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**WORKPLACE MONITORING AS A TOOL FOR
COMBATING CHILD LABOUR: EXPERIENCE IN PAKISTAN**

Nasir Dogar

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by Nasir Dogar¹

INTRODUCTION

As child labour is a highly complex social problem it cannot be addressed with a single strategy. Since the inception of ILO-IPEC in 1992, it has been testing using different tools and strategies to address this problem effectively. During this process it was realised that “workplace monitoring” is an important component to keep children away from work.

ILO-IPEC has been assisting the national governments to make their labour inspection more effective, **with specific reference to child labour**. Because one important element of the law enforcement system is the work place monitoring of child labour.

Labour inspection is based on the idea of a trained group of officials being empowered to visit work places, to monitor the conditions of employment, and to take actions to ensure that the employers comply with the law. Labour inspection conducted in this manner has been effective in countries where child labour has almost been eliminated. For instance, the Women and Young Persons Division of the Labour Department in Hong Kong has engaged in vigorous regular and persistent inspection in industrial and commercial establishments. They have been implementing this action along with social laws and policies on education and child support, and with the allocation of the appropriate resources.²

In the context of ILO-IPEC activities in Pakistan, the workplace monitoring approach has been introduced through special projects designed for the soccer ball industry, surgical instruments industry and the carpet sector. Any such monitoring system is not a goal in itself; rather it is a vehicle to achieve a child labour free society in the long run.

WORK PLACE MONITORING IN SOCCER BALL PROJECT

Background:

Sialkot, one of the most industrious towns of the province of the Punjab, is situated in the extreme Northeast corner of the province. With a population of more than 2.6 million, Sialkot averages 7 persons per family. The city of Sialkot has thriving industries involving manufacturers of sports goods and surgical instruments. In terms of an annual turnover, Sialkot's leather tanneries follow close behind. All three industries employ child workers. In 1996-97 Sialkot exported Rs. 3,882.17 million worth of soccer balls whereas this figure rose to Rs. 5,057.42 in 1997-98. Similarly the

¹ Project Manager, Project to Eliminate Child Labour in Soccer Ball Industry in Sialkot, Pakistan

² Quoted from Pong Ping-Kwun: “The Protection of Working Children and the Abolition of Child Labour: Hong Kong,” in the Background Paper for the “Meeting of Experts on Labour Inspection and Child Labour” held in Geneva on 27 September - 01 October, 1999.

earning through the export of surgical instruments was Rs. 125.76 million and Rs.125.29 million for the years 1996-97 and 1997-98 respectively.³

A child labour survey carried out in 1996 by IPEC found that of the 40 million Pakistani children aged five to fourteen, 8.3 percent (3.3 million) were economically active on a nearly full-time basis. Of these, some 70 percent worked as unpaid family helpers in order to assist in household enterprises. In rural areas, three-fourths of working children toil as unpaid helpers, while in urban areas this number is less than one-third. Child labour in rural areas is eight times greater than in urban areas. Nearly half of the child labour force in Pakistan works more than thirty-five hours per week. A sizeable number work fifty-six hours or more. Of these children, nearly 7,000 lived and worked in Sialkot in 1997, in the soccer ball industry. Nearly two-thirds of the employed children are illiterate. As a result, Sialkot parents often come to believe that it is best for their children to work, so that they can supplement family's income.

Soccer Ball Manufacturing in Sialkot:

Until the early 1970s, soccer ball stitching in Sialkot was carried out in factories in and around the city by regular paid employees. These employees worked regular hours in the factories and there was no practice of taking material out of the establishment to be stitched at home.

Due to economic pressures at that time, manufacturers started decentralising soccer ball production. Workers began to take some of their work home, where they were assisted by the rest of the family, including children. Younger children would wax the thread, while older children would do stitching. Home-based family stitching units were born and quickly mushroomed across Sialkot.

In May 1995, news reports about sporting goods manufacturing involving child labour created pressure for change with all stakeholders namely Federation of International Football Associations (FIFA), World Federation of the Sporting Goods Industry (WFSGI), Sialkot Chamber of Commerce and Industry (SCCI). Being concerned with the issues of child labour and child rights, international organisations like ILO-IPEC, UNICEF, and Save the Children decided to play their due roles in the soccer industry in Sialkot. Consequently an agreement among all the stakeholders was signed in Atlanta, Georgia (USA) on 14 February 1997.

The Project:

Following the signing of the Atlanta Agreement in February 1997, the signing partners developed a Partners Operational Framework, in order to assign roles to different players in the game. The project was designed to target the following group of children under the age of 14:

- , Who were working in soccer ball stitching and assembly;
- , Who were not enrolled in primary education, or who are drop-outs;
- , Who were working long hours;

³ “Govt. Of the Punjab, Labour Department”, Child Labour - A Portfolio of Policies and Activities, (1998-2000),p.34

Whose work interfered with their education and was detrimental to their physical, social or moral well being and development.

The following objectives were set to be achieved:

1. To prevent and progressively eliminate child labour in manufacture or assembly of soccer balls in Sialkot and its environs;
2. To identify and remove children under the age of 14 in the manufacture or assembly of soccer balls and provide them with education and other opportunities;
3. To facilitate changes in community and family attitudes to child labour, including in the soccer industry.

Work Place Monitoring in Soccer Ball:

The work place monitoring system for soccer industry consists of *Internal Monitoring* and *External Monitoring*. Manufacturers engaged in production and assembly of soccer balls or other hands stitched balls in Sialkot are invited to voluntarily join the programme on prevention and monitoring.

Internal Monitoring:

At the time of joining, the respective manufacturers deposit a joining fee to the SCCI along with some basic information of their company such as names of the executives, location of the factory, mailing address, tel./fax/email addresses, production capacity, number of production units/stitching centres and number of people working in the production units/stitching centres. ILO-IPEC has developed a specific format and supplied to the SCCI. On another format the respective manufacturers provide detailed information about their stitching centres which are mostly located in villages. This information includes the name of the contractor/sub-contractor/manager, exact location of the stitching centre, and number of people working there over. This is known as *Internal Monitoring Information*. First time, this information is provided through the SCCI. Later on the respective manufacturers deal directly with the ILO-IPEC Project Management team, since he/she is required to keep the information updated with ILO-IPEC in its computerised database. According to the demand of production, the manufactures keep on opening, closing and re-opening their stitching centres and they are required to keep the ILO-IPEC informed of their such activities.

After the introduction of this programme, the participating manufacturers are required to provide updated information on their stitching activities to ILO-IPEC regularly. The manufacturers are aware that their activities would be monitored by ILO-IPEC therefore they usually appoint internal monitoring managers to carried out internal monitoring to make sure that their contractors/sub-contractors do not employ child labour.

External Monitoring:

External Monitoring takes the shape of independent third party monitoring which is undertaken by a team of ILO-IPEC monitors. For the purpose ILO-IPEC has a team of 15 monitors with a gender balance. Male monitors are given motorbikes whereas female monitors use vehicles. In the field usually each team consists of two monitors.

In order to carry out the monitoring work in a systematic and transparent fashion, the Sialkot district has been divided into seven zones and each zone is sub-divided into various clusters. For keeping the transparency intact and making each visit a surprise, every morning stitching centres to be visited are selected on random basis through a computer programme. The monitoring teams are assigned stitching centres for monitoring as given by the computer. They are given the lists every morning just before they leave for the field. The teams visit these centres and verify the internal monitoring information provided of the respective manufacture for those particular stitching centres.

As per the Atlanta Agreement, the manufacturers participating in the programme were required to shift their 100% production, in 18 months, to conspicuously monitorable stitching centres, in three phases, as follows:

Phase I	25 per cent	of their estimated production capacity
Phase II	25 per cent	of their estimated production capacity
Phase III	50 per cent	of their estimated production capacity

- **Monitorable stitching centres:** Before the introduction of the programme most of the soccer ball stitching was taking place within the houses in the rural villages. Under the project, the participating manufacturers were required to transfer their work from houses to places, which could be monitored by ILO-IPEC. For setting up such a centre, the basic criteria agreed with chamber was that wherever minimum of 5 stitchers male or female or both could sit together and the respective manufacture place a small sign board outside that should be treated as a centre. Similarly to an estimation of the production of a participating manufacturer, it was agreed that on an average one adult male or female stitchers could stitch around 3.5 balls per day. This criteria was used throughout to estimate the production from a given centre in order to make sure that the participating manufacturer has shifted all of his stitching work to monitorable centres.

Accordingly the participating manufacturers set up their centres of different types and sizes. Some large size manufacturers invested their own money and constructed their own big centres accommodating more than 1000 stitchers. Most of these centres were for male stitchers. However, a good number of centres were made for female stitchers. Along the way it was felt that due to social and cultural reasons majority of the female stitchers were unable to leave their homes for work at regular centres. Therefore, it was decided, in consultation with the SCCI and whole of the partnership, that in a house where minimum of three women could sit together for stitching and when information has been provided to the ILO-IPEC by the respective manufacturer, it would be accepted as a monitorable stitching centre. This helped such women to a great extent, as they were able to continue their earnings from soccer stitching. In order to avoid any possibility of child labour involvement at such home-based stitching centres, it has been ensured that all children at school going age of those houses attend schools.

In order to avoid any leakage of raw material for stitching purposes from monitorable centres to houses, ILO-IPEC issued an identification code to each participating manufacturer. They were required to print it inside the ball on a specific panel. This helped, on the one hand to detect any leakage from stitching centres to homes, and to check the counterfeiting, on the

other.

- **Area-based monitoring:** Initially during the first 18 months, ILO-IPEC concentrated on monitoring the work places/stitching centres registered with ILO-IPEC by the participating manufacturers. Later on, in order to identify any un-registered work of the participating manufacturers, ILO-IPEC monitors started monitoring whole of the village where they were going to monitor a registered centre. In July 2000, ILO-IPEC started visiting those villages as well where there was no registered stitching centre. The idea was to cover geographically whole of the Sialkot district basically to know two things: one, to get information of those stitching activities which were not yet in the monitoring net, and two, to identify any such activity which the participating manufacturers might be hiding from ILO-IPEC. In this any possibility of involving child labour by anybody in any stitching activity was completely covered.

Present Status: By the end of the first 18 months period i.e. 31 March 1999, 39 manufacturers had joined the programme. On the completion of the 18 months time period, the SCCI and ILO-IPEC mutually agreed to continue with the external monitoring by the ILO-IPEC. In September 1999, an external independent evaluation of the project was undertaken which recommended, inter-alia, to extend the project for another two years. This phase was envisaged to be of consolidation and making the initiative sustainable.

In order to attract all the soccer ball manufacturers to join the programme, the SCCI has given certain incentives wherein the joining fee for the new manufacturers has been reduced to Rs. 15,000 from Rs. 100,000. This was done to facilitate specifically the smaller manufacturers to join the programme. The response from the smaller manufacturers has been very positive. By the middle of September 2000, 78 manufacturers had voluntarily joined the Prevention and Monitoring Programme. These manufacturers roughly represent more than 90% of the total export production. Presently, they are operating more than 1,369 stitching centres, which include around 654 stitching centres for females. In addition there are 43 combined centres where males and females work in the same premises but in different rooms. All these stitching centres are regularly monitored by the ILO monitors. The number of stitching centres and their capacities vary according to the demands of the soccer balls from international buyers. By the middle of September 2000, the ILO monitors had carried out 19,834 monitoring visits to monitor the work of 22,735 stitchers on random basis.

In addition to monitoring the stitching activities in Sialkot district, the ILO monitors the stitching activities of the participating manufacturers in the neighbouring districts of Gujrat, Gujranwala and Narowal. There are, at present, 467 operational centres in these districts being monitored by the ILO monitors.

Uniqueness of the Project: Making it a Best Practice

- C Development of partnership among international agencies, national and local NGOs and the business community in Sialkot
- C An agent for change in attitudes among various stakeholders - use of child labour by manufacturers, importance of education etc.
- C A trend setter- the project focuses on soccer ball industry. However, seeing its benefits, other

trades are interested to join in or initiate similar activities in their areas

- C Voluntary partnership makes stake holders responsible, which is a key to sustainability
- C On-site regular and area based monitoring by IPEC monitoring teams is a worthwhile experience and is replicable.
- C Helping the industry in organising itself leads to reduced instances of child labour. Improvement in labour working conditions (indirect benefits)
- C Willingness, on the part of the manufacturers, to continue the monitoring by ILO-IPEC (two years too short time to undertake such a venture)
- C Families and communities want to have more education opportunities

Towards Sustainability:

The joint efforts of the Sialkot partnership in addressing the issue of child labour in an integrated manner are proving to be a successful experience. All the partners agree to continue the efforts in an endeavour to make Sialkot a child labour free city. These efforts are, and shall continue to be complementary and supplementary to each other initiatives. UNICEF is striving to achieve hundred per cent enrolment of all the children at the ages of 4-7 years in primary schools. Save the Children-UK is bringing micro credit and imparting skills, through its partner NGO called NRSP, to the male and female adults of the affected families whose children were withdrawn from work. Save the Children, through another partner NGO called Sudhaar, is also enhancing the social and physical infrastructure of the government primary schools with active community involvement. The development of institutional capabilities of the SCCI by ILO-IPEC, UNICEF, and Save the Children are helping the SCCI to set up a Child Social Development Programme (CSDP), an endeavour which will contribute to sustainability.

WORK PLACE MONITORING IN CARPET PROJECT⁴

Background

Carpet weaving industry is the largest cottage industry in Pakistan. In 1996-97 Pakistan exported about 3 million square meters of carpet valued at about 7.5 billion Pakistan rupees (approximately US\$ 172 million). The United States is the largest market of carpets from Pakistan with about 800,000 sqm valued at about 2.5 billion Pak rupees (approximately 60 million US dollars). West Germany is the second largest market, followed by Japan, UK and France.

In recent years, carpet weaving has been steadily moving from urban to rural areas. It is estimated that 80 per cent of the total production of hand-knotted carpets in Pakistan takes place in the remote villages of the Province of Punjab, 20 per cent in Sindh and the North West Frontier Provinces. The number of carpet looms in Pakistan is estimated to be between 300,000-350,000 and the carpet industry estimates to be around 1.5 million carpet-weavers in the country. About 5-10% are children below the age of 15 years. Most of the looms (estimated 70-90%) are believed to be installed in homes. In many cases the looms are rented or loaned from the sub-contractors (thakedars). Each loom is operated by a skilled carpet weaver and three or four children sometimes from the same family. Employment of Children Act 1991 prohibits carpet weaving for children, less than 14 years of age, but domestic looms are exempted.

Poverty in rural areas is widespread, alternative opportunities for the children are rarely available. Children (particularly girls) are faced with lack of educational and recreational facilities, therefore, sit at the looms for long hours. Children work on average 6-10 hours per day. However, their earnings are often paid directly to their parents.

So far, there has been no systematic assessment of the number of children working in the carpet industry. The PCMEA (Pakistan Carpet Manufacturers and Exporters Association) estimates that 20,000 B 30,000 children are involved while the Human Rights Commission of Pakistan estimates about half-a-million child weavers in the country. UNICEF reported half-a-million child weavers in 1990 and 1.2 million in 1992.

The manufacture of carpets is controlled from the city (in the case of Punjab, from Lahore) but decentralised to homes and small workshops in surrounding villages. While some of the carpet-weaving children work alongside their families, others go to sheds or centres. Middlemen/contractors distribute the work in villages to families and to workshops. The woven carpets are then brought to the factories for finishing and packing. There are some families who buy yarn from contractors and sell the woven carpets directly to the market. Almost all employment is based on an informal contractual agreement and workers are generally paid on piece rate.

In 1995, PCMEA implemented its first Action Programme with IPEC to combat child labour in the carpet manufacturing, through the provision of non-formal education (NFE) for the children

⁴ Information on this project extracted from the approved PRODOC.

and awareness raising activities among the families and communities. Under the programme, Bunyad Literacy Community Council (BLCC) initially established NFE centres at two rural sites identified by PCMEA. The Action Programme was then extended to four new communities. These NFE centres were subsequently taken over by the PCMEA after the completion of the Action Programme. In 1998 PCMEA and ILO signed an agreement for the prevention and phased elimination of child labour, below the age of 14 years, in the carpet industry in Pakistan, through a project. Initially two districts, i.e. Sheikhpura and Gujranwala, were selected for this purpose.

Work Place Monitoring Strategy:

The project aims at taking into account the special circumstances of working children. The action programme for the provision of non-formal education (NFE) has been designed in such a way that it provides a second chance for children in carpet weaving industry and to help them in improving their skills or getting access to alternative and more productive employable skills. Essentially the project is focussed on creating a learning environment and on establishing the education as a viable option for combating child labour. The success of the programme depends, primarily, on:

- C Strong social mobilisation to ensure local ownership;
- C Establishing linkages with the formal education system for possible main streaming of children;
- C Identifying alternatives that make primary education itself viable;
- C Strong focus on making the NFE centres attractive for children and emphasising on teacher development as the main tool to accomplish the task.

Therefore, learning from the experience of soccer ball project, the carpet project first looks at establishing viable alternatives for children working in carpet industry and then plans to carry out the work place monitoring. As for the soccer ball project, the work place monitoring in the carpet industry shall also consist of *Internal Monitoring* and *External Monitoring*.

Internal Monitoring:

In the internal monitoring, each participating manufacturer will appoint a senior official of his factory to be responsible for internal monitoring and act as a liaison between the factory and the ILO-IPEC project management. Under the internal monitoring information, using formats prescribed by the ILO-IPEC project management, the internal monitoring official shall provide the following information:

- C the total number of looms each with its size of production, with the details of the management such as contractor/sub-contractor
- C the name of the village, union council, tehsil, and the number of families in the village working for a contractor/sub-contractor or directly for a manufacturer;
- C the name of each family engaged in weaving for a sub-contractor together with the size(s) of loom(s) in the household;
- C the names of weavers working in a factories/sheds for the manufacturers/contractors/sub-contractors, and their ages;
- C the names and addresses of all sub-contractors working indirectly through a contractor or directly for a participating manufacturer;
- C names and addresses of the representatives of participating manufacturers who will inform the communities in the villages about the project and will also assist the social protection

programmes.

The participating manufacturers shall be required to keep the internal monitoring information updated with the ILO-IPEC project database.

External Monitoring:

At the initial stage the external monitoring shall be conducted by 10 teams each comprising two monitors. The monitoring teams shall be deployed in such a way that they will cover one village at a time using mini vans to pick and drop the teams. The gender issue has been kept in view in the composition of teams.

- **Monitoring of Weaving:** The selection of the villages to be monitored shall be made on random basis using the computerised internal monitoring information in such a way that no village is left out. The frequency of visits to the work places shall be determined during the start up period, however, it shall be not less than two months. The actual monitoring of work places is planned to start after about three months of having the social protection system in place.
- **Monitoring of Social Protection:** External monitoring shall not be confined only to the child labour at work places with the weaving families or factories/sheds. ILO-IPEC monitors shall also visit the education and rehabilitation centres to verify school attendance and enrolment of the affected children. The monitors shall work closely with the NGOs implementing the social protection programme.
- **Participation, Ownership and Sustainability of the Social Protection Programme:** An important element of the implementation strategy of the social protection programme is the inclusion of parents, community members and activists, employers, teachers and government officials in the various programme components. The approach to be adopted by implementing NGO is commonly known as Participation, Reflection, and Action, or PRA (also known as Participatory Rural Appraisal)⁵.

The PRA approach will be used right from the start when preliminary village appraisal is carried out. Socio-economic data and information on education, and number of working children including carpet-weaving children will be collected in collaboration with respondents from the village including children. An important component of the village appraisal will be identification of possible stakeholders who will later be organised into a Village Education

⁵ PRA is essentially based on the community participation and social mobilisation processes promoted by the well-known South American exponent of community development Paulo Freire. It is founded on the principles of developing a relationship of genuine trust between social mobilisers and local communities whereby both fully realise the programme scope and limitations, and undertake to work together on the basis of shared goals and vision. Freire's emphasis on reflection as a means of seeking continuous improvement is increasingly being accepted and adopted by serious practitioners of community development.

Committee, or VEC. The primary purpose of the village appraisal is to ascertain if there is potential for establishing NFE centres in the village under the programme. The VEC will include the key stakeholders and they will be encouraged to contribute to the NFE centres in terms of space, manpower, supervision and monthly financial contribution, in modest amount. Family Education Committees (FECs) will be established at a later stage to monitor the routine activities of the NFE centres and the performance of the teachers and children.

Carpet weaving children in the 7-14 age group will be encouraged to enroll in NFE centres to be established in villages. Siblings of carpet weaving children will have a maximum of 20% representation in the centres. Children enrolled in centres will be provided primary education, recreation, and awareness on health and safety issues. The VEC members will support the teacher in enrolment and in checking and tracking drop out children. They will be encouraged to pay regular visits to the centre, and provide support to Sudhaar in performance monitoring.

Sustainability options of the NFE centres will be worked out in collaboration with VECs and other programme partners so that impact of the project interventions is sustained beyond the project duration.

WORK PLACE MONITORING IN SURGICAL INDUSTRY⁶

Most of the operations in the surgical industry take place in vendors= workshops, which are scattered over a large number of villages. Manufacturers contract the vendors to prepare things for them or they buy already prepared semi-finished goods from independent vendors. However, the manufacturers do not have any control over vendors= operations. Some larger manufacturers have all the processes/operations within their own facility.

Operations: In the production of surgical instruments 16 different types of activities can be distinguished of which in at least 4 processes children are involved, namely;

Filling	(47%)
Grinding	(33%)
Fitting & riveting	(16%)
Polishing	(19%)
Other processes (welding)	(13%)

(the number adds up above 100% because some vendors are involved in more than 1 process)

The process of cleaning the instruments with acids is also threat for the health of children. All these processes take place in vendors= workshops.

An independent Monitoring System: An independent monitoring system consists of the following aspects: -

- identifying and systematic phasing out of child labour and enroll them in the non-formal education programmes set up by the project.
- ensuring that the targeted children under the age of 14 are phased out from work and their families are benefiting from the programme, and that the children are not returning to full-time work,
- reporting on the progress in the implementation and the status of the target children on a regular basis.
- verifying the internal monitoring information

To achieve the above mentioned goals, it is essential that the independent monitoring system gets full co-operation from all actors concerned, especially from the industry, the vendors, the community and the families.

Nature of the Monitoring System: The monitoring system will closely co-operate with manufacturers and vendor shop holders, NGOs and community organisations.

They will monitor the extent of child labour in the vendor shops and at the community level. The main activities are:

- identifying children and families at risk in each community,
- mobilising action to prevent child labour and withdrawing children from surgical

⁶ Information for this project extracted from the PRODOC.

- instruments production at the community level,
- monitoring the schools/centres established by the partner NGOs, and the status and progress of the project at the community level
- identifying independent or interdependent working vendor shops.

As soon as a manufacturer involves an independent or interdependent (working linked with one manufacturer), vendor shop, he has to inform the ILO Project Manager Surgical Instruments. It is expected that 80% of the vendors are working independent. Information, which is gathered by this monitoring system, can be seen as information generated by an internal monitoring system, to be verified by ILO-IPEC monitors. For the efficiency of the internal monitoring system, pilots will have to be executed in close co-operation with ILO and SIMA. For the internal monitoring, manufacturers can appoint an Internal Monitoring Manager and the SIMAP can co-ordinate and instruct the Internal Monitoring Managers about the internal monitoring requirements, assisted by the Surgical Project Manager of the ILO.

Monitoring operations and capacity: ILO-IPEC shall engage a team of monitors to monitor the vendors= workshops. The monitors will operate in teams of two, conducting regular unannounced visits to the vendor shops and Non-Formal Education schools/facilities in the project area. To determine the monitoring capacity, a minimum monitoring frequency, the minimum number of visits per day as well as the number of monitoring days per week must be set. As for the monitoring frequency, one visit to a vendor shop every 6 weeks seems to be reasonable. A monitoring team is supposed to carry out 15 visits per day and will go out 4 days per week (one day for admin). Thus, the monitoring capacity of each team is about $15 \times 4 = 60$ visits per week (approx. 240 per month). The exact number of vendor shops in this area is not known, but it is estimated that more than 2,000 vendor shops are involved in surgical instrument production. Supposing each vendor shop employs an average of 2 (12) children, 4000 (3000) children are expected to be involved. With 60 visits per week, a total of 2,000 monitoring sites, and a frequency of once every 6 weeks, we need to carry out 333 monitoring visits per week. So, a total of 6 monitoring teams must be sufficient.

For a reliable, transparent and smooth operation of the monitoring system, a number of conditions have to be set. These conditions can be summarised as follows:

- C monitoring visits must be totally unannounced;
- C monitoring visits to each site must be conducted in a defined frequency. In this case, once every 6 weeks;
- C monitoring must be conducted in teams of two;
- C generate the locations to be monitored by computer in such a way that no site is left out;
- C enter the monitoring results on a day to day basis in a database environment;
- C reporting by the monitors on a regular basis and on request by the Project Manager;
- C use the results and reports as a management tool;
- C publish the public report on the outcome of the monitoring;
- C use the information generated for awareness raising and in campaigns against child labour in general, and in the surgical industry in particular.

The independent monitoring system will start its operations not earlier than 2 months after completion of the baseline survey with which the project will start. First the approx. 2000 vendor shops have to be mapped, the children have to be identified and the Non- Formal Education Centres have to be realised.

Preparatory activities for the monitoring system: Before the start of the monitoring system, a number of conditions have to be fulfilled. These can be summarised as follows:

- C The area in which monitoring will take place have to be mapped thoroughly.
- C Taking into account the conditions of the terrain, the roads and distances between the monitoring sites (small vendor shops and villages), the maximum number of visits per day has to be determined.
- C Monitoring formats, which have to be used during visits to vendor shops, families and communities have to be designed in such a way that the information is suitable for computer handling.
- C Registration of families and children involved in surgical instrument production including names and addresses of vendors in the surgical instruments sector.