

INTERNATIONAL LABOUR ORGANIZATION
International Programme on the Elimination of Child Labour (IPEC)

SUMMARY OUTLINE FOR

ACTION PROGRAMME ON CHILD LABOUR

Under Project (TC number) TUR/03/P50/USA

Project Budget Code: P28008442050

Action Programme Position Number on BL 21: 10-20-30-40

Working Title: An Integrated Programme for the Elimination of Worst Forms of Child Labour in Furniture Sector in Three Selected Provinces

Location (country, province, city): Turkey, Ankara İzmir and Bursa

Implementing agency: Ministry of Labour and Social Security- Labour Inspection Board

Agency Name: Çalışma ve Sosyal Güvenlik Bakanlığı- İş teftiş Kurulu Başkanlığı

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1. BACKGROUND AND JUSTIFICATION

1.1 Socioeconomic and Political context

In its unique position at the crossroads between Europe and Asia, Turkey has been taking steps to locate itself in a new world order by making radical improvements in the socio-economic infrastructure of the nation. According to the Human Development Index for the year 2000 (based on 1997 data), Turkey ranks 85 among 174 countries in terms of development. However, the Human Development Report indicates serious regional differences within the country. Turkey's commitment to overall, balanced development and modernization, as well as its aim of becoming a full and equal partner in the European Union (EU), has urged the nation to focus on democratization and social inclusion, with an emphasis on improving quality of life and human rights. Poverty alleviation and the extension of adequate social protection to vulnerable individuals and groups have become increasingly important policy issues in both the national five-year development plans and in government programmes. Earnest efforts are underway to create legal and institutional structures in which to ground issues and actions for poverty alleviation and social protection in Turkey. Internationally agreed documents, as adopted by the Turkish government, also form part of a base in this regard. Within this context of development, throughout the 1990s there has been increasing awareness of and attention to child labour issues in Turkey.

The problem of child labour, particular its worst forms, is one that Turkey, as a country in transition, needs to address. The International Labour Organisation (ILO) Convention No. 182 on the Worst Forms of Child Labour calls for immediate and effective measures to secure the prohibition and elimination of these forms of labour for all children under the age of 18 as a matter of urgency. The Government of Turkey ratified this convention in 2001. In line with the Convention, the Ministry of Labour and Social Security (MOLSS) in co-operation with employers' and workers' organisations and NGOs, identified the worst forms of child labour in Turkey as work in seasonal commercial agricultural; in small- and medium-scale enterprises (SMEs) under hazardous conditions; and street work. Selection of these particular forms was based on the available data and extensive field experience in the country.

The Government of Turkey demonstrated its commitment to the elimination of child labour by joining the International Labour Organization (ILO) International Programme on the Elimination of Child Labour (IPEC) in 1992. The Government's commitment to the concept of the elimination of child labour also can be seen in its 8th Five-Year Development Plan (2000), which commits the government to both eliminating child labour and providing education to every girl and boy under the age of 14 in Turkey. Evidence of this commitment can be found in the number of government policies related to child labour.

A strong foundation of 10 years of capacity building, knowledge acquisition and related policy development on child labour has led to a strategic shift in focus and a realization that goals and objectives for the elimination of child labour require an explicit child labour policy as an integral component of national development efforts. A consensus was reached by all related national institutions that there was a need to adopt and implement a comprehensive policy and programme framework, clearly identifying national priorities and objectives for the elimination of child labour in Turkey. Based on a diagnostic study of the country's child labour situation, the Government has embarked on the development of a National Time-Bound Policy and Programme Framework (TBPPF). The main aim of the TBPPF was to create the opportunity for a convergence of efforts through the generation of a coherent and participatory policy for the elimination of child labour. In 2000, with strong support from the National Steering Committee (NSC), the Child Labour Unit (CLU) of the Ministry of Labour and Social Security (MOLSS) initiated the development of a TBPPF aiming to gradually eliminate child labour by prioritizing the elimination of its worst forms as outlined in ILO Convention No. 182.

Under the auspices of the MOLSS CLU, and with IPEC support, a group of experts undertook a wide-ranging review process that included an overview of the child labour situation in Turkey and the national response; IPEC activities and strategies to combat child labour; and policy, legislative and institutional mechanisms governing areas related to child labour. Based on this analysis, a "Policy Framework for the Elimination of Child Labour in Turkey" draft report was prepared and presented for comment at multi-sectoral platforms in seven regions of the country. This draft was further refined

to incorporate the comments of participants in three different national consultative workshops that involved government authorities and all areas of civil society – employer’s organizations, workers and artisans groups, local and national NGOs, universities and international organizations active in Turkey. The main aim of this broad consultation process was to achieve the support and commitment of all stakeholders in the development and implementation of the TBPPF by involving them in its preparation and planning at as early a stage as possible. Early involvement ensured that the TBPPF would encompass the areas of interest to the various stakeholders and the modalities and instruments necessary for measuring changes in those areas. It also enabled the draft policy document to be discussed at length, especially in terms of how its objectives, targets and strategies would affect and be affected by past experience and existing expertise as well as planned sectoral policies for the future.

Finally, a comprehensive draft TBPPF document for the elimination of the worst forms of child labour was produced for comment by all interested parties, including the public. This draft clearly articulates a set of comprehensive policies, objectives, indicators, outputs, target groups, activities and responsibilities for the effective elimination of child labour, in particular its worst forms. It focuses on consolidating and building on the achievements of previous years, with the objective of expanding successful pilot schemes, particularly with respect to reinforcing the involvement of a wider range of national organizations.

The TBPPF takes a holistic approach to a multi-faceted problem, taking into consideration the links between child labour and the socio-cultural and economic conditions within which it occurs.

The TBPPF delineates the roles of all participating organizations and will act as a guide in the successful implementation of co-operative efforts across sectors. Within this framework of principles and commitment, the Government has adopted as its basic target the elimination of the worst forms of child labour (WFCL) within a period of 10 years. In order to achieve its goal, the Government will wage an attack on the main causes of child labour, including poverty and a lack of access to quality education.

The Government’s priority policy areas for the elimination of the worst forms of child labour for the period 2004-2014 are as follows: (a) *Poverty alleviation*; The government aims to introduce measures to improve the pattern of income distribution in line with the 8th Five-Year Development Plan and improve the economic security of low-income families by transferring resources to the poor through direct assistance programmes. In addition, priority will be given to ensuring the inclusion of families of working children as a target group in poverty alleviation programmes at all levels, including income-generation schemes and savings and credit programmes, with emphasis on high-risk groups such as single parents; (b) *Reducing household vulnerability*; The government will enlarge the scope of social security to ensure national coverage in order to minimize risks and effective and sustained delivery of social services to all those in need, particularly individuals in the agricultural and informal sectors. An important strategic aim also involves gathering additional periodic information and better utilize existing data on living conditions, income sources and expenditure patterns of families of working children to provide a reliable basis for formulating policies on income security; (c) *Education for All*; The main goal of the Government is to provide support the implementation of Article 844 of the 8th Five-Year Development Plan of Turkey on the improvement on educational infrastructure by introducing relevant measures to ensure that all the relevant age population is included in compulsory education and that education is provided virtually free for children of poor families. Additional aims include inclusions of child labour-related issues in education policies and programmes to ensure consistency between policies on elimination of child labour and improvement of education and advocating for the extension of compulsory education from eight to twelve years; (d) *Elimination of the WFCL as a matter of urgency*; As stipulated in Convention 182, WFCL were identified during the TBPPF planning phase as: *child labour on the streets, in the informal urban economy, seasonal commercial agricultural, domestic labour and rural child labour*. Within the framework of the TBPPF, the Government aims to consolidate and build on the achievements of previous years in order to expand successful pilot schemes, with particular emphasis on strengthening and expanding involvement of a wider range of national organizations. TBPPF also highlights the need ensure co-

ordination of rehabilitative activities with ongoing and planned social sector initiatives, especially those in the areas of poverty alleviation and education. Emphasis also given to synchronize the rehabilitation of working children with anti-poverty measures, vocational training and income-generation opportunities for the families of working children and ensuring gender sensitivity in actions taken and in analysis of needs and opportunities.

In response to commitments made by the Turkish Government, as part of a USDOL-funded programme, IPEC agreed to provide support to the implementation of the national TBPPF through a Time-Bound Programme Support Project (hereinafter referred to as the Support Project). This was developed in support of and in accord with the TBPPF and Turkey's 8th Five-Year Development Plan and has given due consideration to ensuring complementarity with the programmes of other donors, particularly the United Nations Children's Fund (UNICEF) and the World Bank. The IPEC Support Project was formulated in close consultation with governmental and non-governmental organizations (NGOs), United Nations agencies, and other donor organizations. It takes into account lessons learned from the previous country programmes as well as national policies, priorities and strategies. In developing the Support project IPEC launched a comprehensive set of activities involving research, consultation and advocacy at various levels throughout the country. Specifically: (a) a consultative process characterized by broad participation in the development of the Support Project; (b) a baseline survey (BLS) on seasonal commercial agriculture was conducted; (c) preparatory activities for a BLS in the furniture sector were completed; (d) previous donor mapping was updated and finalized; (e) consultative donor meetings were held; (f) modular packages capturing the IPEC experience in Turkey were developed; (g) a Concept Paper on child labour gender and education was developed; (h) verification of the RAP result on working street children with the Government was conducted.

The implementation of the TBPPF will be through the direct action programmes, as proposed in this Action Programme Summary Outline which targets children working in the informal urban economy, that are grounded in the Support Project.

1.2 Problem Analysis and Justification

Between 1994-2003, the MOLSS Labour Inspection Board (LIB) implemented six Actions Programmes within the framework of IPEC for the withdrawal, prevention and rehabilitation of working children. Labour inspectors extensively covered seven sectors in the informal urban economy (metal, woodwork, textile, garment, leather, auto repair, polishing) in seven regions of the country. Detailed information was collected on the sectors in which child labour is extensively employed, the educational status of child workers and their families, the hazards faced by children in workplaces, industrial relations, and levels of occupational training, future expectations and other child labour-related subjects. This formed an important step in filling the information gap on child labour in the informal sector. Based on this accumulated information and experience, labour inspectors, in consultation with employers and workers organizations and other stakeholders, identified the furniture sector as the most hazardous sector for children working in industry and deserving of priority action.

Child labour in the furniture sector is a pervasive problem. According to April 2003 data provided by MOLSS and verified by the Confederation of Turkish Tradesmen and Handicrafts (TESK), 7,000 children under the age of 18 are estimated to work in hazardous conditions in the furniture sector in the priority provinces of Bursa, Izmir and Ankara. Additional data from an ongoing BLS will be available in September 2004 and will provide sufficient up-to-date information on health, education, work activities, family, workplace, community and socio-economic conditions for the development of further policy and action as well as up-to-date estimates as to the magnitude of the problem in the cities selected for priority action.

According to currently available data (MOLSS, 2003), the furniture sector in Turkey employs 70,276 workers in 19,054 enterprises. The sector is overwhelmingly dominated by small- and medium-size enterprises (95 percent employ between one to nine workers), a large percentage of which are unregistered. All activities in this sector fall under the category of Heavy and Hazardous Work

according to Turkish labour legislation. Due to the labour-intensity of the sector, children are commonly employed as a cheap source of labour.

Child labour in the furniture sector is especially prevalent in the informal urban economy where the capacity to enforce age requirements for work and education is lacking. Children are mainly employed in industrial sites that lack adequate infrastructure, and they work with obsolete technology and unsafe machinery and tools. Poor sanitary conditions, inadequate or nonexistent personal protective equipment, inappropriate work spaces and outdated machinery all contribute to the hazards children face at work. In addition, there are industry-specific hazards in the form of exposure to toxic materials and by-products.

Figure 1 : Priority Regions: Ankara, Bursa, Izmir



Despite the flaws in existing legislation, effective enforcement would limit the extent to which children are exploited and exposed to hazards in the furniture sector. However, factors such as the informal structure of most workplaces utilizing child labour, a lack of knowledge of health and safety issues, a reliance on traditional work patterns and habits and a lack of available financial and human resources create difficulties in adequately enforcing laws and regulations designed to protect children from work-related hazards. Moreover, many children work in areas that are not covered by the labour laws and are therefore beyond the reach of the MOLSS LIB, the governmental agency charged with the implementation of labour legislation. Underlying all of the above issues are cultural practices and expectations that operate at many levels of Turkish society and, in some cases, reinforce the conditions leading to the employment of children.

Profile of working children

Through interviews, labour inspectors reached 600 children working in the furniture sector in Ankara and Bursa.¹ Of these, 44.4 percent were below the age of 15 and 70.9 percent had started work before the age of 15. Most of the children came from families with low incomes and low levels of education, and 45.6 percent had migrated to their current location within the previous five years. Children generally started work at an early age in order to contribute to the family income. They relied on apprenticeship training at the workplaces rather than formal education, and many saw their jobs as a means of learning new skills.

Working conditions of children

Out of 500 workplaces surveyed in Ankara and Bursa in 1997 and 2000, most were located in industrial areas in multi-storey buildings with steep and narrow stairs. Workplaces are generally located alongside showrooms, and those workplaces without showrooms work on order for large furniture stores and individuals. Production is carried out with limited capital outlay and relies on obsolete and labour-intensive technology.

Workplaces engaged in furniture production can be divided into three sub-sectors: furniture construction, finishing and upholstery. Materials employed in furniture construction include particle board, plywood, wood laminate, raw lumber and various adhesives. Machinery consists of various electrical and mechanical tools such as band saws, circular saws, sanding machines, compressors, manual sanding tools and drills. Individual pieces of furniture are brought to finishing workshops where air compressors are used in spraying them with various types of paints, varnishes, lacquers, organic solvents and thinners. Upholstery workshops employ compressors, air injectors and sewing machines and raw materials including synthetic fabrics, sponge, filling materials and glue.

The majority of working environments fail to adequately control both the use and the storage of raw materials identified as hazardous. Safety procedures for the use of machinery and hand tools are not followed, and noise, dust and vapour levels often rise above what is safe. Poorly maintained work areas with cluttered and slippery surfaces and damaged walls and roofs present other hazards. A significant distinguishing feature of enterprises found within the sector is the use of polyester-based material, including paints and varnishes, and associated solvents. This fact, coupled with an absence of appropriate ventilation systems to protect workers from the harmful effects of particles and vapours, presents an additional hazard. Overall, the adverse effects of paints, varnishes and solvents on health can be observed in occupational diseases that tend only to become evident in the long term. These materials are invariably connected with other workplace hazards as well. For example, the chemicals contained within may constitute the basis of fire hazard, and long working hours may make workers more vulnerable to the effects of these chemicals. In spite of the numerous hazards associated with these materials, employers, craftsmen and child workers are insufficiently informed about them.

Table 1 shows the hazards children face within the furniture sector by sub-sector.

Table 1: Hazards children face within the furniture sector	
Sub-sector	Hazards

¹ Child labour and labour inspectors, MOLSS report, 2000.

	Health	Education	Working conditions	Work environment
Furniture Construction	Lung diseases	<ul style="list-style-type: none"> ▪ Inadequate vocational training ▪ Lack of training on existing risks 	<ul style="list-style-type: none"> ▪ Unsafe work areas ▪ Long working hours ▪ Lifting heavy loads ▪ Low wages 	<ul style="list-style-type: none"> ▪ Dangerous machinery ▪ Fire hazards ▪ Electricity ▪ Dust and vapours
Finishing	Associated long-term occupational diseases, including: asthma, nervous system malfunctions, kidney problems, skin diseases, cancer	<ul style="list-style-type: none"> ▪ Inadequate vocational training ▪ Lack of training on existing risks 	<ul style="list-style-type: none"> ▪ Unsafe work areas. ▪ Long working hours ▪ Lifting heavy loads ▪ Low wages 	<ul style="list-style-type: none"> ▪ Paint ▪ Varnish ▪ Solvents ▪ Dangerous equipment and procedures
Upholstery	Associated long-term occupational diseases, including: asthma, nervous system malfunctions, kidney problems, skin diseases, cancer	<ul style="list-style-type: none"> ▪ Inadequate vocational training ▪ Lack of training on existing risks 	<ul style="list-style-type: none"> ▪ Unsafe work areas. ▪ Long working hours ▪ Lifting heavy loads ▪ Low wages 	<ul style="list-style-type: none"> ▪ Paint ▪ Lacquer ▪ Varnish

2. TARGET GROUPS AND PARTNERS

As a result of consultations with partners during the development of the TBPPF, and in line with ILO Convention No. 182, in the informal urban economy (furniture sector) have been identified as the WFCL in Turkey. This project focuses on children working in the informal urban economy in three selected cities Ankara, Bursa and Izmir. These provinces were selected inclusion in the Project based on the following criteria:

- prevalence in the province of WFCL selected by the NSC;
- previous IPEC experience in the province; and
- a local presence of public and private agencies dealing with children's issues.

2.1. Direct Beneficiaries

A total of 2,500 boys and girls will be targeted in the direct action component of the project. Table 1 gives the distribution of the targeted boys and girls across the provinces. Of this total, 1,250 will be withdrawn from WFCL and 1,250 will be prevented from entering work. Furthermore, strategies adopted within this Support Project will create an enabling environment) that will allow the Turkish Government, within the framework of the TBPPF but without IPEC support, to withdraw from work those children identified but not addressed within this Project.

Table 1: Number of Direct Beneficiaries by Provinces			
Targeted Provinces Beneficiaries	Informal Urban Economy		
	Boys	Girls	Total
Ankara			
Withdrawal& rehabilitation	500		500
Prevention	350	150	500
Families			250
Bursa			
Withdrawal& rehabilitation	250		250
Prevention	175	75	250
Families			250
Izmir			
Withdrawal& rehabilitation	500		500
Prevention	350	150	500
Families			250
TOTAL			
Withdrawal& rehabilitation	1250		1,250
Prevention	875	375	1,250
Families			600

The project will provide 2,000 boys and girls with educational and/or training services from among the following categories (for the purpose of targeting, the categories below are mutually exclusive and therefore a child is shown only once even if more than one type of educational service is to be provided.):

- Category 1: Non-formal or basic literacy education as demonstrated by enrolment in educational classes provided by the project. These classes will include transitional, remedial and literacy classes so that the boys and girls may be mainstreamed into formal schooling or into vocational training courses. Remedial services will be provided to children below 14 (considering that in Turkey, schooling is mandatory until that age 14) who are either out-of-school or who perform poorly, especially in those areas where the educational offer is scarce or of poor quality. Literacy courses will be offered to adolescents between 15 and 18 years old who are complete or functional illiterates and who are willing to participate in vocational training activities. Due to difficulty of finding teachers during the summer holidays, these courses will be provided between September-June periodically. Depending on the educational level of the child, the course duration will vary between three to six months.
- Category 2: Vocational, pre-vocational or skills training as demonstrated by enrolment in these training courses —provided by the project— in order to develop a particular skill (prioritizing children between 15-18) where vocational training offer is non-existent. The project will also contact MONE for further training of these children.
- Category 3: Referral only to the formal education system or to non-formal education implemented by other organizations, after having received assistance from the project to enable them to enrol. The assistance provided by the project will include school material and stipend for transportation where distance is a problem. To ensure the retention of these children in the formal education system the project will advocate with the Ministry of Education for establishing secondary education centres in targeted areas. These services will be provided to children below 14 living in areas where the educational offer is poor. The ultimate goal of IPEC concerning education aspect of child labour is to contribute to explicitly mainstreaming child labour into national education strategies and support the national efforts in the creation of educational environment responsive to the different needs of working children. In order to address child labour-specific issues related to mainstreaming, enrolment, retention and academic achievement a wide range of strategies will be utilized and these approaches are, of course, will not be mutually exclusive and will be adopted in various combinations. These will include: (a) awareness raising of parents, school principals, teachers and children themselves; (b) conducting education focused advocacy campaigns for the full implementation of eight year compulsory primary education; (c) coordination and joint work between educational authorities and those responsible for health, employment and social services will be strengthened at all levels to bring about convergence and complementarity in the mainstreaming of children in state education. In ensuring this coordination, the actual and potential role that public agencies and non-governmental organizations play to facilitate the enrolment and retention of working children in primary education will be fully taken account (d) capacity building of MOE through teacher training.

The remaining 500 will be withdrawn or prevented from exploitative and/or hazardous work through the provision of other non-education related services. These services will include referral to basic health care centres, specific treatments (, psychosocial attention) and legal counselling. Other services to be provided will include recreational activities and training on basic life skills.

Table 2 summarizes the number of direct beneficiaries of the project.

Table 2: Direct project beneficiaries												
	Non-formal or basic literacy education provided by project			Vocational, pre-vocational or skills training provided by project			Referral only to education system (formal, vocational and/or non-formal)			Subtotal educational and training services		
	(Cat. 1)			(Cat. 2)			(Cat. 3)			(4 = 1+2+3)		
	♂	♀	T	♂	♀	T	♂	♀	T	♂	♀	T
Total Direct Beneficiaries	20	20	40		100	100	350	1510	1860	370	1630	2000
Of which												
<i>Withdrawn</i>	20	20	40		100	100		1060	1060	20	1180	1200
<i>Prevented</i>							350	450	800	350	450	800

Table 2: Direct project beneficiaries						
	Other services (excluding education and training)			Total		
	(5)			(6 = 4+5)		
	♂	♀	T	♂	♀	T
Total Direct Beneficiaries	5	495	500	375	2125	2500
Of which						
<i>Withdrawn</i>		50	50	20	1230	1250
<i>Prevented</i>	5	445	450	355	895	1250

The project will also benefit 600 families in the targeted communities, who will receive the following services from the project: income generation (excluding revolving funds); formation of parents' groups and community organizations; information and orientation on child labour; medical check-ups; skills training. The number of direct beneficiaries was calculated considering the scope of this project of support (time and financial resources), as a percentage of the total number of children working and at risk of starting working in the intervention areas. It was calculated that this project will be able to reach directly around 30% children working in informal urban economy.

2.2. Indirect Beneficiaries

Increase in the awareness levels of employers and parents, improvements made in the healthcare, education and recreation infrastructure as a result of advocacy with state institutions will indirectly benefit an estimated number of 4,000 number of children, which correspond to two additional children for each children targeted. Previous IPEC experience in Turkey has demonstrated substantial beneficial spill over effects on children beyond the targeted group. This can be attributed to the snowball effect which is the result of the interest shown to the project by the employers and families reached.

Through activities conducted with intermediate institutions and organizations (schools, local development committees, community-based organizations, parents associations, governmental agencies and NGOs), the Project will develop strategies of prevention that are expected to reach many more children at risk of engaging in any of the identified WFCL. In addition, the Project will mainstream the issue of child labour into two nationwide projects of UNICEF by integrating "modules on child labour" for awareness raising purposes: Girls' Education Project, which targets all girls in 6-14 age group in 50 provinces in three years starting from 2003; and Child Friendly School Environment project which targets 21 schools in each of eighty provinces. It is highly envisaged that these efforts will increase the number of indirect beneficiaries. Schoolchildren aged 5-15 will benefit from teachers who have been trained and therefore better equipped to meet their educational needs and

more aware of the negative consequences of child labour. The MONE's capacity to respond to the issues of child labour will be further reinforced and augmented, thus offering children, whether working or at risk, the opportunity to complete their basic education in programmes that better serve their needs.

These indirect beneficiaries can be tracked through the records of the rehabilitation centres and aforementioned institutions. Furthermore, interventions at the national level such as research, legislative and policy development, awareness raising, social mobilization and capacity building will also indirectly benefit children. As part of efforts to mainstream child labour into other policies and programmes, an attempt will be made to have the monitoring and evaluation systems of these to reflect number of children that benefit.

2.3. Direct Recipients

In order to address the scale and complexity of the problem of working children, close co-operation among all stakeholders is essential. Targeted interventions will therefore employ a multi-sectoral approach that addresses legislation, research, information gathering and dissemination, training, awareness raising and education. The targets of these initiatives can be broadly categorized as follows:

- Officials of MOLSS and other government institutions, including those represented on the NSC, such as the ministries of, Health, Interior, Finance, Justice, National Education and Agriculture;
- Mayors and other municipal officials, as well as provincial and district government authorities of the targeted provinces;
- Legislators, judges, court officials, police and other law enforcement officials;
- Employers (owners) in the targeted areas and managers in related workplaces;
- Representatives of trade unions in the relevant sectors/industries;
- Representative←s of employers organizations;
- Community leaders;
- Representatives of NGOs;
- Teachers.

2.4. Partners

In order to address the scale and complexity of the problem of working children, the project necessarily will involve working with local government departments, non-governmental organizations, professional groups, educational authorities, teachers, community organizations, research institutions and universities.

Close collaboration will take place with the following institutions:

- *Ministry of Labour and Social Security*
- *Ministry of National Education*
- *General Directorate of Security*
- *General Directorate of Social Services and Child Protection*
- *State Institute of Statistics*
- *Confederation of Turkish Employers Association*
- *Trade Unions*
- *Confederation of Turkish Tradesmen and Handicrafts*
- *Ministry of Health*
- *Ministry of Agriculture*
- *Ministry of Justice*

- *Provincial Governorates*
- *Municipalities*
- *NGOs*
- *Universities*
- *International organizations, including UNDP, World Bank, UNFPA, WHO, FAO and UNICEF*

3. PROGRAMME APPROACH AND STRATEGY

Sustainable models for the withdrawal and rehabilitation of children working in the informal economy and the prevention of at-risk children from entering work have been developed within the framework of previous IPEC programmes. At a national stakeholders meeting held in May 2003, the area-based integrated programme implemented in Izmir for the elimination of the WFCL in selected sectors was evaluated and recommended for replication targeting other WFCL in the informal urban economy. To make the best use of the synergy created in Izmir, the model developed to withdraw children from work in the garment, footwear and auto repair and maintenance sectors will be extended to cover the furniture sector in Izmir and replicated in the other targeted provinces of Bursa and Ankara. The elements of the strategy in the proposed targeted direct actions are as follows:

3.1 Elements of the strategy

3.1.1 Promotion of a multi-sectoral approach

This strategy is based on lessons learnt from previous IPEC experience in Turkey that shows sustained and responsive programmes for the elimination of child labour can be achieved only if public institutions in the relevant sectors recognize their roles and responsibilities in addressing the problem. A Project Steering Committee (PSC) will be first set up at the central level. This committee will coordinate and monitor programme implementation, determine the methodology for implementation, be responsible for logistic arrangements and advise on the project's future direction. The committee will consist of high level representatives of the strategic institutions in order to increase high-level political support for the programme. Members of the committee will be drawn from the Ministry of Labour and Social Security, Employer and Workers Associations, The Ministry of Education, The State Ministry, the General Directorate of Social Services and Child Protection and The Foundation of Small Industries and Vocational Training (NGO) and will also include a researcher from a selected university.

Within the framework of the targeted interventions at the provincial level, a multi-sectoral Action Committee against Child Labour will be established in each of the selected three provinces under the auspices of the provincial governors. In order to ensure a connection between micro-level intervention and macro-level policies and to maximize the benefits from the political and managerial roles and expertise of local government authorities, the direct action programme will be linked to the Action Committee (Figure 1).

Committee members will be officially appointed to the Action Committees by the provincial governors of Izmir, Ankara and Bursa and will be drawn from among local government directorates, NGOs, universities, employers, workers, community leaders and families of working children. In order to increase high-level political support for the programme, high-level representatives of strategic institutions will be invited to sit on the committees. Committees will meet regularly in order to coordinate and monitor programme implementation, determine implementation methodology, provide logistic arrangements and advise on the future direction of project activities.

The formation of this type of collaborative working group on child labour will enhance the level of institutional support available and ensure that referrals are well co-ordinated at an operational level. The objectives of this strategic approach are to ensure that the problems of child labour are addressed in a multi-sectoral and integrated manner; that programme objectives are achieved on a sufficiently large scale through the creation of a supportive institutional and policy environment; and that regional capacity to analyze the child labour situation, draw up programmes and provide follow-up and co-ordination for all matters related to child labour is enhanced.

In-depth training will enhance the capacity of the committees to combat child labour. With the active participation of its members, the committee will prepare an action plan that will include the following:

a mission statement; strategies to be adopted; terms of reference for Action Committee members; a definition of responsibilities; annual operational plans; a model for collaboration and cooperation with other institutions at local and national levels; and a mechanism for the two-way flow of information from local to national and from national to international levels in addressing the problems of working children. This plan will consider the comparative advantages of both government institutions and NGOs in undertaking a wide range of activities, including advocacy, enforcement and support services.

3.1.2 Development of a workplace monitoring and social support mechanisms

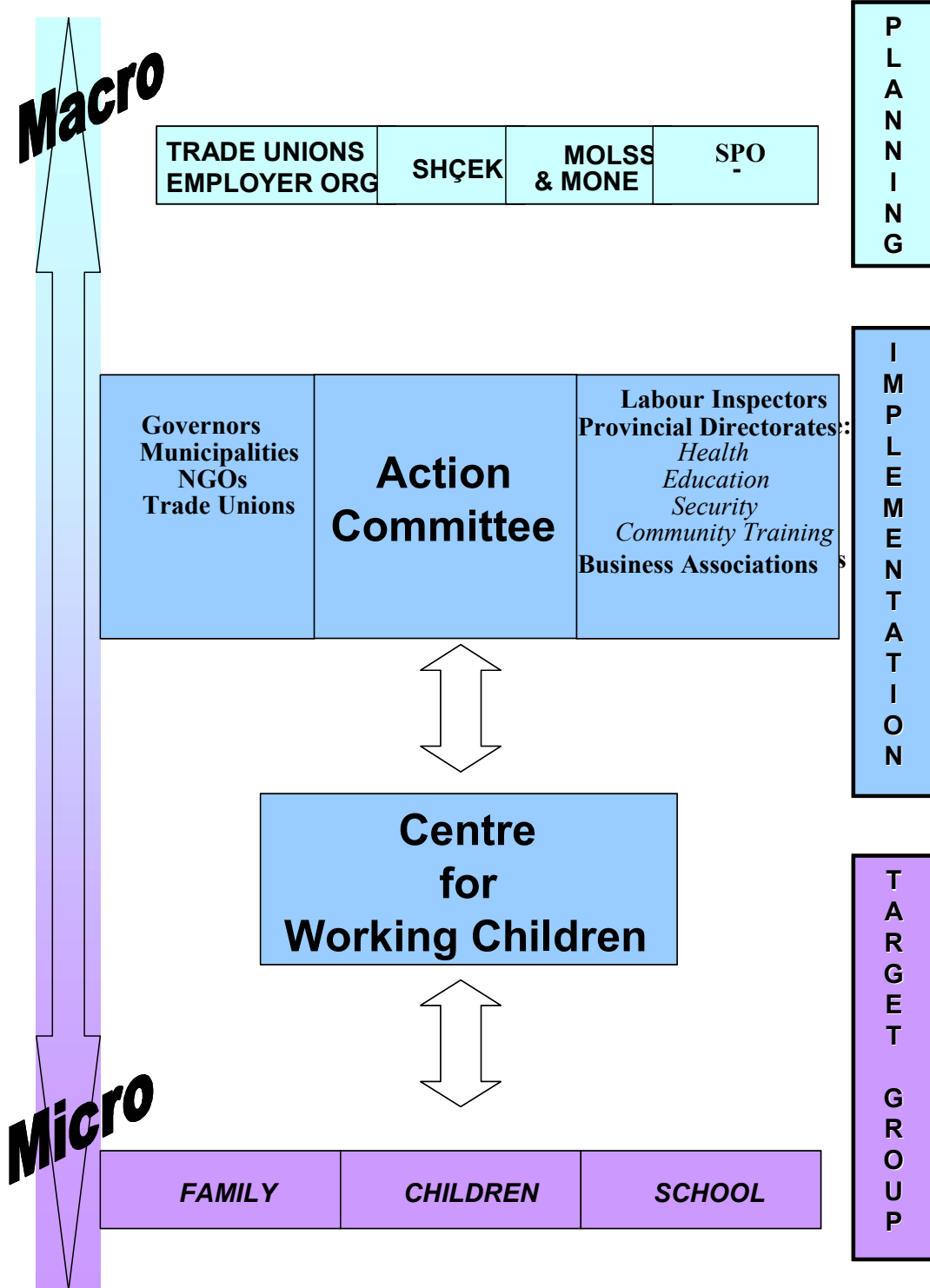
In order to withdraw children from work two collaborative working groups will be formed. A workplace monitoring unit made up of 40 monitors selected from labour inspectors, and another selected from Apprenticeship Training Centre teachers and IDDGs (the Workplace Consultancy and Inspection group of TESK) will continuously monitor the workplaces. The monitors will be trained to regularly monitor targeted work places and identify children working who are under the age of 18 who are working in extremely dangerous conditions. The identified children will then be referred to the social support unit of the programme. Before this mechanism is operational awareness raising meetings with the employers and employer associations and related bodies will be held in order to obtain the support employers for the programme. During the first 6 months of the programme it is anticipated that 250 children will be withdrawn from work, with a further 250 being withdrawn during the second six months, and another 500 during the third six months and 250 being withdrawn during the last six months of the programme. Monitoring of workplaces will continue with the additional aim of preventing the employment of new child workers.

The Board of Labour Inspection of the MOLSS initiated a new Asectoral inspection system independently of IPEC in January 2000 which has been successfully implemented in the direct action programme *“Integrated programme for the elimination of the worst forms of child labour in selected industrial areas in Izmir by 2003”*. Within this inspection programme the labour inspectors, rather than merely responding to individual complaints in the workplace, will carry out consultative workplace visits to improve working conditions. This will involve visiting the workplaces, determining the health and safety risks and developing solutions for the elimination of the risks in co-operation with employers, foremen and children. The labour inspector will also prepare guidelines for each sector indicating the types of workplace in which children should never work and the types of work in which children should never be employed. The independent work carried out by the labour inspectors in Izmir in the selected sectors will also contribute to the present programme on child labour in furniture sector by preparing the necessary infrastructure for the awareness raising of employers. These activities will involve close co-operation with the IDDGs of TESK who have already been trained on child labour within the framework of an IPEC Action programmes during the period of 1998-1999 biennium.

It is commonly accepted that elimination of child labour can not be successfully implemented without specific action addressing their socio-economic needs. Therefore, within the context of this programme, the withdrawal of children from work will be addressed simultaneously with the related issues of poverty, education and social welfare. Since these do not fall into the domain of labour inspectors, IDDGs and ATC teachers and as at present these professionals do not possess the expertise to provide social support, therefore Social Support Units will be established in the three selected provinces. Close working links between the monitors and the Support Unit staff will be established and regular consultation meetings will be held. For this component of the programme, a co-ordinator and a social workers will be recruited (their salaries to be paid from IPEC funds for 24 months) for each Social Support Unit. In addition, in each province a group of ten (10) volunteers from the education, sociology and psychology departments of universities in Izmir, Ankara and Bursa will be trained to support the work of the social workers. This is based on the model developed with universities in Ankara that has proved to be effective. One important role of the university students is that of advocacy. University students also help working children by bringing a range of skills in

addition to these of the centre staff. These volunteer students= will be trained and receive ongoing supervision from the social workers.

Figure 1: Macro-Micro Linkages through Action Committees (A model)



A centre, which will provide social services for working children and their families, will be set up in each province. Most of the costs of the establishment of this centre will be met from local funds. The main objective of this component will be to meet the immediate needs of working children and their parents. The Governorate of Izmir is committed to continue the programme after IPEC support has ended. A mechanism already exists under the auspices of the Governorate for the elimination of child labour. This mechanism entails a committee in Izmir already established independently of IPEC for the monitoring of the implementation of the Convention on the Right of the Child. This committee has already implemented several programmes in co-operation with the General Directorate of Social Services and Child Protection for the elimination of working street children in Izmir. In 1999 they also withdrew 250 children from industry and enrolled them in the primary education system. The Governor's committee is fully committed to continue to combat child labour in the selected sectors after the phasing out of IPEC.

3.1.3 Provision of direct support to working children

Children directed to the social support unit will receive initial counseling before their families are contacted. On the basis of this initial counseling social workers will place children in the appropriate education systems. Strategies will be developed by the social support units to enroll and retain working children in school and to ensure their proper progression towards the completion of their 8 year compulsory programme of primary education. Close working relationships will be established with the Provincial Directorates of Primary Education to monitor the attendance of children. To optimise their school achievement and keep them attending school, a total of 4 school teachers in each province will be assigned to this unit by the Ministry of Education. During the programming mission working children under the age of 15 and their diverse educational needs were identified. Different educational options will be made available to these children through the close co-operation of the Ministry of National Education, (departments of primary education, educational technology, non-formal education and apprenticeship training).

Initially the educational expenses of 1000 children will be covered by the Project² and 1000 will be paid through local resources. After successful implementation of the program the local authorities will continue to finance the educational expenses of children withdrawn from the labour force. The local authorities contribute to the start-up costs of the project, and are therefore not in a position to fully finance the direct costs for education materials to the children (50%). However, the design of this project is based on the assumption that the local authorities will continue to set aside similar allocations to eliminate child labour and provide educational opportunities after Project support will have been terminated. The aim is that in the sector targeted in this project no children will be working under the age of fifteen and working children between the ages of 15-18 will have been *withdrawn from hazardous work* by the end of 2006.

3.1.4 Enhancing the capacity of existing monitoring mechanisms

From very early on in the development of ILO-IPEC programmes in Turkey, various monitoring systems have been developed in collaboration with key governmental and non-governmental partners and put in place in the fight against child labour. However, monitoring has in general remained limited to specific projects, and an overall, systematic monitoring framework has yet to be developed.

By focusing on system development, training and technical support at all levels, the priority will be given to further developing the efficiency of existing monitoring mechanisms and to ensuring that all

² It should be noted that although Turkey has a compulsory and free primary education system, children need to pay for uniform, school books, note books and stationary

monitoring-related elements are linked (e.g. information and data-gathering surveys, enforcement, etc).

The monitoring system will enable information on child workers to be collected, aggregated and analyzed in order to follow trends in child labour, including school participation rates, exposure to hazards, working hours and conditions. The monitoring system will function as part of the routine work of local government from the outset in order to ensure the sustainability of the activities after the end of IPEC support.

The first step in design of the CLM system will be to identify the existing institutions that are gathering information on children or monitoring child labour. Technical assistance will then be provided to these institutions, especially those with an official mandate for monitoring. These will include the MOLSS LIB, police, schools, municipalities, governorates, MONE, SHÇEK and employers and workers organizations. Secondly, procedures will be developed to facilitate coordination among all partners involved in monitoring-related activities.

Part of the CLM system will consist of inspection of worksites, identification of hazards, referral of children and guidance of employers. A second part of the system will consist of tracking of identified children to ensure their transition successfully to school or training. The third part of the system will consist of monitoring ex-child labourers' entry, attendance and completion of school or training.

To achieve this at the community level, local CLM units will be organized as a component in the integrated monitoring system. These units may include labour inspectors, health inspectors, social workers, police, midwives or traditional birth attendants, teachers, religious leaders, community leaders or village heads. These units will be linked with the official inspectorate and other official agencies, so as to expand their capacity to monitor and ensure the best interests of the children.

Monitoring units, as well as other partners within the CLM system at various levels, will receive training in identifying children exposed to hazards or exploitation, addressing their initial conditions and circumstances and referring children to appropriate bodies for care, protective and rehabilitative services. Rather than policing, the main strategy behind monitoring will be one of joint problem solving with families of working children.

The overall CLM system will enable co-ordination of monitoring activities in various areas. This will include an information network for efficient flow of information between local and national levels, which will help to promote maximum use and coordination of community and government resources.

Collection and analysis of child labour data will be systematized in order to understand and monitor child labour trends. Research and monitoring methodologies will be designed to permit comparison of data. Priority will be given to the timely development of a regularly updated knowledge base on child labour and the timely dissemination of information contained therein.

Under the "Supporting the Time Bound National Policy and Programme for the Elimination of the Worst Forms of Child Labour" project, the Labour Inspection Board of the Ministry of Labour and Social Security has recently launched a baseline survey to assess the situation of children working in the furniture sector in the provinces of Ankara, İzmir and Bursa. This baseline survey covered employers and families as well as working children. The new data will be linked to existing ones to the extent possible and will be interrelated and mutually reinforcing.

The exact form of the data collection system will be based on an analysis of all relevant existing documentation, record-keeping and database systems at the start of the project. This will help to ensure that systems are not duplicated, and that the location, access, confidentiality and other concerns are appropriate and sustainable. The aim is to avoid having multiple systems, operating independently. Rather, existing systems should be revised according to the data needs analysis of the stakeholders and be linked into a single comprehensive system of child labour monitoring and information-sharing. A

specific effort will be made to link with existing local government and other data collection systems, such as information on health and education.

3.1.5 Provision of education to ex-child labourers and at-risk children

A major part of the efforts to remove children from work and offer them rehabilitative services as well as efforts to prevent at-risk children from entering work will involve offering children wider access to both formal and non-formal education. The basic strategies will be to develop alternative forms of both general and vocational education and make them available to ex-child labourers; in particular, to extend the right to basic education to difficult-to-reach groups and out-of-school, homebound girls; to develop low-cost education alternatives; to reintegrate dropouts into the education system; and to establish child literacy classes.

In order to provide educational services and prevent children from dropping out of school to work, LIB will work closely with the MONE. The basic approach will involve mainstreaming dropout prevention activities into ongoing MONE programmes. Within the framework of the World Bank-supported BEP, the following specific projects will accommodate ex-child labourers and ensure their retention and attendance.

- *Social Aid Project in Support of Eight-Year Primary Education.* This project is designed to ensure that the primary education targets are achieved. Through this project, school uniforms, textbooks and other educational material are provided free of charge to children from poor families.
- *Regional Primary Education Boarding Schools (YIBO) and Primary Schools with pensions (PIO).* These form another important component of BEP that is of great benefit to working children. The YIBO and PIO schools have been established to assure access to primary education services in rural areas, villages and sub-village settlements that do not have schools and for children from poor families.

YIBO and PIO schools have a particularly important role to play in the elimination of the WFCL within the scope of this project. Firstly, they have a high capacity to enrol children of poor families and they are accessible nationwide. Secondly, the preliminary findings of ongoing research in Turkey indicate that school attendance does not necessarily exclude work, but merely reduces working hours because many children combine the two. The comparative advantage of YIBOs and PIOs lies in their residential nature; children enrol in these schools at the beginning of the academic year (September) and reside there through the end of the term (June), leaving no opportunity for them to go to work. Moreover, the regulated nature of the YIBOs and PIOs provides an ideal environment to prevent children from dropping out. Thirdly, the cost of school expenses, including uniforms, books, materials, food and lodgings, are incurred by the state, thus reducing the burden on poor families and providing strong incentives for sending their children to school rather than to work. YIBOs and PIOs are good examples of innovations that have been arranged and implemented within the scope of Law No 4306 that changed the structure and functions of primary education.

In order to enable the MONE to implement these activities, a parallel running direct action programme will support the training of educational staff as well as the provision of educational support programmes.

Experience has proven that early childhood education reduces dropout rates by increasing children and parents' commitment to education. Moreover, early intervention designed as a preventive measure is easier to achieve and more cost-effective in combating the problem of child labour than measures taken to remove children from work. Therefore, this programme places special emphasis on the inclusion of younger siblings (between the ages of 5-7) of working children who are not working but may be at risk of becoming child labourers in the future. Educational support programmes and monitoring will be carried out to encourage and ensure that these children attend school.

3.1.6 Improvement of the working conditions of children

In line with ILO Conventions 138 and 182, the programme will improve the working conditions of children between the ages of 15-18 in terms of the working environment and conditions, working hours, social security, work health and safety and appropriate vocational training (Apprenticeship Training Centres). The labour inspectors will initially visit the workplaces to determine the risk factors together with the employers, foremen and children. The measurement of the concentration of solvent vapour, dust, noise levels will be taken and medical screening and test for children will be carried out. The results will be presented to the employers during the awareness raising meeting in order to sensitize them to the risks involved for working children. The solutions for the elimination of these risks will be determined with the active participation of employers. The labour inspectors will revisit the workplaces to monitor the reduction of risks factors. The facilities of the Center for Workers' Health and Work Safety (CWHWS) and the Social Security Hospitals of the MOLSS will be utilized for taking the measurement in the workplaces and medical screening of the children. The MOLSS will mobilize local funds to cover the expenses of the measurements whenever possible.

3.1.7 Provision of vocational training for children between the ages of 15-18

In addition to enrolling children in formal education, a vocational training programme will be established and existing programmes strengthened to provide children between the ages of 15-18 escape from the cycle of poverty by developing their skills and enabling them to find more attractive employment alternatives. Vocational training will be adapted to local conditions and social, economic and cultural needs. Existing vocational training programmes of the MONE Department of Non-formal Education will serve as valuable assets for this purpose after enhancement of their capacity through efforts conducted within the Support Project framework.

3.1.8 Provision of support to families

Within the context of this programme, three specific strategies for family support are envisaged: transfer of information and knowledge; provision of vocational skills; and income-generation activities.

Awareness raising among adults is one approach that helps to pave the way for parental involvement in the lives of their children. Specific information will be communicated to parents on issues such as the dangers to children from particular types of hazardous and exploitative work and the importance of providing working children with access to health and education services. Families will also be informed of existing social support systems including job placement services, health services and social security. Information on hygiene, nutrition, family health, and childcare and family planning services will be also provided. These activities will be organized by social workers employed in centres for working children in close cooperation with local governmental agencies and NGOs.

The idea that child labour can be successfully eliminated through specific action addressing the socio-economic needs of working children and their families is widely supported. Therefore, within the context of this programme, it is proposed that withdrawal of children from work should be addressed simultaneously with the related issues of poverty, education and social welfare. This component of the programme will aim at enabling families to acquire the skills and resources needed to sustain income-generation activities in their own communities.

3.1.9 Awareness raising and social mobilization

Awareness raising and social mobilization will be an integral part of targeted interventions. This component of the programme will involve comprehensive and systematic efforts to raise the awareness of working children, their families, the general public, employers, teachers, law enforcement personnel and national policymakers and planners in order to obtain the required support

for the programme implementation. This is critically important if attitudes, practices and policies in regards to child labour are to be changed. Activities will range from raising children's awareness of workplace hazards to encouraging policymakers to analyze the implications of economic and social policies on child labour.

Information on child labour will be communicated through seminars, meetings and media outlets as part of efforts to gain community acceptance of the problem and political and social support to combat it. Targeting those stakeholders with the power to effect change and bringing them on board as partners in the fight against child labour will be critical.

Existing audio-visual aids, e.g., printed promotional materials, posters and booklets will be revised, updated and widely distributed.

Table 3 provides details of the activities to be conducted at both national and local levels within the framework of this direct action, targeting children working in the informal urban economy.

Table 3	Elements of the strategy for withdrawal, prevention and rehabilitation of children working in the informal urban economy
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Children working in the informal urban economy	Strengthening the Enabling Environment	Direct Action: Provincial/District Level
	<ul style="list-style-type: none"> • Documentation of baseline data on child labour in urban informal sector, including an estimation of the number of establishments in the country • Determination of hazardous child labour in connection with C.182 with respect to the urban informal economy • Public awareness raising through nationwide radio and television campaigns on the risks to children working in the urban informal sector • Networking and alliance-building among key government organizations, NGOs, trade unions, education, tourism, media towards engaging in coordinated action against child labour in the informal urban sector as a whole • Revision of existing legislation and regulation on child labour, ensuring its implementation. Design of new regulations for child labour in small establishments not covered by labour laws • Facilitation of access to the Social Security System • Expansion of the capacity and structure of the formal and informal education system to meet the needs of children working in the informal urban sector • Increase the number of trained labour inspectors equipped with the knowledge and technical skills necessary to assess the degree of risks children face and analyze possible effects. 	<ul style="list-style-type: none"> • Health hazards (physical, psycho-social, developmental) faced by children working in the informal economy are assessed. • Key personnel in provincial public and private organizations and in local NGOs trained in targeted provinces • Action Committees are organized with the collaboration of Governorates using a multi-institutional framework • Child rehabilitation centres are established close to the industrial sites where urban informal work is concentrated and the provision of immediate referral and support services is offered • Collaboration is established between schools, families, community centres, child rehabilitation centres • Child Labour Monitoring teams, including labour inspectors are established and trained, as part of the larger CLM system (for inspecting workplaces to identify child labour, assessing risks and referring working children to services. as well as advising employers on measures to be taken to improve working conditions and ensure that they are implemented) • Enforcement of regulations, especially those relating to occupational safety and health and the minimum wage in urban informal sector, is promoted • Advocacy campaigns are conducted to warn employers, child workers and families of the risks that child labourers face in the informal urban sector. • Mechanisms (e.g. vocational training, micro-credit schemes) are developed to promote alternative income opportunities for families of child workers in the informal urban sector • Workers unions are promoted and awareness is raised on the issue of child labour • Formal education assistance, non-formal education, and vocational training is provided to children withdrawn from work

3.2 Links between elements

Implementation of the individual project elements described above constitutes a single strategy. Efforts at the national level will have repercussions on activities conducted in the three targeted provinces, while concrete experiences in the field will provide inputs for the development of countrywide strategies. Examples of the synergies that will be created include the following:

- Efforts to develop a system for gathering and analyzing information at the national level will be complemented by a BLS conducted in the provinces where targeted interventions are to take place. All this information will be enriched by the nationwide child labour monitoring system which is the subject area of a separate direct action programme within the framework of Support Project.
- The development of a child labour curriculum for teacher training will be the output of a separate direct action programme “Child Labour and Education” which will be implemented by MONE and used in MONE’s countrywide training efforts. The prompt

inclusion in this training of teachers working in the three provinces targeted will be promoted.

- Within a direct action programme titled “Child Labour and Education” that will be implemented by the Ministry of National Education, opportunities will be sought to make current programmes more responsive to the needs of working children. An international consultant, while designing a teacher training kit, will also make programme specific recommendations. The outputs of this “Child Labour and Education” programme will have immediate repercussions on the three targeted provinces within the scope of this project.
- Labour inspectors trained in the process of building capacity for enforcement will participate in the development of workshops on workplace health and safety and other awareness-raising events at the local level.
- A direct action programme designed for social mobilization, with a strong awareness raising component, will be implemented by the trade unions. A communication expert will be hired within the framework of this programme. Material and general communication strategies adopted by the trade unions will be shared by awareness raising campaigns and social mobilization events at the national and local levels. Hence the targeted provinces Bursa, Ankara and Izmir will also benefit from the outputs of the project implemented by the trade unions.
- A Direct Action Program with CLU of MOLSS will be developed where a specialized consultant while capacitating CLU will also help CLU make recommendations on policy development and legislative activities to all relevant public and private entities which will ultimately provide inputs for the development of sensitization activities in the three targeted provinces Bursa, Ankara and Izmir.

4. OBJECTIVES, OUTPUTS & MAIN ACTIVITIES

4.1 Strategic Programme Framework

The foundations of the Strategic Programme Framework (SPF) were laid down by national stakeholders in Stakeholder Consultation and Planning workshop held in Ankara in April 2003. The process followed in this strategic planning workshop was based on the ILO/IPEC developed Strategic Programme Impact Framework (SPIF) methodology.

The initial Country Level Strategic Programme Framework and Area of Impact Framework for the targeted sector produced at the workshop were further developed through subsequent stakeholder input, in particular that of the MOLSS CLU and LIB.

The SPF process contributed to the formulation of the development and immediate objectives, outputs and activities that will be achieved through the project strategies outlined in section 3. The SPF process will continue in further development of Provincial level Area of Impact Frameworks during the project implementation phase, which will in turn help partners to clarify and focus on objectives and responsibilities.

Table 4: Immediate Objectives/Outputs/Activities

Development objective: *to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.*

Immediate Objectives	Outputs	Activities
1. <i>At the end of the Project, a multi-sectoral CLM mechanism is functioning.</i>	1.1 Strengthen existing local Action Committees against child labour and/or establish new ones	<p>1.1.1. Coordinate with local government units, mayors and district and provincial governors in Izmir Bursa and Ankara to integrate concerns and strategies regarding the welfare of children into local development programs as well as to prioritize child labour-related programs in terms of resource allocation. These will include the development of the Area of Impact Framework (AOIF) for specific areas.</p> <p>1.1.2. Disseminate research results and findings, good practices, experiences and models of intervention as a basis for implementation</p> <p>1.1.3. Facilitate the establishment of child labour Action Committees through Provincial Governors and mayors of Izmir, Ankara and Bursa, members of local development councils, etc., and provide support and technical assistance</p> <p>1.1.4. Train committees on child labour issues, child labour monitoring, establish multi-sectoral monitoring mechanisms within the committees and ensure the flow of information to the NCLM mechanism</p>
	1.2 Available baseline information is provided to provincial/local Action Committees and is updated for selected target groups for programming purposes	<p>1.2.1 Identify and select experienced personnel to deliver the results of the baseline survey to Provincial Action Committees</p> <p>1.2.2 Create methodological guidelines for new baseline surveys and establish and maintain an electronic database and tracking system of WFCL/working children within the target area</p> <p>1.2.3 Collect sex-disaggregated baseline information on working children in each of the target provinces as well as on families and communities affected by the problem</p>

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Development objective: *to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.*

Immediate Objectives	Outputs	Activities
	1.3 Enhanced capacity within relevant local institutions for enforcing existing legislation and regulations	1.3.1 Based on the assessed needs design, develop and conduct training to officials of local government units, municipalities and other stakeholders of the law enforcement system on laws, policies and legal procedures 1.3.2 Encourage local government units as well as NGOs to file court cases against recruiters and exploiters of working children
	1.4 Enhanced capacity of law enforcement mechanism	1.4.1 Based on the assessed needs design, develop and conduct training workshops for municipality inspectors and Child Police to increase their capacity to monitor child labour and child exploiters 1.4.2 Encourage school teachers and principals to conduct regular monitoring of children in school, keeping sex-disaggregated absenteeism records of all children
	1.5 A Workplace monitoring unit is established in each of the selected provinces Izmir, Ankara and Bursa	1.5.1. Formulate a protocol between the Ministry of labour Social Security, the Ministry of Education and the Confederation of Turkish Tradesmen and Handicrafts for devoting human resources for the establishment of the unit 1.5.2 Identify a group of 40 monitors (labour inspectors) selected from the MOLSS, to contribute to the project activities in three selected provinces Izmir, Ankara and Bursa 1.5.3 Define clearly the role of each of the organisations involved 1.5.4 Set up a Workplace Monitoring Unit and introduce a monitoring mechanism at the provincial level in consultation with the central level 1.5.5 Develop sectoral guidelines to be utilised by the monitors clearly defining the work areas (job descriptions) that children should never work

Table 4: Immediate Objectives/Outputs/Activities

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Immediate Objectives	Outputs	Activities
	1.6 Workplace monitoring units are capacitated and operational in removing 1000 children from hazardous work and in improving working conditions for 200 children between the ages of 15-18.	1.6.1 Upgrade the skills of the monitors through training 1.6.2 Develop data collection sheets for the monitoring of workplaces 1.6.3 Prepare monitoring visits schedules for the workplaces in the selected provinces Izmir Ankara and Bursa 1.6.4 Provide Consultancy and guidelines to employers on improving working conditions. 1.6.5 Determine the health and safety risks children face and develop solutions for the elimination of the risks 1.6.6 Take measurements of the solvent vapour, dust, noise and air pollution levels of the workplaces. 1.6.7 Revisit the workplaces to ensure the risks to children are eliminated 1.6.8 Determine the procedures for medical check ups according to the working conditions of children. 1.6.9 Collect the health information about the children 1.6.10 Carry out medical check-ups and tests for the children 1.6.11 Whenever possible, refer the children to the Social Security Hospitals if advanced test and treatment is needed 1.6.12 Identify children under the age of 18 and withdraw them from the worst forms of child labour 1.6.13 Ensure the referral of ex- child labourers to the social support unit 1.6.14. Document and disseminate quarterly reports on the status of the working children in the selected sector

Table 4: Immediate Objectives/Outputs/Activities

Development objective: to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.

Immediate Objectives	Outputs	Activities
	1.7 1000 employers in the targeted provinces are sensitised to the problem of child labour and their commitment is obtained to prevent new entries of children below 15 and their full withdrawal by 2007.	1.7.1 Disseminate information on the programme to employers and their associations 1.7.2 Train employers in the targeted provinces and the targeted sector on child labour in order to create a supportive environment for programme implementation 1.7.3 Train local employer associations on the problem of child labour 1.7.4 Train solvent producers on the health hazards of low quality solvents utilising the training programme developed in Istanbul. 1.7.5 Disseminate the sectoral guidelines to employers, employers and workers' associations
	1.8 Public opinion is mobilized against the WFCL through the media and selected partners	1.8.1 Based on the assessed needs design and conduct a training programme, in advanced skills to selected partners including the media in order to enhance their capacity to plan and implement effective advocacy and awareness-raising activities for child labour. 1.8.2 Integrate child labour concerns into various media organization programmes, ensuring that the media reinforce key messages and disseminate information on the importance of education 1.8.3 Design and organize gender-sensitive advocacy, awareness raising and educational campaigns (using TV documentaries, radio broadcasts, posters, pamphlets, study reports, booklets, information kits, brochures, etc.) on the basis of new research and focusing on the WFCL

Table 4: Immediate Objectives/Outputs/Activities

Development objective: *to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.*

Immediate Objectives	Outputs	Activities
2 <i>At the end of the Project, social support centres are functioning.</i>	2.1 Referral and follow-up systems are established and 1200 ex-working children are provided with psycho-social and career counselling and health services	2.1.1 Identify initiatives, organizations and institutions and conduct an analysis of their experiences, capacities and services available for children and their parents 2.1.2 Tap into local resources comprehensively and consistently in order to mobilize local capabilities for referral and follow-up mechanisms. In this regard collaborate with MONE, Directorate of Social Services and Child Protection and Municipalities to appoint teachers and social workers to support centres. 2.1.3 Organize and update information and available resources and continuously update the database to improve the referral capabilities 2.1.4 Ensure that social support centres adopt a wide perspective and do not simply function as drop-in centres and ensure integration of well-designed follow-up services 2.1.5 Develop partnerships with local service organizations and advocacy groups to build support and ensure that referrals are well coordinated and follow up is maintained 2.1.6 Create a wide network of major resource and service providers to guarantee an effective referral and follow-up mechanism 2.1.7 Set up referral systems in close cooperation with local institutions, prepare information booklets for children and their parents on the existing support mechanisms, and periodically follow up on their activities 2.1.8 Provide career and personal counselling services individually or in groups 2.1.9 Sensitise children through group guidance programmes to the hazards of child labour 2.1.10 Identify existing local social facilities and clubs and ensure the access of children to these facilities 2.1.11 Conduct medical screening for children through mobilising local resources 2.1.12 Conduct health care and first aid training for the children in co-operation with the Provincial Directorate of Health 2.1.13 Ensure the medical treatment of children when needed in co-operation with the Provincial Directorate of Health

Table 4: Immediate Objectives/Outputs/Activities

Development objective: to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.

Immediate Objectives	Outputs	Activities
	2.2 Increased accessibility of the education system to the ex-working children	2.2.1 Conduct capacity assessment analyses and map existing education programmes that relate to child labour as a prerequisite to establishing networks of local stakeholders and build strategic alliances to combat child labour through education 2.2.2 Hold meetings with local government units and other educational organizations in project areas to facilitate and initiate cooperation, push for regulations, resolutions, policies and resources that cater to the needs of working children 2.2.3 Initiate programmes to strengthen the capacity of teachers to act as monitors, allowing them to fulfil their important role in preventing children from dropping out of school and in ensuring a smooth transition of former child labourers into the formal education system 2.2.4 Provide literacy courses and tutoring to working children as a strategy of transition to formal education 2.2.5 Provide on-site education, as necessary

Table 4: Immediate Objectives/Outputs/Activities

Development objective: *to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.*

Immediate Objectives	Outputs	Activities
	2.3 1,200 children working full time and 800 siblings under the age of 15 removed from the selected sectors and placed in a relevant education system	2.3.1 Identify suitable organizations and vocational training centres in consultation with local industry associations, trade unions and community groups 2.3.2 Identify existing educational alternatives and place ex-working children into appropriate schools and set up a mechanism with the MONE to monitor progress and verify school attendance 2.3.3. Identify younger siblings of working children and in close co-operation with the MONE ensure the enrolment of children into primary schools, monitoring progress and verifying attendance 2.3.4. Train vocational training instructors on locally adapted teaching materials for skills training 2.3.5. Consult employer organizations and assess the labour market in and around the target districts and identify entry level skills for children in the 15-18 age group to make them employable 2.3.6. Establish close linkages with job placement services and providers 2.3.7. Encourage employers to provide inputs (e.g. skills training material) 2.3.8. Forge linkages with formal education and vocational training centres 2.3.9. Formulate a protocol with the primary education system to ensure the attendance of ex- working children to primary schools 2.3.10. Provide assistance to children in their studies and assignments in order to guide them through primary education 2.3.11. Provide special weekend courses for children in order to fulfil the requirements of the 8 year academic program.
	2.4. Models of intervention revised developed and documented	2.4.1. Revise and adopt existing models of interventions for the withdrawal, rehabilitation and prevention of child labour 2.4.2 Develop new models of intervention based on the specific need of ex-child labourers and at-risk children

Table 4: Immediate Objectives/Outputs/Activities

Development objective: to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.

Immediate Objectives	Outputs	Activities
		2.4.3. Ensure that the rehabilitative and preventative interventions undertaken within the wider context of the families, neighbourhoods, communities, schools and other groups and individuals influencing children's lives
		2.4.4. Take a holistic approach to rehabilitation and prevention that integrates physical health into the context of psychosocial and cognitive development, gender issues and health and safety work
		2.4.5. Design multi-phased assistance to working children, starting with an initial outreach phase and continuing to include counselling, literacy, education and health services
		2.4.6. Ensure that the withdrawal of children from work is accompanied simultaneously with anti-poverty measures, vocational training (for those aged 16 and older), educational support, advocacy, awareness raising, community involvement and creation of income-generation opportunities for the families of working children
		2.4.7. Coordinate withdrawal, rehabilitation and prevention activities with ongoing and planned social sector initiatives, especially those in the areas of poverty alleviation and education
		2.4.8. Differentiate models of intervention according to specific needs, interests and opportunities of girls and boys and pay special attention to gender-sensitivity in all actions
	2.5 600 families are trained at the rehabilitation centres on the negative aspects of child labour	2.5.1 Organize group or individual sessions with parents to inform them on the hazards of child labour
		2.5.2 Organize awareness raising meetings with parents with the aim of encouraging them to support the school attendance of their children
		2.5.3. Provide counselling services for parents in order to help them create a supportive environment at home and provide parents with legal and social information

Table 4: Immediate Objectives/Outputs/Activities

Development objective: *to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.*

Immediate Objectives	Outputs	Activities
3 <i>At the end of the Project, 600 families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased.</i>	3.1. Accessibility of vocational training increased for working children and 600 families	3.1.1. Identify vocational training needs (required skills) of the district and/or province 3.1.2. Contact families through rehabilitation centres and channel them to appropriate vocational training programmes according to their orientation 3.1.3. Map existing employment creation opportunities, including business and enterprise structures, as well as employment and income generation schemes in targeted Project areas 3.1.4. Promote community contracting and other schemes for employment creation at the local level that are targeted at the poorest of the poor 3.1.5. Consult local government agencies, NGOs and donor agencies affiliated with other socio-economic development projects on ways of including families of children in WFCL in existing income-generation activities
	3.2. Communities and families affected by child labour have better access to social protection schemes and local safety nets	3.2.1. Launch reviews of existing social safety nets and assess the social protection needs of communities targeted by the project 3.2.2. Provide support to strengthen and promote community-based protection schemes, including micro health insurance, social security and population development services for children and families affected by the WFCL 3.2.3. Collaborate with relevant ILO programmes and other international agencies for the development of micro-health insurance and other social protection schemes

Table 5: Indicators and means of verification

Immediate objectives & outputs	Indicators	Means of verification
1. <i>At the end of the Project, a multi-sectoral CLM mechanism is functioning.</i>		
1.1 Strengthen existing local Action Committees against child labour and/or establish new ones	➤ Frequency of inspection by Labour Inspectors	➤ Inspection reports
1.2. Available baseline information is provided to provincial/local Action Committees and is updated for selected target groups for programming purposes	➤ Increased number of workplaces which remain free of child labour ➤ Number of child workers replaced by adult workers in the workplaces in the selected sectors	➤ Partners' reports ➤ Partners' reports
1.3. Enhanced capacity within relevant local institutions for enforcing existing legislation and regulations	➤ The number of employers' and workers' associations actively participating in the discussions on policy issues at all level	➤ Partners' reports ➤ Partners' reports
1.4. Enhanced capacity of law enforcement mechanism	➤ Number of community actions taken as a result of detecting cases of exploitation	➤ Partners' reports
1.5. A Workplace monitoring unit is established in each of the selected provinces Izmir, Ankara and Bursa	➤ Number of meetings held by the local Action Committees ➤ Number of child recruiters and exploiters detected by local law enforcement agencies and actions taken against them	➤ Partners' reports ➤ Partners' reports
1.6. Workplace monitoring units are capacitated and operational in removing 1000 children from hazardous work and in improving working conditions for 200 children between the ages of 15-18.	➤ Number of local government units (provincial/municipal) that have integrated child labour concerns in their local development plans	➤ Plans, programmes and initiatives at different local government levels in selected areas

Table 5: Indicators and means of verification

Immediate objectives & outputs	Indicators	Means of verification
1.7. 1000 employers in the targeted provinces are sensitised to the problem of child labour and their commitment is obtained to prevent new entries of children below 15 and their full withdrawal by 2007.	<ul style="list-style-type: none"> ➤ Number of advocacy raising meetings held with employers ➤ Number of anti child labour campaigns organized ➤ Number of anti child labour news in the media 	<ul style="list-style-type: none"> ➤ Partners' reports ➤ Media review
1.8. Public opinion is mobilized against the WFCL through the media and selected partners		

Table 5: Indicators and means of verification

Immediate objectives & outputs	Indicators	Means of verification
2. <i>At the end of the Project, social support centres are functioning</i>		
2.1 Referral and follow-up systems are established and 1200 ex-working children are provided with psycho-social and career counselling and health services	<ul style="list-style-type: none"> ➤ Number of ex-child labourers provided appropriate recovery, healing, and rehabilitation services and reintegrated into their families/communities 	<ul style="list-style-type: none"> ➤ Rural health units/health institution reports (pre-project and post-project)
2.2 Increased accessibility of the education system to the ex-working children	<ul style="list-style-type: none"> ➤ Enrolment/attendance figures for targeted children (by area, , type of education and age group) ➤ Percentage of targeted children who are promoted to the next level at the end of each school year 	<ul style="list-style-type: none"> ➤ Selected schools and training centre records ➤ Selected schools and training centre records
2.3 1,200 children working full time and 800 siblings under the age of 15 removed from the selected sectors and placed in a relevant education system	<ul style="list-style-type: none"> ➤ Dropout rates for targeted children (by area, gender, type of education and age group) ➤ Number of initiatives against child labour promoted by partners and civil society groups without the support of the Project at the local level in targeted areas 	<ul style="list-style-type: none"> ➤ Selected schools and training centre records ➤ Partners' reports
2.4 Models of intervention revised developed and documented		<ul style="list-style-type: none"> ➤ Partners' reports
2.5 600 families are trained at the rehabilitation centres on the negative aspects of child labour	<ul style="list-style-type: none"> ➤ Number of partners engaged in providing support to the educational needs of child labourers at the community level ➤ Number of advocacy meetings held for the parents of working children ➤ Number of initiatives against child labour promoted by partners and civil society groups without the support of the Project at the local level in targeted areas ➤ Number and quality of services provided by individuals and institutions for recovery, healing, and rehabilitation 	<ul style="list-style-type: none"> ➤ Partners' reports ➤ Partners' reports ➤ Programme monitoring (pre- and post-project)

Table 5: Indicators and means of verification

Immediate objectives & outputs	Indicators	Means of verification
<p>3. <i>At the end of the Project, 600 families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased.</i></p>	<ul style="list-style-type: none"> ➤ Number and quality of services provided by individuals and institutions for recovery, healing, and rehabilitation ➤ Number of targeted families with access to safety nets, including health insurance schemes, in-kind subsidies and low-priced medicines ➤ Number of households with children at risk or engaged in WFCL with increased family income as a result of financial and non-financial services provided by the project ➤ Number of families enrolled in the non-formal education vocational training courses and placed in jobs. ➤ Number of adults in the families taking on additional economic activities to enable their children to refrain from work 	<ul style="list-style-type: none"> ➤ Health units/health institution reports (pre-project and post-project) ➤ Programme monitoring (pre- and post-project) ➤ Partners' reports ➤ Partner' reports ➤ Plans, programmes and initiatives at different district levels in selected areas
<p>3.1 Accessibility of vocational training increased for working children and 600 families</p>		
<p>3.2 Communities and families affected by child labour have better access to social protection schemes and local safety nets</p>		

4.2. Assumptions

Achievement of the immediate objectives of this direct action programme will depend on several external conditions in the enabling environment in which the TBPPF operates as well as some specific outcomes not part of the strategy of the this particular Project.

The construction of a coherent framework that integrates policies and programmes of the various governmental and non-governmental and national and international partners forms one of the basic pillars in the foundation of the overall Project strategy. This requires continued coordination, cooperation and trust among project partners and their ongoing political will and ability to give priority to the elimination of WFCL through the creation of an enabling environment and targeted direct action.

In order to effectively contribute to the urgent elimination of the WFCL in Turkey, the project requires the existence of a stable political and economic environment. This requires a constancy of national development priorities in which the current equally distributed levels of investment in the various social sectors (education, child rights, health) are maintained or increased in order to create the necessary conditions to boost employment. Therefore, stable macro-economic conditions and population dynamics as well as the non-existence of natural disasters and major social disturbances are prerequisites for the successful implementation of this project.

Further resource mobilization is also one of the main assumptions of this project. The Project objectives have been designed to mobilize the national and regional flow of resources towards combating child labour; however, it is evident that the investments needed to entirely eliminate the WFCL in the country are far greater than those devoted to the priority activities implemented within this framework. In this regard, the main donors must continue to include children's development issues among their top priorities into the future.

The specific assumptions for the achievement of the immediate objectives are related to outcomes that are important for the achievement of these but are not under the responsibility of the Project. The assumptions are identified for the targeted provinces and the sector are given in matrix below.

Table 6: Immediate Objectives and Assumptions

Development objective: *to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.*

Immediate objectives	Assumptions (external factor)	Likelihood of occurring	Indicator for following occurrence of assumptions
1. <i>At the end of the Project, a multi-sectoral CLM mechanism is functioning.</i>	<ul style="list-style-type: none"> ➤ Public awareness is raised ➤ Awareness raising activities at the province level by the most efficient means reaching the widest possible audience 	<ul style="list-style-type: none"> ➤ Many of the other activities in the other direct action programmes supporting TBPPF are likely to have an indirect effect on the awareness of families on their active role in the CLM process 	<ul style="list-style-type: none"> ➤ Discussions in focus groups related to this ➤ Information on participation of families in the CLM system ➤ Information on the type of partners that actually use the database ➤ Analysis of the reaction from the relevant partners to request for participation
2. <i>At the end of the Project, social support centres are functioning</i>	<ul style="list-style-type: none"> ➤ Key personnel in Provincial public and private organisations and in local NGOs are trained ➤ The number of rehabilitation centres and mobile teams coordinate the activities of such bodies are increased 	<ul style="list-style-type: none"> ➤ This is likely to be part of the linked TBPPF interventions that will be mobilised and through dialogue, each of the partners will be made aware of the need for training ➤ Previous work on models on rehabilitation centres and mobile team have been sustained and further expansion is likely to be part of the strategy of the government 	<ul style="list-style-type: none"> ➤ The monitoring and evaluation of the development and implementation of the TBPPF will include indicators to monitor and assess the involvement of other partners and the interventions that considered part of the TBPPF

Table 6: Immediate Objectives and Assumptions

Development objective: *to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15-18 working in hazardous conditions in these sectors.*

Immediate objectives	Assumptions (external factor)	Likelihood of occurring	Indicator for following occurrence of assumptions
<p>3 <i>At the end of the Project, families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased.</i></p>	<ul style="list-style-type: none"> ➤ Key personnel in Provincial public and private organisations and in local NGOs are trained ➤ The number of rehabilitation centres and mobile teams to coordinate the activities of such bodies are increased 	<ul style="list-style-type: none"> ➤ This is likely to be part of the linked TBPPF interventions that will be mobilised and through dialogue, each of the partners will be made aware of the need for training ➤ Previous work on models on rehabilitation centres and mobile team have been sustained and further expansion is likely to be part of the strategy of the government 	<ul style="list-style-type: none"> ➤ The monitoring and evaluation of the development and implementation of the TBPPF will include indicators to monitoring and assess the involvement of other partners and the interventions that considered part of the TBPPF

5. SUSTAINABILITY

In regard to sustainability, the major strengths of this direct action programme are its adaptation to the national context, its links with national institutions and mobilization of and co-ordination with local networks and social groups to integrate national ownership as a strategy from the outset of the project.

The main program approach will contribute to sustainability by:

- involving key stakeholders in the programme implementation, thereby enhancing the potential for sustainable human development;
- undertaking a multi-sectoral approach by involving the government as a key partner in the entire planning and implementation process;
- following a process-oriented implementation modality leading directly to a program approach for long-term, self-reliant, capacity building rather than on immediate short-term performance improvement;
- Strengthening local governance capabilities, democratic institutions, and enhancing the capacity for enforcing the rule of law.

One important factor that is vital to the establishment of the project's strategy for sustainability is political support.

5.1. Political support

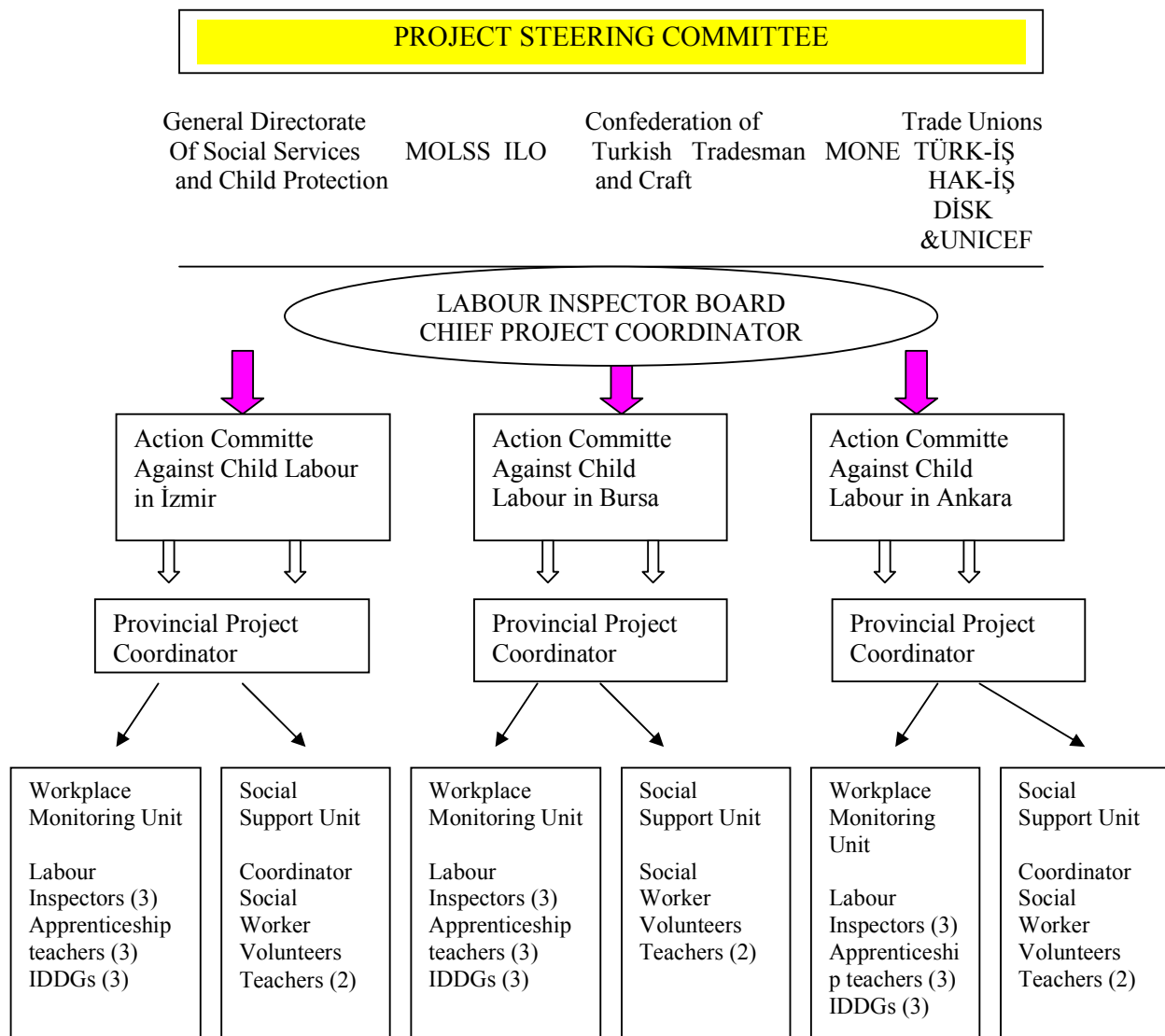
Political leadership and commitment is a key issue in mobilizing national and donor resources for the fight against child labour. The Government of Turkey has demonstrated its firm commitment and determination to the fight against child labour through immediate ratification of ILO Conventions No. 138 and No. 182 and harmonization of national legislation; placement of due emphasis on elimination of child labour in its five-year development plans and programs, the reiteration of its determination at every possible platform; and the establishment of child labour-related institutions within sectoral ministries, such as the CLU within MOLLSS. Most of the direct action programs implemented within the framework of IPEC have maintained sustainability after the cessation of IPEC support. For example, the five rehabilitation centres for working children established in different cities in Turkey within the framework of IPEC Action Programs continue to offer services and have even expanded their capacity since IPEC support was phased out. Recently the sustainability of the direct action programme "*Integrated programme for the elimination of the worst forms of child labour in selected industrial areas in Izmir by 2003*" is maintained by a joint ownership of the programme by the Izmir Municipality, Governor's Office and MOLSS by a protocol signed among the three agencies.

This general political support will form the basis of sector-based commitments needed in almost every area of activity, especially in regard to the collection and dissemination of information, the provision of education-related services and awareness raising. The project's multi-sectoral approach will seek to ensure coordination in this area, including government institutions, workers and employers associations and civil society on the one hand and donors and international organizations on the other.

6. INSTITUTIONAL & MANAGEMENT FRAMEWORK

The programme will be executed by the Labour Inspection Board of the Ministry of Labour and Social Security, in close co-operation with the Child Labour Unit. In designing the institutional framework, as explained in detail, a multi-sectoral approach involving inter-governmental coordination and cooperation with NGOs will be pursued. An initial protocol will be signed between MOLSS, MONE, SHÇEK and TESK at the national level, and a similar commitment is expected at the local level. In each of the provinces, two complementary centres will be established for the provision of social support and monitoring, whereby children identified by monitors as being involved in hazardous work are then referred to the social support unit for rehabilitation. The management framework is described in Figure 2.

Figure 2: Organization Chart



7. PROJECT PLANNING MONITORING AND EVALUATION

LIB will prepare and submit a work plan within four weeks after signing of the Agreement with the ILO. Technical reports, financial reports and expenditure forecasts will be submitted by LIB to the Project Management (ILO Ankara Office) in a four monthly basis. accordance with the time table set in the Agreement. LIB will ensure that its staff (Provincial Project Coordinators) monitors the operation of its Programme and its progress and reports to the Chief (Action) Programme Coordinator, who is responsible for the reporting to the Project. This monitoring mechanism will also cover the integrated and interrelated activities (including the operation of the Social Support Centers) through the field team.

LIB will carry out a mid-term self-evaluation and a final self-evaluation at the end of the Action Programme focusing on the following aspects:

- progress made towards achievement of the immediate objectives (impact)
- usefulness of results in meeting the needs of the beneficiaries (relevance)
- justification of costs set off against results (incl. alternatives when required (efficiency)
- sustainability of the Action Programme after its completion
- constraints or problems encountered and corrective action planned/taken
- lessons learned for future application

For its self-evaluation, LIB will involve its beneficiaries and recipients through group discussions and other participatory methods.

8. PROJECT IMPLEMENTATION

For the first three months of the programme operations, the priority focus will be to establish management structures at the provincial level, analysis of the new knowledge base (the baseline survey conducted as a preparatory activity to this direct action programme) and to establish the technical capacity required to situate and run a program as complex and as big as the programme. The project management will thus review the baseline research and improve its capacity in key technical intervention areas such as the provision of education and it will strive to establish new anti-child labour networks and re-enact existing institutional structures against the worst forms of child labour particularly at the provincial / municipal levels.

8.1. Programme Implementation Schedule

Programme Outputs	2004				2005				2006			
	1	2	3	4	1	2	3	4	1	2	3	4
<i>Development Objective: to contribute to the elimination of child labour in hazardous industries in Turkey through withdrawing all working children under the age of 15 from furniture sectors in Izmir, Ankara and Bursa, and improve working conditions for all children between the age of 15</i>												
<i>Immediate objective 1: At the end of the project a multi-sectoral CLM mechanism functioning</i>												
1.1 Strengthen existing local Action Committees against child labour and/or establish new ones												
1.2 Available baseline information is provided to provincial/local Action Committees and is updated for selected target groups for programming purposes												
1.3 Enhanced capacity within relevant local institutions for enforcing existing legislation and regulations												
1.4 Enhanced capacity of law enforcement mechanism												
1.5 A Workplace monitoring unit is established in each of the selected provinces Izmir, Ankara and Bursa												
1.6 Workplace monitoring units are capacitated and operational in removing 1000 children from hazardous work and in improving working conditions for 200 children between the ages of 15-18.												
1.7 1000 employers in the targeted provinces are sensitised to the problem of child labour and their commitment is obtained to prevent new entries of children below 15 and their full withdrawal by 2007.												
1.8 Public opinion is mobilized against the WFCL through the media and selected partners												
<i>Immediate objective 2: At the end of the Project, social support centres are functioning</i>												
2.1 Referral and follow-up systems are established and 1200 ex-working children are provided with psycho-social and career counselling and health services												
2.2 Increased accessibility of the education system to the ex-working children												
2.3 1,200 children working full time and 800 siblings under the age of 15 removed from the selected sectors and placed in a relevant education system												
2.4 Models of intervention revised developed and documented												
2.5 600 families are trained at the rehabilitation centres on the negative aspects of child labour												
<i>Immediate objective 3: At the end of the Project, 600 families are provided with vocational skills and thus with job opportunities, and their access to social safety nets is increased.</i>												

Programme Outputs	2004				2005				2006			
	1	2	3	4	1	2	3	4	1	2	3	4
3.1 Accessibility of vocational training increased for working children and 600 families												
3.2 Communities and families affected by child labour have better access to social protection schemes and local safety nets												
Evaluations												
Midterm Evaluation												
Final Evaluation												
