 2010. In addition, the President of the country has included the issue in several of his public addresses and this was cemented by the Cabinet decision no 8th/20.07.10/010 which directed MoLSW as a leading agency to carry out child labour inspections on commercial and communal farms in all regions of the country. The leading role assumed by Permanent Secretary of MOWA to the national committee on child labour, PACC is also evidence of the political will to combat child labour. Likewise, the minister of MOE has been instrumental to its success in mainstreaming child labour in its existing agendas.

Legislation and policy development

As mentioned earlier, the Project has supported the legislation review and development. The Project staff and implementing partners were heavily consulted in the development of the Child Care and Protection Bill which is awaiting enactment.

The consultations provided a unified and comprehensive approach in preventing and eliminating child labour. With strong and relevant legislations in place and well enforced, elimination of child labour is possible. The legislation and policy review processes have been accompanied by supportive interventions, such as training workshops to enable their understanding which in turn brings proper enforcement.

Direct action programmes

The Project recognizes that the strategies and intervention for prevention and removal of children from the worst forms of child labour cannot work and will not be sustainable without direct action interventions to the direct beneficiaries. At-risk, working children and their families require social services which they often lack.

Child labour occurs heavily among the poorest families, therefore providing alternative and/or supplemental sources of income for parents and for the children makes a huge difference. The implementing partner has been working closely with government departments responsible for provision of safety nets to facilitate families and children to access such services. CRMs have successfully reintegrated children into formal school system. This has been completed by their concerted efforts in working with school management and social workers to exempt reintegrated from fees payment. Achievements have been made in enrolling two school drop-outs into vocational skills training run by KAYEC. Furthermore, on almost a regular basis, CRMs work with MOHA and MOGECW to facilitate birth registration and access to social grants respectively. Their efforts extend to placements of vulnerable children into places of safety and identifying beneficiaries for business training run by NRDP.

The fact that child labour is as a result of interlocking factors implies that a holistic and integrated approach is needed in its fight. Removing and preventing children from work therefore requires a set of services that are integrated in nature.

11.2 Emerging good practices

- Integrating project activities and interventions in relevant agencies and organizations ensures continuity of delivery of the services and implementation of the interventions. Efficiency and effectiveness are better achieved when more agencies or organizations share responsibilities according to what each does best. To be sustainable, key partners must mainstream child labour into their annual plans-this ensures that it is budgeted for. Sustainability is ensured by all stakeholders mainstreaming child labour into policy, resource, and legislative change.
- Engaging stakeholders enhances a sense of ownership of the activities and ensures they have a vested interest in their success. Stakeholder involvement

from national to community level in the planning and implementation of interventions through participatory processes promotes sustainability.

- Awareness-raising and the resulting changes in attitudes and behaviour within a community contribute significantly to sustaining project outcomes. If communities and government authorities are influenced, they are more likely to take ownership of the project and be willing to work to sustain the outcomes after it ends.
- Building new partnerships or reinforcing existing ones makes it possible to mainstream child labour and education into the agendas and programs of others working on social issues. Partnerships with community-driven structures or local structures considerably increase the chances that they will remain active beyond the life of the project. Building and reinforcing partnerships can facilitate the mobilization of resources, which can be used to support project outcomes in the longer term. Preventing child labour in the long term means addressing its root causes, including poverty, cultural and traditional beliefs and practices, and lack of access to quality education. If alliances already exist around these issues then a mainstreaming approach has a greater impact.
- Involving children in project activities makes the powerful agents for social change.
- Engaging the support of the media in raising awareness considerably broadens the impact.

11.3 Lessons learned

- Membership and active participation of high officials from among stakeholder agencies/ organizations in mechanisms for child labour assures commitment.
- Coordination and coherence of interventions is necessary to efficient, effective and sustained efforts the fight against child labour and related issues.
- Capacity-building is necessary in promoting sustainability and ownership among stakeholders.
- In all Project activities, participatory and consultative approaches should be the norm.
- Setting and implementing a monitoring and evaluation mechanism is vital for sustainability.

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