



GOOD PRACTICES IN ILO-IPEC CAPACITY BUILDING PROJECT IN NIGERIA



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Organization
Abuja-Nigeria

March 2006

IPEC International Programme on the Elimination of Child Labour

GOOD PRACTICES IN ILO-IPEC CAPACITY BUILDING PROJECT IN NIGERIA

International Labour Office

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ABBREVIATIONS

ANPPCAN	African Network for the Prevention and Protection of Children Against Abuse and Neglect.
CBP	Capacity Building Project.
CRC	Child Rights Convention.
CRIB	Child Rights Information Bureau.
DAPAL	Directorate of Assisted Programmes and Linkages.
FOS	Federal Office of Statistics.
HDFN	Human Development Foundation of Nigeria.
HDI	Human Development Initiatives.
ILO	International Labour Organization.
IPEC	International Programme on the Elimination of Child Labour.
MMA	Media Merit Award.
NABTEC	National Board for Technical Education.
NAN	News Agency of Nigeria.
NAS	National Advocacy Strategy.
NPCL	National Policy on Child Labour.
NBLS	National Baseline Survey.
NDE	National Directorate of Employment.
UN	United Nations.
UNFPA	United Nations Fund For Population Activities.
UNODC	United Nations Office on Drugs and Crime.
UNICEF	United Nations Children Fund.
USDOL	United States Department of Labour.
LGA	Local Government Area.
WOCON	Women Consortium of Nigeria.
WOTCLEF	Women Trafficking and Child Labour Eradication Foundation.

FOREWORD

Twelve (12) Partners participated in the implementation of the various activities under the approved Action Programmes, utilizing veritable strategies such as Awareness Creation, Sensitization, and Social Mobilization, Research, Documentation and Policy Development, Capacity Building/Training, Socio-Economic Empowerment of families and Withdrawal, Rehabilitation and Reintegration of ex-child workers including prevention of those at risk.

The ILO/IPEC-CBP Good Practices document captures the experiences of partners in the implementation of the project, but more importantly, highlights the positive intervention strategies adopted which invariably contributed to the success recorded by the project in Nigeria.

Documentation and sharing of experiences gained in the implementation of child labour and related development projects contribute in no small measure to the successful planning and management of new or on-going intervention programmes, and also foster project management strategies of replication and sustainability.

I would like to thank the partners who took part in this exercise:

African Network for the Prevention and Protection of Children Against Abuse and Neglect (ANPPCAN)

Directorate of Assisted Programmes and Linkages (DAPAL)

Human Development Initiative (HDI)

Human Development Foundation of Nigeria (HDFN)

News Agency of Nigeria (NANS)

Child Rights Convention (CRC)

Women's Consortium of Nigeria (WOCON)

Federal Ministry of Labour and Productivity

Women Trafficking and Child Labour Eradication Foundation (WOTCLEF)

Child Rights Information Bureau (CRIB)

It is my sincere hope that the Good Practices contained in this publication, which will be disseminated widely and will prove useful to various categories of partners and stakeholders.

Sina Chuma-Mkandawire
Director, ILO Area Office
Abuja, Nigeria.

March, 2006.

CASES OF GOOD PRACTICES AND PROJECTS

1. Establishment of Child Labour / Neighbourhood Committees in Child Labour Endemic Communities of South-South and South East Nigeria - ANPPCAN

Working with target communities in Enugu and Rivers States, ANPPCAN established Child Labour Monitoring Committees at state, local government and community levels. State level committees carry out resource mobilisation and public enlightenment activities, and influence policies in support of prevention and elimination of child labour. Local Government level committees carry out similar functions, but in addition, provide a link between community and state level committees, working to coordinate the activities of those community committees in their local government area. Members of community committees serve as volunteer monitors, initially for the withdrawal of community children from positions of child labour, and later for preventing other children from entering into child labour.

To establish the committees at the three levels, ANPPCAN undertook a survey of target communities. They identified select groups, including teachers, religious groups and other opinion leaders, who assisted in defining the nature of child labour as experienced by their respective communities, and the perceptions of the problem in each locality. In addition to eliciting required information and ensuring the identification of the most affected communities, the approach enabled ANPPCAN to raise awareness and to generate local support for project objectives.

The survey was followed by the selection of communities to be targeted for project implementation. Community groups were then selected to facilitate the acceptance of project activities in each community.

Use of Community Monitors by HDI

Human Development Initiatives set up community monitoring teams as an outcome of stakeholder meetings where community members are encouraged to volunteer for active participation in the prevention and elimination of child trafficking in their communities. Monitoring teams would help identify vulnerable children and the LGA Community Development Officer, who received a small allowance to cover transportation costs would coordinate their activities.

Members of the team, all of whom had a good knowledge of their communities, represented various associations, including youth groups, and trade associations. The involvement of traditional leaders was encouraged to give some legitimacy to the activities of the team. Teams were established in 9 communities in Saki and in 7 communities in Oshogbo. The average size of each team is 6.

A key challenge for the monitoring teams is to sustain their activities beyond the life span of the project.

Representatives of these groups were consulted through focus group discussions and the commitment of individuals to specific project activities was obtained.

Volunteers thus selected, were formed into committees and were trained to identify types of child labour, to carry out research, to keep records, collect data, undertake advocacy campaigns, write progress reports and carry out monitoring and evaluation.

Eight community committees were formed in Enugu and Rivers State and members were able to obtain information on several children who had been sent away to work in other towns. ANPPCAN officials verified leads obtained by committee members and several children were, traced to their workplaces, withdrawn, and reunited with their families. Many of these families were provided with some financial support to enable them provide for their children.

There was the case of nine-year-old David who was found begging and living out in the open. On questioning, he confirmed that his uncle, with whom he was no longer in touch, brought him to town. David, the fourth of six children, was taken from home when his father died. With five other children to care for, sending David away to live with his uncle would provide some relief and was seen as an opportunity for the boy to improve his lot in life. However, the uncle abandoned David more than 400 kilometres from home and he resorted to begging for survival. Community members helped to provide information with which David's mother was traced. They were able to decipher his accent and, from his dialect, placed his point of origin within a few kilometres of the town where his mother still lived and engaged in petty trading. David was reunited with his mother who was provided with some financial support.

Elements of Good Practice ANPPCAN used community members as child labour monitors and this increased chances of getting useable information for locating victims of child labour. The monitors were also better able to raise awareness of other community members and to pass on information received about exploitative conditions endured by community children sent away to work in other environments. In apprehending potential situations of child labour, the monitors interviewed children and encouraged them to continue their education or avail themselves of opportunities for vocational training made possible by ANPPCAN as part of their programme. Community members were able to obtain information and achieve higher levels of success with the children, who, if approached directly, would have regarded ANPPCAN staff with suspicion. Community members are also better placed to know

the real circumstances and intentions of community children and their parents.

Conditions for success - Resources made available by the project have ensured commitment of the community monitors in the 11 months that the project has been running. It may be difficult to maintain the same level of commitment when the project ends and financial support ceases. It is, however, pertinent to note that members of the committee were provided with training and tips for resource mobilisation.

Apart from this, selecting membership of the committees from among the educated members of the community (teachers, religious leaders), who had the capacity to absorb and use the training provided, enhanced the chances of success

2. Development and Production of Training Manual on Child Labour Education for Social Workers in Nigeria - DAPAL

DAPAL aimed to contribute to the prevention and elimination of child labour in Nigeria through the development of a Training Manual for the education of social workers in Nigeria. The manual, would lead to an increased understanding of the concept of child labour and its accompanying risks and would help train social workers to plan and implement withdrawal and rehabilitation programmes, to provide counselling services and to sensitise parents and communities on child labour issues.

To achieve this, DAPAL held consultations with stakeholders, including recognised experts in the field of child labour. DAPAL also identified institutions that run training programmes for social workers, seeking to involve key staff from these institutions in the development of the manual. Components for effective training for the prevention and elimination of child labour were thus defined and developed into a Training Manual.

The manual was tested and revisions made at a workshop that involved all stakeholders, including lecturers of training programmes for social workers. DAPAL involved the lecturers as end users of the manual to promote ownership and to accelerate the assimilation of child labour concepts into existing training programmes. By adopting this strategy, DAPAL circumvented expected obstacles for effecting a change in the National Curriculum for Technical Education offered by the National Board for Technical Education (NABTEC).

The need for a Facilitator' Guide became apparent at the Review Workshop

when lecturers indicated its importance as a User's Guide. The development of a Facilitator's Guide had cost implications that were not accommodated within the CBP budget so, to address the issue, DAPAL sought support from other funding sources. The management of Niger State College of Education, as an indication of their commitment to the successful outcome of the project and in response to DAPAL's request for support, set up an in-house committee to develop the Facilitator's Guide.

DAPAL, to boost chances of the trainers manual being accepted for use by NABTEC, also developed a curriculum on child labour education for social workers, in which areas for possible mainstreaming into the National Diploma in Social Work were highlighted. To avoid obstacles that might be encountered however, training was provided to selected lecturers on the use of the training manual. The strategy being to promote the use of the manual to accelerate assimilation of aspects of child labour into social worker training programmes, and to stimulate a bottom-up demand for a change in the NABTEC national curriculum for the training of social workers.

Monitoring visits by DAPAL to two training institutions show that lecturers are already using the training manual and have incorporated aspects of child labour into their social training programmes run independent of NABTEC curriculum. This was an indication of the level of acceptance and thus predicated the need for a textbook on child labour to fill the existing gap in available literature on the subject matter in Nigeria. To this end, DAPAL is planning for the development of a textbook on child labour and is meeting with experts in the sector as potential contributors to the textbook.

Elements of Good Practice - DAPAL, in developing the Training Manual, has managed to bring to light the need to make child labour an integral component of social worker training. Increased awareness, complemented by appropriate skills, will give added advantage to social workers for the prevention and elimination of child labour and related activities.

The manual and the corresponding Facilitator's Guide will standardise the quality of training provided. Teaching methods outlined in the guide, if adopted for other topics, will lead to an overall enhanced quality of teaching.

Enlisting end user support for the manual also led to quicker acceptance and use of the manual.

Conditions for success - DAPAL availed of existing links between Niger State College of Education and the institutions that provide social worker education to leverage support for the Training Manual. High levels of political commitment within the College of Education to the outcome of the project influenced the establishment of an in-house committee to develop the complementary facilitator's guide at minimal cost. It is pertinent to note that the college was able to call on existing expertise, without recourse to external consultants for the development of the manual by virtue of their being a tertiary institution.

3. Use of Church Bulletin as a Medium of Publicity Human Development Initiatives (HDI)

HDI implemented a project to prevent 400 at-risk children and withdraw 400 child domestic workers from employment in two southwest states of Nigeria. The project provided an opportunity to popularise the provisions of the Children's Act as part of awareness raising campaigns using various approaches for passing information to target groups.

For instance, in the 'sending' communities of Saki in Oyo State and Oshogbo in Osun State, children were used to deliver messages through local theatre skits and folklore. HDI developed catchy slogans for broadcast over the radio and by town criers to advertise the existence of help lines set up to provide counselling support to victims of child labour.

In Lagos, which is both a receiving and transit state, HDI worked in close collaboration with the media to ensure that the concept of child labour and its ills were adequately publicised. Local languages and Pidgin English were used to increase the understanding of local communities whose active cooperation was required for both the prevention of child labour and the withdrawal of child domestic workers. In an attempt to reach even more members of the diverse Lagos communities, with its peculiar urban characteristics, HDI placed a series of announcements in a church bulletin. The church, All Saints Church, Yaba, is an orthodox church with a congregation that reflects a cross section of the Lagos society, encompassing different age groups of different social and economic status and of diverse occupational groups.

HDI enlisted the support of the Vicar in charge of the church to place notices in the bulletin and to ascertain that it was brought to the attention of the congregation with announcements from the pulpit. As a result, HDI recorded an increased demand by employers for vocational training for their

wards and a marginal increase in the use of the information/help lines by people who wanted to know more about the project or to report cases of child labour in their neighbourhoods.

Elements of Good Practice HDI officials took advantage of the opportunity provided for reaching a captive audience that reflects in the composition of the groups targeted by the project for the dissemination of information on Child labour.

Conditions for Success Willingness of the clergy to support project objectives by complementing notices with announcements from the pulpit served as an impetus for taking the information seriously.

A church bulletin as a medium for disseminating messages on an issue of social justice is a novel concept and may have enhanced positive response from members of the congregation. In addition, the notice was continued for a period of four months thereby giving it permanence in the consciousness of the congregation.

Child Rights Information Bureau and Faith-based organisations

The Child Rights Information Bureau of the Ministry of Information, through their project to create awareness and to mobilise faith-based organisations to act against child labour and trafficking in Nigeria, attempted to set their message within the context of religion, seeking to stimulate the moral conscience. Through interactions with religious leaders and interfaith meetings, nominal support has been elicited from some religious leaders and it is expected that, having openly made commitments to the cause, they will follow up with some action within their congregations.

4. Involvement of District Heads in Raising Community Awareness on Ills of Child Labour Human Development Foundation of Nigeria (HDFN)

The project implemented by HDFN included the provision of vocational training and sensitization of communities to the negative effects of child labour. Training would be provided to beneficiaries from 14 districts from 3 centres that were deemed accessible and centrally located, while community awareness of the existence of the services would be publicised in the media. The high cost of publicity however, led to a review of this strategy and the support of district heads was solicited instead, for passing information on to community members. District heads relied on traditional systems, that remain effective to date, for disseminating information. In their capacity as

traditional rulers, information emanating from their offices is regarded by most community members as diktat and is seldom questioned.

An outcome of consultations with the district heads was the decision to establish more training centres that would serve the additional function of providing relevant information on child labour issues to the communities they serve. In total, 6 centres were established and equipped for the provision of vocational education, while 8 outreach programmes, anchored from the district office and using the services of local artisans as trainers, were set up. This strategy brought vocational training closer to communities in the 14 districts and ensured easier access for children who would otherwise have been required to pay transportation costs. These children, many of whom were recently reunited with families, were able to participate in training activities, closely supervised by district officials delegated with that responsibility.

Community Entry through District Heads

UNICEF CRC Chair tested a similar approach in the pilot stage of their national baseline survey when they decided to use district heads as entry points into communities whose populations were targeted for survey.

The Federal Office of Statistics (FOS), as implementing partners, wrote to Local Governments Authorities explaining the purpose of the survey and requesting assistance for reaching district heads. The LGA Authorities arranged a meeting of Local Council Chairmen to pass on the request and solicit their cooperation for the conduct of the survey. The local council chairmen in line with protocol summoned district heads through their emirs. The purpose of the survey was explained to the district heads who were also provided with information on the proposed visits of the enumerators to their districts.

Project leaders paid courtesy visits to individual district heads to provide clarification and to request formal permission for the survey to be carried out in their communities. Having been prepared through the local administrative channels, district heads acceded to the requests, although they asked some pertinent questions to ensure protection of community members.

This process of entry into the communities, in spite of being convoluted, reduced non-response rates and served to save time and costs. In most instances, enumerators made only one visit to administer questionnaires unlike in urban areas.

Locating the training and information centres within each district enabled continued awareness raising and the gathering of relevant information for tracing children sent away to work in other towns, or the children's parents and home communities in cases of repatriation.

The district heads led various meetings and consultative discussions to pass on and obtain information on victims of child labour and families that are at risk. Their active involvement in the process created a climate of trust for direct and honest communication. Community members showed more willingness to support the project objectives and volunteered their time.

Involvement of Master Craftsmen in Vocational Training

HDFN worked with artisans, considered master craftsmen in their local communities, as partners to provide vocational training in community outreach programmes.

Master craftsmen were identified through trade associations and were provided with information on child labour and the magnitude of the problem in target communities. A strategy for integrating withdrawn children and for preparing them for productive adult lives was discussed in consultation with the Master craftsmen who agreed to work in partnership with HDFN to provide vocational training for older children.

Master Craftsmen waived apprenticeship fees for children withdrawn from employment and took on some of the responsibilities for ensuring successful participation in training programmes, including the payment of transportation and feeding costs, where necessary.

Master craftsmen also worked in collaboration with district heads who arranged for an official from the district office to monitor attendance by apprentices. Instances of persistent non-attendance are reported to the district head who interviews the parents to determine the reasons for non attendance, and intervenes as appropriate.

This cooperation to ensure acquisition of skills by children is a major achievement by the project and is indicative of sustainability.

HDFN supported training of apprentices with the provision of training kits and arranged the issuance of certificates to apprentices who successfully complete their training programmes. These certificates have been used by some to obtain start up loans for their businesses, an arrangement facilitated by HDFN through the National Directorate of Employment

A direct outcome of improved community participation was the successful return and reintegration of three girls repatriated from Saudi Arabia to their home communities. Information obtained from community members had helped to trace the girls' parents with whom they have been successfully reunited.

Elements of Good Practice - The decision by HDFN to work with district heads facilitated the acceptance of the project by community members and led to concerted efforts towards the provision of vocational training to children withdrawn from situations of child labour.

HDFN facilitated vocational training for children using local artisans and, as a direct consequence, illustrated the benefits of community involvement for ensuring youth development. HDFN also established the district office as the focus of the outreach programmes and this boosted community commitment to the prevention and elimination of child labour.

HDFN successfully disseminated information through training centres established, which had the advantage of information dissemination within target communities and provided the opportunity for clarification and providing feedback. Communication, in effect, became a two-way process and expectedly fostered trust and enhanced credibility.

Establishment of a Trust Fund to ensure the continuity of Primary School Education for Children withdrawn from Employment

HDFN credited the successful integration of 250 children withdrawn from child labour into the primary school system, in part, to the existence of primary schools owned by the organisation. These schools were established on a cost recovery bases and catered for indigent pupils. Although most parents paid a token for the education of their children at HDFN schools, the school provided education free of charge to children taken off the streets, many of whom were also housed in a nearby hostel.

Financial challenges faced for sustaining these schools led to the decision to undertake fund raising activities, including a well-publicised funfair that yielded donations in cash and kind from influential members of Kaduna metropolis. There was also a commitment by political leaders to put teachers from the school on the government payroll in recognition of the social service performed by giving free education to street children.

Cash donations totalling approximately N2,000,000=00 realised from fund-raising activities have been put in a fixed deposit account pending the completion of formal procedures for establishing a trust fund.

Donations in kind were mostly towards the refurbishment of the schools and for providing furniture and learning materials.

HDFN established some vocational centres within the premises of the primary schools and these facilitate easy transition for those pupils who opt to undergo vocational training.

Conditions for success - the political will of district heads, held in high esteem and trusted by community members, to achieve project objectives was a key factor for success in this programme. In many instances, the district heads committed resources, especially personnel, for monitoring project activities. Being recognised community arbiters they intervened in cases of irregular or non-attendance at training centres by children identified for training

The project officials, for promoting action against child labour, effectively used traditional means of message dissemination that has been relied upon over time for spurring community members to action. The use of this communication channel helped to increase the level of response by community members

5. **Institution of Media Merit Award News Agency of Nigeria (NAN)**

The News Agency of Nigeria started the implementation of the project to strengthen media capacity for the elimination of child labour and trafficking in Nigeria in August 2004. They focussed on rekindling public consciousness on issues of child labour and trafficking by working in partnerships with media operatives and equipping them with required skills and resources to ensure better coverage and improved reporting on child labour and trafficking issues.

As part of the strategy to ensure continued commitment of journalists and reporters to writing on child labour issues, NAN instituted a Media Merit Award. It was expected that this award, which would become institutionalised, would

- stimulate frequent coverage of issues of child labour
- lead to analytical commentaries that explore the nature and causes of child labour and proposed solutions for addressing them
- promote excellence among journalists and reporters with regard to the quality of articles, investigative efforts and level of courage and resourcefulness demonstrated

Preparations for the Media Merit Award included a seminar held for journalists at which the Managing Director of NAN introduced the award and provided clarification on entry processes. The seminar was followed by advertisements and a call for papers from interested members of the Press. Entries received were judged by a panel of independent persons who selected the best three for recognition and honour at a formal ceremony organised to present the merit award.

Establishment of a Specialised Desk for Child Labour Issues

NAN, as part of an earlier UNFPA funded project, established a specialised desk for collating information on development issues and reporting on them. This strategy was developed and applied to ensure increased and qualitative reporting on issues of child labour. In addition to collating news, the desk undertakes investigative reporting and writes despatches for broadcast by media houses (local and foreign) that subscribe to the service.

As part of this project, the specialised desk has been incorporated into the organisational structure at NAN and budgetary provisions made for its activities. A second component of its establishment is the development of a press kit for child labour reporting. The press kit, when produced will be country specific and will be a useful resource tool for providing reliable background information on issues of child labour in Nigeria.

The prize money offered provided a goal towards which media operatives could aim, and the award would serve to build up their esteem through the recognition of qualitative contributions to the fight against child labour in Nigeria.

In the months preceding the award which was held on July 19 2005, there was increased reporting of child labour issues in both the print and electronic media and this was sustained for a couple of months after the event. The level of reporting has decreased albeit, not to the low level recorded before the institution of the award. It is expected to pick up again in the run-up to the next award that will be preceded by a six months publicity campaign to encourage contributions from members of the public.

Difficulties encountered with the institution of the Media Merit Award were the limitations of funding for the event and the inability to identify organisations willing to provide additional funds purely on the basis of corporate social responsibility. Many of the organisations approached indicated their desire for publicity which NAN could not provide, not being a commercial media house. This difficulty will, however, be addressed by going into multi- pronged partnerships with commercial media houses for the provision of free publicity to organisations willing to support the Media Merit Award in the coming years. The Media Merit Award will be packaged as a high profile event with which corporate organisations would like to identify.

Fewer than expected entries were received due to the short notice given for entries by the organizers who wanted to ensure that the award ceremony

would hold on June 12, in celebration of the World Child Labour Day. For subsequent awards, other means of evaluating contestants and nominees will be explored to ensure that winners are selected based on consistent quality of their work.

To ensure that the Media Merit Award becomes an annual high profile event, it has been included as a budget item for NAN. Also, as earlier mentioned, arrangements are being made, in partnership with commercial media houses, for additional funding, which will involve sponsorship by corporate organisations in return for publicity.

Elements of Good Practice The introduction of a competition to encourage more focus on child labour and trafficking issues will bring about increased investigation of child labour situations in Nigeria

Packaging the Media Merit Award as a high profile event served to increase the esteem of journalist as a corps of professionals.

Conditions for success The willingness, on the part of media operatives to identify with, and participate in, the Media Merit Award ceremonies and related activities.

6. Establishment of Linkages between three Thematic Areas of Child Labour and Trafficking

The CRC Chair was established in December 2003 in the Department of Public Law at the University of Lagos as a strategy to sustain teaching, research and documentation of child protection issues in Nigeria. In response to the expressed needs of three UN agencies (ILO-IPEC, UNODC and UNICEF), a national baseline study on child protection issues was initiated.

As a strategy for cost reduction, the national baseline study was designed to cover three thematic areas traditionally carried out as separate, but cross-cutting activities by the funding agencies. The themes are

- Child Trafficking, Sexual Exploitation and Prostitution - UNICEF
- Child Domestic Work, Child Labour in Construction and Agriculture Industries, Almajiri and, Area Boys Syndrome - ILO
- Youth Violence, Youth Crime and Drugs, Militia and Area Boys - UNODC.

The survey viewed each of the themes as a factor affecting the other two and established linkages that would have been overlooked had the survey not been designed as an integrated project.

The CRC Chair collaborated with the Federal Office of Statistics, (FOS), the statutory body for conducting national surveys, and already in the process of developing indicators for conducting a similar survey. The indicators developed by FOS were revised and expanded to 16 from an original 12, to better address the requirements of a survey with integrated themes.

The CRC chair complemented the survey expertise of FOS with their expertise for supervision and invited experts from the National Population Commission to join the survey, since aspects of the survey were of direct relevance to them. A combination of experts from these three bodies, from the funding UN agencies and other key researchers on children issues, enriched the methodology adopted for conducting the survey. The key advantage of the hands-on involvement of officials from the UN agencies was the acquisition of new skills and knowledge.

A multi-stage sampling approach was adopted for the survey and, apart from Lagos where LGAs were selected based on their rural/urban populations, other survey populations were selected by random sampling, from the level of senatorial districts to local government areas, wards, streets and households.

Report of survey findings will be integrated but presented in sections that will enable each agency to extract information of direct relevance to their own thematic areas as a complete report.

Elements of Good Practice - Three UN agencies decided to co-fund the national baseline survey on child protection issues to save costs and arrived at a consensus on the modalities for funding after four meetings during which priority areas for such a national survey were determined. Such collaborative effort between agencies with specific area of focus is uncommon in Nigeria. The National Survey helped to highlight commonalities of programmes and provided a basis for additional collaborative work.

The deliberate involvement of experts from other sectors, as earlier mentioned, served to enrich the methodology adopted for administering the survey.

The use of officials from the UN Agencies as field officers while conducting

the survey, increased understanding of the process and outcomes of the survey. It also provided the opportunity to build new skills and to put the knowledge of child labour issues in real life contexts.

During the pilot survey, parents and children were interviewed simultaneously and this helped to obtain more accurate information. Children would ordinarily have been intimidated by the presence of their parents and may have withheld information or told outright lies. A notable example was of the child that gave information about his work on construction sites, fetching water and running errands for other construction workers. His father, questioned in a separate room, denied his child's involvement in any form of work.

The survey targeted a mix of groups for information and allowed for a deeper understanding of the themes and their association.

Conditions for Success - Willingness of officials of the three agencies to work together and to participate actively in survey activities

Willingness of FOS to lend their expertise and experience in carrying out national surveys and to provide access to tools already developed.

The establishment of the UNICEF CRC Chair as an autonomous body that can undertake independent projects or seek collaboration with other organisations

7. Establishment of Cooperatives to Prevent abuse of Grants to Parents Women's Consortium of Nigeria (WOCON)

WOCON applied lessons learnt from an earlier project ("To Build the Capacity of Children in Domestic Work to Enhance Future Prospects") to the implementation of their project when they decided against giving direct grants to parents of children withdrawn from domestic labour as a means of improving the economic status of the parents.

For the new project, WOCON established cooperatives for small-scale enterprises in target communities. Consultative meetings with relevant groups within the communities indicated that majority of the children in 2 communities in Ogun State were kept out of school because of parent's lack of income and inability to support the needs of their children. Among the very poor people, there was a dependence on smuggling (male members of the community acted as mules for traders carrying goods across the borders

through village paths) as a means of livelihood and some of the older children were engaged in this type of work with the consent of their parents in order to augment the family income. Women mostly, earned no income, but depended on farming small patches of farmland, where this was available, to provide food for the family.

Community members expressed a willingness to try their hands on other trades and listed a few known to them that could thrive, provided they were able to gather the capital to start the businesses. They welcomed the idea of being supported to establish cooperatives for this purpose and several of the women volunteered to join the cooperatives.

The only criterion set by the women for membership was based on peering, that only those who could not support the needs of their families should be admitted for membership. WOCON limited the number of members to 10 and based on the choice of trade (production of cosmetics, soap, tie and die materials etc.) arranged for training that included basic business and marketing skills. As part of the training, cooperatives drew up a list of materials and equipment in quantities needed for their chosen enterprise, giving indication of costs. Items included on the list were supplied by WOCON and handed over to the cooperatives in a symbolic ceremony to start up the enterprises.

At the request of community leaders, training involved other interested members of the community who wanted to acquire new skills in the hope of starting up their own enterprises to boost incomes.

The cooperatives have been in operation since October 2004 and have been able turn over initial capital through several production cycles. The women themselves manage the division of labour and proceeds and additional enterprise management training has been proposed by WOCON to enhance effectiveness.

Individual members of the cooperatives have expressed pleasure at having something to do and their continued ability to support their children's education and other family needs. The children, in fulfilment of WOCON's project objectives, were put in schools and provided with uniforms and other materials, expenses, which the women feel confident they will be able to maintain because of their improved circumstances.

Elements of Good Practice - WOCON encouraged members of the communities to set the criteria for membership in the cooperatives and left the choice of enterprise entirely up to them. Empowering them to take complete control of managing the operations ensured that the women

were able to adapt business principles to local contexts, which further enhanced their chances of success.

Establishment of cooperatives ensured that available grant money for the community would not be misused or eroded in the short to medium term and many more women, and by extension, their children would benefit from the grants. The criteria set by the community members themselves ensured that the grants would be received by those who needed it the most.

The cooperatives helped to improve the economic status of mothers and encouraged them to keep their children in school and within the communities. They also demonstrated the value of cooperatives for economic development, in addition to providing a sustained means of income.

Conditions for success Community leaders showed high levels of commitment to project objectives and because of the absence of alternative means of income the cooperatives became a lifeline for the women.

8. Community Mobilisation for the Elimination and Prevention of Child Labour - WOCON

WOCON used community mobilisation approaches to help target communities in Ogun and Ebonyi States to define the problem of child labour as it affects their communities. Through this approach, community members were brought into an understanding of the inappropriate and exploitative use of children to augment family incomes. They were also guided to devise their own solutions to the problems identified.

To gain entry into these communities, WOCON worked with officials of the Local Government to carry out a social mapping of target communities and introduced their organisations to the rural communities with outreach campaigns in markets and village squares. WOCON followed up with several focus group discussions with various community groups identified in the social mapping exercise and through whom specific groups that took part in the consultative forums were identified. Groups consulted included traditional rulers, market leaders, religious leaders and others who had a good knowledge of their communities or were influential within their areas.

Input from the general community was requested at a central meeting attended by representatives of the groups and associations of target communities. At this meeting, problems of child labour within the

community, as identified by participants of the consultative forums, were discussed and an agreement reached on steps to take to combat the situation. This agreement was synthesised into a formal document signed by representatives of key stakeholders and formed the basis for a Community Pact for eliminating child labour within specific communities.

In one of the communities, an immediate step taken was the provision of a community school for the children who were not in school because there was no school within proximity of the village. The one in the next village was too far away to walk to for very young children, who in effect never registered for any form of formal education. In this community also, education was accorded very low importance in spite of the recognition that children needed to be kept busy to stay out of trouble.

Through community efforts, a three-room classroom block was built and lessons started in January 2005, with an initial enrolment of 43 children, (a number that has grown to 95). One teacher was recruited and paid by WOCON from project funds, and efforts are being made to get Local Government Education Authorities and the State Ministry of Education to post more teachers to the school.

Social Pacts from this, and other communities outlined sanctions for participating in, or promoting child labour activities along with processes for enforcement.

Another outcome of the process adopted for promoting increased community participation and ownership, was the establishment of task forces. These task forces are to monitor child labour situations, including movement of children in and out of the communities, since those located near borders had the added problem of serving as transit points for child trafficking between countries. To sensitise neighbouring communities across the border, their representatives were invited to participate in central meetings where agreements for addressing the problem of child labour were reached.

A key challenge to WOCON that emerged from mobilising community involvement was the requests for them to address issues that were not related to child labour. The Social Pacts, however, served to focus the aim of their intervention and helped strengthen unity within the community against the ills of child labour.

Elements of Good Practice - The participatory approach adopted elicited community contributions and commitment to lasting solutions for child labour. This approach also enhanced the sustainability of project achievements since community members shared ownership of these achievements and took

responsibility for continued action through the social pacts signed.

Inviting participation from representatives of communities from across the border served to broaden the geographic scope of the project, and to provoke corresponding action against child labour by those communities with circumstances similar to those of the project target communities.

Conditions for Success - WOCON project officials gained entry into the communities through Local Government officials with whom they had established a good rapport during previous projects. LGA officials had extensive local knowledge and in most instances were able to speak local dialects, helping to bridge communication gap.

Recognition by community leaders that child labour was eroding community potential for development spurred them to action and they provided active support for mobilising other community members.

9. Development of a National Policy on Child Labour - Federal Ministry of Labour and Productivity

In Nigeria, issues of labour including child labour, remain on the exclusive list and are regulated by central government with responsibility for monitoring vested in The Federal Ministry of Labour and Productivity. In spite of the existence of the Child Rights Act, the Ministry of Labour and Productivity decided upon a review of a National Plan of Action and the development of a National Child Labour Policy both of which will complete the framework for the protection of children in Nigeria and fill a vacuum that hitherto existed.

National Advocacy Strategy for Nigeria

WOTCLEF developed a National Advocacy Strategy for the Elimination of Child Labour in Nigeria with input from a technical committee, which included experts from the Federal Ministry of Labour. The Strategy was reviewed by stakeholders and adopted by the network of civil society organisations active in the area of child trafficking, labour and abuse. The network to facilitate collaboration in the sector was established by WOTCLEF and members were provided with training in preparation for implementation.

WOTCLEF is in the process of mobilising resources to implement provisions of the strategy and are coordinating efforts by other organisation working to eliminate child labour based on the strategy.

The strategy was widely circulated and UNICEF is supporting WOTCLEF towards its implementation.

The Ministry, to develop the National Policy on Child Labour, carried out some research to establish areas of priority for child protection with specific focus on the employment of children. Information on similar work done by other countries was obtained and relevant aspects highlighted for consideration in the development a national policy for Nigeria. Legislation developed by a tripartite committee of government employers and workers as proposed replacement of existing labour laws was also reviewed in the light of ILO conventions 182 and 138 to ensure that the policy developed would be comprehensive and have additional backing in law.

The Ministry of Labour established an Experts Committee with representation beyond the traditional social partners and assigned them the responsibility to develop a draft national policy on child labour. The committee included representation from the academia and civil society groups and took advantage of the experience of recognised experts in the area of child labour.

The policy developed articulated a vision and mission for the elimination of child labour in Nigeria and outlined objectives that were incorporated into the National Plan of Action, the revision of which formed a part of the project. The National Plan of Action was redesigned as a road map for organisations and stakeholders involved in child protection and the battle against child labour and it assigned specific roles based on areas of specialisation.

In developing the National Policy, the Ministry aimed to consolidate all national laws developed for the protection of children and provide a guide for new legislation, if this became necessary. The National Plan of Action would thus ensure a synergy between policy, legislation and programmes. Input to the National Policy was invited from stakeholders who made contributions at a workshop held in Abuja.

A finalised policy will be sent to the Federal Executive Council for approval.

Elements of Good Practice - The use of experts from diverse areas of child protection guaranteed the development of a comprehensive and enduring national policy

Since Labour is on the exclusive list, a National Policy, when approved by the Federal Executive Council, becomes binding on all the states of the Federation without need for state level laws or policies. Proper enforcement will ensure adequate protection against child labour for all Nigerian children.

The National Policy for Child Labour in Nigeria, in spite of building on experiences from other countries, is home grown and country specific. Being

the first of its kind in Africa, it may be used as a model for other African countries seeking to develop their own policies on child labour.

As a framework for regulation, the National Policy will guide programme implementation and coordinate all effort towards the prevention and elimination of child labour.

Conditions for success - The Federal Ministry of Labour and Productivity has statutory responsibilities for formulating labour and related policies. They participate actively in ILO programmes and have access to information, resource materials and funds for coordinating efforts aimed at combating child labour.

10. **Elements of Good Practice adopted for Projects Implemented in Lagos State**

Lagos is a difficult terrain for implementing community projects because of the nature of the society and its component communities that manage to survive in a stressful urban climate. The persistent chaos and accompanying stress within these communities have often been described as being similar to living in conditions of war. Many communities, although delineated by hical boundaries, are not easily defined, amorphous populations in extensive urban slums have geographical boundaries, are not easily defined, amorphous populations in extensive urban slums have little social interaction with the communities in which they live, since most work far away from home, leaving before day break and returning late at night. A consequence of this work-determined life style is a need to devise ingenious strategies for implementing community projects.

WOCON and HDI both worked in different communities in Lagos to build the capacity of employed young people with a view to enhancing their potential for better means of livelihoods as adults. To achieve this objective, both organisations worked with employers to secure permission for wards to either attend school or take part in vocational training arranged by each organisation.

WOCON worked in 14 Local Government areas, establishing counselling centres in pubic primary schools. These counselling centres are run by teachers who were given some counselling training in preparation for their new role. The teachers, in addition to providing a listening ear, coach children in employment to build literacy and numeracy skills.

Public school teachers were identified by WOCON as best positioned to identify victims of child labour because research shows that many child domestic workers in Lagos are sent to school by their employers. They do this for security reasons, not wishing to leave their homes and properties in the care in little from school attendance because they are not given school supplies nor other support for ensuring optimal academic performance.

of ignorant young children. Many of these children are constantly late for school and employers specify that they should not be kept in school beyond noon because they have to collect their employer's children from private schools. Child domestic workers gain little from school attendance because they are not given school supplies nor other support for ensuring optimal academic performance.

Teachers involved in the WOCON project work with other teachers in the public schools that exist in Local Government Education Districts and because they live in local communities are able to pay visits to employers out of school hours. They often have to pay several visits to secure the permission for a child's participation in the programme. Many have requested the presence of WOCON officials at these meetings to lend credibility to their mission and have reported high rates of success.

With increased community awareness of the WOCON programmes, concerned community members, who often request anonymity, approach centre counsellors/teachers to report cases of children engaged in domestic work and not allowed to go to school. Celebrated cases of child abuse in Lagos have sharpened sensitivities to this phenomenon and more people are showing an interest in children's welfare than used to be the case. People are still wary of reprisals however, and seldom make formal reports to government authorities who are deemed corrupt. In addition, government programmes are inadequate with low awareness of their existence.

When reported, centre counsellors/teachers follow-up cases and facilitate school enrolment for identified children with requisite support from WOCON officials.

WOCON pays a stipend for services provided by the teachers, and sees this as the main incentive for sustaining the project. Proposals for continued funding have been submitted to other organisations.

CASES FROM WOCON PROJECT IN LAGOS

1. Peter Simon, an eight year old, was brought to Lagos from Cross River State to live with his uncle. His mother, reported to be a domestic servant in Lagos, has had no contact with him since his arrival and Peter Simon has no knowledge of her whereabouts. Before his arrival in Lagos, he lived with his father who was happy to let him go, as he had no means of providing for Peter Simon's needs. Peter Simon is an unpaid servant in his uncle's house and before contact with WOCON had no access to formal education. Following meetings with his uncle, he was enrolled in the programme and coached to function at academic levels appropriate for entry into primary school. He has since been enrolled in Primary 1 and is reported to be doing well in class.
2. Ebenezer accompanied a family friend to Lagos to 'better his lot' and learn a trade through which he would fund his own education which was truncated in Primary 4 when his mother, the family breadwinner, died. He was put to work by the family friend and has not been in touch with his father in the two years that he has lived in Lagos. So far, he has not been able to save much towards his education because his wages are paid to the family friend who has promised to open a savings account for him. The teacher/counsellor at the Gbagada Centre facilitated Ebenezer's re-enrolment in school into primary four and although, he is bigger than most in his class, he is happy for the opportunity to learn once more and has his employer's full support.
3. Sunday was brought to Lagos at the age of eight when he was orphaned and could be fostered only by a distant relative who needed a domestic servant. In return for bed and board, he worked from dawn to dusk and had no opportunity to continue his education which was stopped at primary three. At 11 years, Sunday is a brilliant boy and his performance on the programme is

HDI routinely works with older children and have established vocational programmes in their offices for project beneficiaries. To provide legal backing for their activities, HDI registered a youth training centre and worked with local law enforcement officers. Enlightenment programmes, targeting young people between the ages of 16 - 21, were designed to lower crime rates.

HDI, through advertisements and other publicity strategies, delivered in partnership with media houses in Lagos, targeted employers of young people by providing information on child labour and the organisation's strategy for addressing the educational needs of these disadvantaged young people. They scheduled training events for when employers are able to give their wards some time off, mostly in the evenings and at weekends. They also organised seminars at which employers who enrolled their wards were provided with updates and encouraged to monitor their progress.

Literacy and numeric lessons were a standard component of all training programmes arranged by HDI for young people. HDI training programmes focus on specific crafts that can be built up as micro-scale enterprise which require little start-up capital. On successful completion of the training, HDI facilitates micro-credit for participants and their parents to enable the transition from child labour to self-employment.

HDI reported tremendous support from employers for the programme but expressed concern that direct beneficiaries might not be easily weaned off support received, while undergoing training. Experience from previous projects showed that young people often returned seeking assistance, often by way of advice. In response to this, HDI is considering setting up a self-sustaining mentoring system for beneficiaries of their training programmes. Success of such a system will depend largely on the planned permanent training site where counselling and career guidance for young people will be included in services provided.

Conclusion

Project partners are committed to sustaining achievements and have indicated this with plans for continued activity within the limits of each organisation's area of operation and available funding. Many of the plans made are to integrate aspects of child labour into routine activities and to build institutional capacity in this regard.