



Good Practices

Combating Child Labour in the World





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Ministry of Social Development and Fight Against Hunger - MDS

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KENYA

Adopt a School – A Private Sector Corporate Social Responsibility for Tackling Child Labour through Education

Period of implementation: Since 2009

Where: Kenya

Main focus: Education in partnership with the private sector to address child labour situations

Lead organisation: Federation of Kenya Employers (FKE)

Website: <http://www.fke-kenya.org/>

Results: In 2011, primary education in Kaptait experienced a 15% increase (from 357 to 400 students) in school enrolment and no school dropout was recorded; school performance also improved, and for the first time on record, a student from one of the schools qualified to attend the national junior secondary school; the private partner company contributed to building and equipping two classrooms, leading to an 88% increase in enrolment; 100% retention rate; parents and residents of the neighbouring community developed a positive view of education; the self-esteem of both students and teachers was boosted.

Context and objective:

In Kenya, according to the 2008 Child Labour Analytical Report by the Kenya National Bureau of Statistics, about 1.01 million children are economically active, and of these 753,000 are considered to be in a situation of child labour. The National Action Plan against child labour was adopted in 2008. With the support of the ILO project Tackling Child Labour through Education (TACKLE), in 2012 the Ministry of Education developed a strategy for the policy on Alternative Provision of Basic Education and Training, focusing on hard to reach children excluded from education. A guide to integrate child labour into the school curriculum was also developed by the Kenya Institute of Education in 2012, and in 2013 the child labour policy is being finalized and the list of hazardous child labour list is being revised and updated.

The Employers' Federation (FKE) of Kenya has been a partner since IPEC was created, raising awareness of the topic, helping its member companies to put in place policies barring child labour and reaching out to surrounding communities. While much progress has been made in eliminating child labour in formal enterprises that are members of FKE, the problem is still endemic in the surrounding communities where the companies operate, particularly in the informal sector and subsistence farming.

The FKE "Adopt a School" initiative, launched in 2009, links businesses to schools to support income generating activities and school feeding programmes, so as to prevent school dropout and encourage families to send their children to school. Evaluation of child labour programmes in Kenya has shown that household poverty and lack of food are the main reasons why children drop out of school to work. Studies have also shown that the provision of meals attracts and keeps the children in school. The "Adopt a School" initiative was designed based on these findings, seeking to encourage local employers in very tangible ways to support income generating activities in the school that are linked to school feeding programmes. Through partnerships between the Employers' Federation of Kenya, the Ministries of Education and Labour and the AIG Insurance company, "Adopt a School" also adds a new dimension to the Ministry of Education's Home-Grown School Feeding Programme, through which the government provides funds for the schools to buy food at the local community.

Methodology:

Following consultations with stakeholders and district education and labour officers, eleven schools in three districts with high poverty levels were selected to participate in the initiative, based on low enrolment and high dropout rates. School management and teachers were sensitized to child labour and provided with information on the "Adopt a School" strategy.

Members of school management committees were trained on how to write projects so as to be able to respond to requests for proposals from companies.

The schools were supported to develop school farms, with financial, advisory and in-kind assistance from the FKE, local authorities, local employers, and the participation of the parents themselves. Harvests and profits were used to put in place school feeding programmes as well as to improve the school environment and purchase school supplies.

The FKE provided funds for the purchase of initial inputs for income generating activities and school feeding programmes. The schools used the funds to buy seeds, fertilizers and farming equipment. The FKE approached its members in the target areas to link employers with schools. A guide for employers on the elimination of child labour and a concept note on corporate social responsibility and elimination of child labour were developed and disseminated. Awareness raising materials were also produced and disseminated to FKE members and schools. A number of viable partnerships were identified and local businesses were provided with tractors, technical know-how and other forms of support. Parents also contributed by tilling the land, and in some cases providing certain products such as beans for school meals. Part of the harvest was kept aside for school meals, while the rest was sold by the schools to raise money for seeds and other essentials for next year's crop. In some cases, earnings were also used to improve the school environment, build toilet blocks or purchase school supplies.

In addition, in collaboration with district and local child labour committees, children at-risk of dropping out of school were identified and provided with school uniforms and other forms of support to ensure they remained in school. In partnership with the Ministry of Agriculture, families of the children were trained on farming techniques to help increase and diversify food production. Child rights clubs were established in the schools to raise awareness of the issue.

Challenges:

Private sector commitment was not easily secured. Although numerous companies joined adopt a school initiative, the actual commitment of resources is very slow. This is further compounded by the challenge that the action is voluntary and companies should not expect other benefits such as tax exemption. Securing the commitment of companies requires a well-thought strategy to attract entrepreneurs. And one-on-one discussions were also essential to ensure that employers fully understood the initiative and how they could best support it.

Lessons learned:

The initiative was conceived to be sustainable on two fronts: once put in place, the income generating activities are self-financed, since the profits from the sale of the harvest are used to buy seeds and other inputs for next season's crop. Secondly, the partnerships with local businesses should survive the duration of the project, ensuring the schools will continue to be provided with equipment, know-how and other forms of support. This shows the role that employers' organisations and their member companies can play in preventing and eliminating child labour, not only in their workplaces, but even beyond that by supporting vulnerable children in the communities in which they operate. Another lesson learned is that companies do not necessarily have to commit huge budgets to make a difference. For a company to develop a long-term relationship, support should therefore be provided in phases that take into account the priority needs that will attract and keep children in school.

Next Steps:

Early in 2011 the FKE prepared leaflets on Adopt a School, Modes of Adopting Schools and sent out 1,300 Call for Support invitations accompanied by the guide for employers on eliminating child labour. The Adopt a School initiative can be applied anywhere in the world. All it takes is the recruitment and commitment of the private sector.

Combating Child Labour through Non-Formal Education among Pastoral Communities

Period of implementation: Since 2009

Where: Kenya

Main focus: Education to address child labour among traditional migrating populations

Lead organisation: Nanyoiye Community Development Organisation and Ministry of Education

Website: <http://www.education.go.ke/Home.aspx?department=1>

Results: A total of 900 children have been withdrawn and prevented from working. Of these, 200 enrolled in the shepherd school programme; out of the two hundred, 50 have moved on to formal regular primary schools; 300 families of the children withdrawn from child labour received support to start income generating activities; members of the District Child Labour Committee were sensitized to the issue; government commitment to including the shepherd school programme in the free basic education funding; the community has accepted education as an alternative to herding for their children, and parents agreed to release their children to go to school; other school children have also benefited from the solar energy system installed by the project.

Context and objective:

It is estimated that the majority of out of school children in Kenya are in the arid and semi-arid regions of the country, as well as in informal urban settlement. The hard to reach children are constrained by inadequate learning facilities, long distance to schools and cultural practices that prevent especially girls from pursuing formal education. Children in these communities start working at a very early age. Some of the activities such as cattle herding have become dangerous because of armed inter-community cattle raids that put children in the front line. Girls are forced to drop out of school to marry at the age of 12-14 years. Because of the migratory nature of pastoral activities, children are prevented from attending school on a regular basis and consequently drop out of school at an early age. It is against this background that the ILO project Tackling Child Labour through Education (TACKLE) has developed a programme between the Ministry of Education and the Nanyoiye Community Development Organisation, in partnership with the Ministry of Labour, to implement flexible, alternative education that promotes access to quality primary education for children in pastoralist communities in Kenya.

Methodology:

The process started with the development of a governmental policy framework on the *Alternative Provision of Basic Education and Training* to support to other forms of providing basic education besides formal education. An informal learning programme was initiated in the Samburu Community involving children attending classes from mid-afternoon to late evening. The local NGO Nanyoiye Community Development Organisation mobilized over 200 child herders to attend what the local community calls *Lchekuti* (Shepherd) classes. The classes are held in regular government primary school facilities. Therefore, there is no cost for establishing the school infrastructure. ILO financial support for the project contributed teaching and learning materials, subsidies for teachers' salaries, and solar panels that provided light for evening classes. After eighteen months, the government has taken over the operating costs of the Shepherd classes, which has become legally possible through the alternative provision of basic education policy enacted in 2009. Government funds go towards providing teaching and learning materials, full payment of teachers' salaries and one meal per student per day.

Challenges:

Pastoralist communities often live in the least developed parts of the country, which lack basic infrastructure, such as for example, roads. This has limited the project's ability to regularly monitor activities. Roads become impassable during the rainy season and as a result opportunities are better during the dry season. Furthermore, the lack of school meals early in the project (funds for school feeding were not specified in the project design) initially hampered school attendance. This was solved by the government providing food to the schools.

Lessons learned:

Working with the government from the time the policies were developed to their implementation in the community strengthened the project's sustainability. The fact that TACKLE worked with the government from the onset has ensured the Shepherd School initiative the support of a government structure.

Besides, joint monitoring missions brought together the government, the Ministry of Labour and UNICEF. The success of the Shepherd Schools initiative was amplified by a significant number of learners who moved on from the evening school programme to regular formal

education. The programme therefore has served as an initiative to attract children to school. A total of ten shepherd schools were included in the first phase of government funding.

Next Steps:

The initiative should be integrated into the government policy of providing education opportunity for all children. It is replicable in the context of the national policy on universal primary education. Once the overhead costs (e.g. salaries) have been secured, it becomes easy to run the flexible education programme. In addition, it should be a short term intervention to bridge the gap between low school attendance and achievement of universal education goals. The government should lead the initiative, which should also be promptly acceptable to the community, since it does not directly challenge the roles that children are socio-culturally assigned. Rather, the initiative aims to work within what the community has in order to influence change from within. This is seen in the transition of children from shepherd classes to the regular learning programme.



UGANDA

Our Child Labour-Free Zone (CLFZ)

Period of implementation: Since 2008

Where: Uganda

Main focus: Social mobilisation as a zero tolerance strategy against child labour

Lead organisation: NGO Kids in Need (KIN)

Websites: <http://www.hivos.nl/Stop-Childlabour/What-we-do/Where-we-work/Our-Child-Labour-Free-Zones/Uganda-Kids-in-Need-KIN>

<http://www.indianet.nl/pdf/LobbyingAndAdvocacyForChildLabourFreeZones.pdf>

Results: In the villages of Kitubulu in Katabi, Sub-County and Nakiwogo in the municipality of Entebbe, 1,000 children were withdrawn from child labour; many parents who participated in the rescue groups now believe that poverty is not an excuse for keeping children out of school; children were sent back to school and the employers themselves led the efforts to eliminate child labour in the workplace; employment opportunities for adults were also created, thereby increasing household income; members of the CLFZ committee in Kitubulu developed city by-laws that closed down any businesses employing children withdrawn

from child labour; in a primary school in Kitubulu, the SCREAM methodology contributed to increase school enrolment from about 300 to 560 in one term (year/semester).

Context and objective:

Child Labour-Free Zones are based on approaches focused on children 5-15 years of age in a given area. Under this approach, the community is mobilised to monitor all children that are out of school, withdraw them from work and enrol them in school. The schools are simultaneously strengthened to respect poor children and first generation learners as well as to ensure that no child drops out of school. A child labour-free zone is created when there is zero tolerance to school dropout and child labour, and every child is enrolled in school. This requires a firm commitment and a global and national consensus among all actors involved in policy making as well as in civil society, that all children should have their right to education respected and should not be subject to labour. The approach based on pre-established areas was first introduced by the Indian NGO MV foundation, using the community as a focal point for the creation of child labour-free zones.

Child labour in Uganda is due to rapid population growth, poverty, unemployment, HIV/AIDS, and orphanage. About 2 million orphaned children in Uganda are victims of child labour. According to the country report Understanding Children's Work in Uganda (2008), over 35% of the children 7-14 years old combine school and work. Three per cent of the children in the same age group do not attend school at all. About 1.8 million children in age group 7 - 18 years are engaged in child labour. Children work in plantations (tobacco, coffee and tea), are exploited in commercial sex, work in the informal sector in the streets, in construction sites and crushing stones, and in fishing, in addition to being victims of trafficking and affected by armed conflicts.

Since 2008 KIN has been implementing the Child Labour-Free Zone (CLFZ) project in 3 villages in Uganda: Kitubulu and Nakiwogo (Entebbe Wakiso district) and Doho Rice Scheme (Eastern Uganda - Butaleja district). KIN chose Kitubulu and Nakiwogo, where many children had become drug addicts as a result of child labour, and Doho Rice Scheme, where many children had become employees of the rice scheme instead of attending school.

Methodology:

Different members of the community - including teachers, employers, local dealers, religious leaders, and parents - make up the Child Labour-Free Zone committee. Committee members are trained and their skills are strengthened to enable them to address and handle cases of

child abuse in the community. They closely monitor the area to see that no other child is engaged in child labour. KIN participated in community conversations, an innovative approach to community mobilisation and dialogue on child labour issues within the community. They have contributed to increasing awareness of child labour and changed child labour regulations in the pilot project areas.

Another KIN key-strategy includes the creation of savings groups and support for parents or guardians through income generating activities and in-kind contributions to extremely poor families. The programme was intended to assist adults, generate income and set up savings/benefit schemes from which the families could take out loans to meet their survival needs. This enabled vulnerable families to save money and take out loans from the groups and thus expand their small businesses. This is one of the successful sustainable measures that have helped parents to keep their children in school without external support. KIN also advocates against the employment of children and for the improvement of working conditions for adults.

To prevent children from dropping out of school, KIN introduced and trained both children and teachers in the SCREAM methodology, which encourages children's participation in different fields. SCREAM contributed to increase school enrolment and encourage children and youths to become agents of change in the fight against child labour. School materials were provided to children from vulnerable families under the CLFZ. Life skills and vocational training programmes were developed to equip children above the minimum age of employment with the tools and skills required for access to productive employment opportunities.

Challenges:

It is a recognised fact within the Education for All (EFA) movement that the Millennium Development Goal (MDG) of achieving universal primary education by 2015 will not be met, unless there is a determined effort to reach the largest possible number of children, including those in a situation of child labour. The close relationship between efforts to promote education for all children and efforts to tackle the problem of child labour is also recognised. Any lasting solution to the issue of child labour must take a combined and integrated approach in addressing the problem.

Lessons learned:

The coverage of the programme in both rural and urban areas shows recognition that child labour affects children from both urban and rural areas. Determining the elimination of this

form of labour as a target in both areas and adapting the programme to the different local needs and contexts has widened the reach and impact of the CLFZ programme in Uganda. Besides, the committee and young activists (as role models) played a crucial role in identifying working children and preventing child labour.

Next Steps:

The Ministry of Gender, Labour and Social Development (MGLSD) supports the KIN in implementing the CLFZ approach as a pilot strategy in collaboration with the ILO/IPEC in various districts. Its action policy framework provides an opportunity for replicating the child labour-free zone model in other parts of the country.



GUYANA

School retention and child labour prevention programme

Period of implementation: Since 2011

Where: Guyana

Main focus: Strengthening education to address child labour

Lead organisation: Ministry of Labour, Human Services and Social Security (MLHSSS)

Website: <http://www.mlhsss.gov.gy/>

Results: With free transport to and from school, attendance rates in primary education have jumped from 66% to 94%; SCREAM clubs (Supporting Children's Rights through Education, the Arts and the Media) were created to engage children in creative activities, with a view to raising awareness of the dangers of child labour and the importance of education; children are currently preparing for a National Drama Festival, which aims to extend the message of child labour prevention to the wider community; 100 parents and guardians of children attending the schools involved in the programme participated in workshops on child labour and the value of education; with free school meals, children benefited from a more nutritious diet; children are less tired and more focused during classes; the after-school tutoring and

counselling has contributed to better responding to the needs of children and their families; reports show improvements in children's overall performance in school; teacher turnover rates have declined; with the SCREAM training, a primary school for the first time participated in and won a national poetry competition in February 2013.

Context and objective:

According to the latest available statistics, an estimated 16% of children aged 5 to 14 years are engaged in child labour. Guyana ratified Convention No. 138 in 1998 and Convention No. 182 in 2001. The minimum age for employment is set at 15 years. A National Steering Committee was established in 2003 to place child labour issues on the national policy and development agenda. Guyana is currently finalizing its hazardous child labour list.

The Government of Guyana provides free universal education from nursery to secondary school. In addition, the Ministry of Education's social support programme provides school uniforms every year to all primary and secondary school students and a snack for nursery school children. In some of the hinterland communities, meals are provided to all children in selected schools. However, high absenteeism and dropout rates have long been a cause of concern as many children are dropping out of school and engaging in child labour when they reach Grade 9.

In 2010, with the support of the ILO Tackling Child Labour through Education (TACKLE) programme, national workshops were conducted for officials from the Ministry of Education as well as from the Schools Welfare, Guidance and Counselling and trade unionists from all regions of Guyana, with the aim to ensure a better understanding of the issues involved and pragmatic ways to address them. The Ministry of Education developed and implemented a school monitoring programme in three regions, which recruits tutors to foster meaningful relationships with the children, thus contributing to the development of their self-esteem and personal and academic advancement and to prevent school truancy and dropout as well as violence and child labour.

Recognizing the gravity of school absenteeism and dropout in some regions of Guyana, in September 2011 the Ministry of Labour, Human Services and Social Security (MLHSS) launched the School Retention and Child Labour Prevention Programme. In coordination with other government programmes, it helps prevent school absenteeism, truancy and dropout by providing: free transport to and from school, a hot meal three days a week, an after-school programme to help children with their homework, parenting workshops and psychosocial

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support for children and their parents/guardians. The teachers also benefit from SCREAM training as it allows them to create a more attractive school/learning environment.

Methodology:

Three schools were selected to participate in the programme based on the number of children enrolled and the home to school distance. Consultations with parents and teachers in the three target schools identified the main reasons that led children to miss classes or drop out of school: the families' difficulty to provide their children with meals to take to school; children often have to walk long distances to get to school as their families cannot afford to pay bus fares and bus schedules are unreliable; and difficulties in providing the school materials the children need, despite the Ministry of Education's social support programme. In one area, children had to paddle at least four miles down a creek before reaching a highway where they either had to walk or take a bus to school. To find solutions to these problems, the MLHSSS designed and implemented a multi-faceted programme. A project management committee, composed of schools principals, the Coordinator of the School Retention Programme, parents from the Parent Teachers Association, and other community members was established in July 2011 to oversee implementation of the following components:

1. School bus service – free transport to and from school.
2. Nutritional support – all students were provided with hot meals three days a week.
3. After-school tutoring for children – afternoon remedial classes were provided for children in need of support in mathematics and literacy as well as with homework (1· hours three times a week). Those who stayed in school for the extra classes were given a snack.
4. Awareness-raising – teachers and school administrators were trained to better respond to school dropout, truancy and child labour, using the methodology of the IPEC Supporting Children's Rights through Education, the Arts and the Media (SCREAM) programme.
5. Counselling for parents and children –psychosocial support for both the students and their parents.
6. Parenting education – to ensure that parents have an understanding of child labour and its adverse effects on children and society as a whole, as well as the value of education and the importance of children completing both primary and secondary education. Three-day workshops were organized for this purpose and to provide parents with the vital skills required for raising children.

Challenges:

Addressing low school attendance requires a holistic approach to ensure that students and their parents receive the necessary support. Consultations with stakeholders, in particular parents, school administrators and teachers, is essential in planning the action to be taken.

Lessons learned:

Identifying and addressing barriers to education can have an immediate effect on school attendance rates and thus prevent families and children from resorting to child labour.

There is a definite connection between school attendance, access to transportation and the provision of school meals. The project has shown that, depending on the demographic situation of the children and their families and access to resources, these components are critical as social protection measures to retain children in the school system.

Addressing the needs of teachers is also important. Although this had not been originally planned, teachers also took the buses to and from school, with a dual advantage for the students: teachers arrived sharply on time and were able to start the classes at the established time. Moreover, their presence on the buses helped maintain order and discipline among the students.

While having the right laws and policies in place is essential, actions taken at the ministerial level are equally important for working with the communities and designing programmes that address the challenges faced by the students to go to and remain in school.

Next Steps:

The MLHSS seeks to mainstream the project into its service delivery programme, and is seeking support from the private sector to do so. The project has the potential to be adopted as a model and replicated across the country by linking to other programmes implemented by other ministries, in a coordinated, nationwide approach to ensure students the necessary conditions for attending school.



COSTA RICA

Mememes, mememes everywhere

Period of implementation: Since 2010

Where: Costa Rica

Main focus: Social awareness and participation of children and adolescents vulnerable to sexual exploitation

Lead organisation: Patronato Nacional de la Infancia (National Patronage of Childhood)

Website: <http://www.pani.go.cr/>

Results: Sensitisation and reporting (space for actual participation) of adolescents regarding child labour issues and its worst forms; 43,000 website fans interacting, requesting information, reporting cases confidentially, and learning more about issues relating to rights violation, such as child labour and its worst forms.

Context and objective:

The National Patronage of Childhood (PANI) is the highest-ranking body in the area of rights of children and adolescents. As regards child labour and its worst forms, it deals with cases

of child labour among boys and girls under the minimum working age (15 years), commercial sexual exploitation and drug trafficking involving all persons under 18 years old. Besides providing assistance, since 2008 it has been systematically implementing projects for the prevention of child labour and its worst forms (commercial sexual exploitation and trafficking) at the local level, training and sensitizing adults, children, adolescents and people in the communities. As a result of the concern and interest in encouraging the active participation and involvement of adolescents in issues related to their rights and to the prevention of situations of vulnerability, the institutions have decided, within the framework of the National Plan against Commercial Sexual Exploitation 2008-2010, to use the social media to publish and prevent situations of exploitation through a channel and language that are both accessible and attractive to adolescents.

Methodology:

The tool was designed through consultations with adolescents within the National Network of Adolescents of the councils for the protection of childhood and adolescence, as well as with members of the prevention sub-committee of the National Committee against Commercial Sexual Exploitation. The first phase consisted in attracting adolescents through banners posted on Facebook targeted at 13 to 17 years olds. These banners boasted messages on high vulnerability to commercial sexual exploitation. The more than 5,000 visits recorded in the first three months attest to the high vulnerability of adolescents to this type of crime in the social media.

During two years (2008-2010) PANI fed the page with videos, comments and guidance, and children and adolescents began to give their opinions, report cases and answer polls. This showed the success of the strategy, thus leading the institution to proceed with the project. In 2010, after winning the National Prize against Commercial Sexual Exploitation, the interface was redesigned in consultation with adolescents.

Thus, a form of communication that was more appealing to adolescents was used in this second phase, increasing participation in the form of comments or ideas, with the creation of 'memes' and through consultation and reports on child labour and its worst forms. Since then the number of fans has been increasing exponentially by recommendation of the adolescents themselves. In both phases PANI acted on the adolescents' reports (identification and assistance).

In the first phase (2008-2010) the project was monitored by the Technical Secretariat of CONACOES, with quarterly progress reports. In the second phase (since 2011), monitoring

was transferred to the Technical Management of PANI, which evaluates the process and prepares reports for the Department of Planning and Institutional Development, in coordination with the Technical Secretariat of CONACOES. In addition, the Guidance and Information Centre of PANI receives the reports and forwards them to the corresponding PANI office (by geographic location).

Challenges:

Initial resistance from the employees of some institutions to an innovative proposal (with a language different from that of adults); permanent and exclusive financing for project sustainability; permanent interdisciplinary technical team in the project to feed the page.

Lessons learned:

An adolescent-driven project must use the language, means and activities that are more attractive to that age group. Channels and contents must be constantly adapted in order to maintain their currency and attractiveness.

Next steps:

Project sustainability is ensured through three pillars: political, economic and technical. PANI has planned the project as an institutional programme for 2013, included in operating plans with proper financing and human resources. PANI is funding the project and planning to expand it with regional pages on Facebook linked to the national page, in order to achieve better coverage and increase participation.



BOLIVIA

Participatory Research-Action by Teachers and Students on Child Labour in Night and Daytime Schools

Period of implementation: Since 2011

Where: Bolivia

Main focus: Research and participation in child labour in schools

Lead organisation: *Centro Boliviano de Investigación y Acción Educativa* - CEBIAE (Bolivian Centre of Research and Educational Actions)

Website: <http://www.cebiae.edu.bo/>

Centro de Promoción de la Mujer Gregoria Apaza - CPMGA (Gregoria Apaza Center for the Promotion of Women)

Website: <http://www.gregorias.org.bo/>

Results: More than 85 teachers, 15 school principals of night and daytime Education Units and more than 400 students from Education Units benefited; teachers who attended the specialization course improved their teaching resources from the knowledge and use of the SCREAM methodology, with positive impacts on the educational achievement and

performance of students; students developed their sense of ethics, learned how to use art, were informed about and learned how to demand their rights, learned how to manage their emotions, perceptions and needs; teachers at the Education Units in the city of El Alto became researchers and recognize that this is a path for contributing to the development of social and community education.

Context and objective:

In Bolivia, approximately 845,000 out of 3 million children and adolescents are engaged in hazardous activities. Of these, 85% are below the minimum age for admission to employment. The situation of many children and adolescents, especially girls, is of extreme poverty, deprivation of their basic needs, unfavourable conditions in terms of access to and permanence in school, and lack of educational opportunities.

The experience was developed under an Action Programme for the prevention and elimination of child labour implemented with the support of the ILO in the city of El Alto, located in the high tableland of the region of La Paz, with a population of about one million and a high percentage of people who migrated from rural areas to the city as well as of children and adolescents.

Most of the economic activities in El Alto are related to informal and family economy, in which children and adolescents are engaged in order to help their families, including: masonry, street peddling, fare collectors in public transportation, customer service, metal-mechanic workshops, and garment industry among others. Children and adolescents work long hours at low pay, and their only educational option is night school.

Methodology:

The SCREAM tool was used as a conceptual and methodological framework for the development of participatory research-action activities by teachers and students, seeking to strengthen the role of these actors in improving the quality of education and protecting the rights of children and adolescents, especially working students.

The experience was developed in 15 Education Units in four districts of the city of El Alto, with the participation of 85 teachers that completed the SCREAM facilitators' programme, totalling 800 class hours. The experience entailed participation in onsite workshops, educational actions, research-action teams, and the validation of their productive projects. 14 modules were implemented focusing on developing participants' abilities and skills in the

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use of art, communication techniques, and sensitisation and education for the elimination of child labour.

The next steps followed in implementing the experience included:

Phase I:

- » Setting up teachers teams for research-action;
- » Assessing the multinational educational system;
- » Exploring the SCREAM method;
- » Making a Participatory Diagnostic to analyse the issue of child labour and its relation to the curricular guidelines of Education Law No. 70;
- » Implementing research, information, reflection and analysis dynamics of the SCREAM methodology through 10 workshops.

Phase II: Implementation and monitoring

- » Implementing and monitoring with 32 teams of teachers;
- » Developing socio-productive projects in 8 night and 7 daytime Education Units by the 39 teachers;
- » Establishing the Community Social and Educational Central Council (CCESC) in night Education Units;
- » Monitoring the implementation process under the responsibility of the CEBIAE technical team, CCESC members, students, parents, and teachers.

Phase III: Evaluation and Systematization

- » Organizing guidance workshops for the systematization of experiences;
- » Organizing and categorizing information.

Challenges:

- » The workload of teachers, mainly regarding implementation of the new Education Law sometimes affected their participation. This aspect was overcome by adjusting the workload to teacher's timetables.

- » The change in principals of Education Units every three years affected the commitments established for developing the programme. Permanent dialogue with the authorities was important.
- » Certification of the specialization course by the Ministry of Education is a challenge. However, in this experience the certification was issued by the Course in Educational Sciences of *Universidad Mayor de San Andrés* (UMSA).

Lessons learned:

- » The empowerment of teachers as regards the legislation in force on rights, child labour and protection of adolescent workers allows them to provide better guidance to students engaged in hazardous labour.
- » The conceptual and theoretical frameworks, the materials and the approach developed with the experience in adapting the SCREAM method are appropriate for strengthening the multinational education system.

Next Steps:

The different spheres of the Ministry of Education that participated and followed up the experience expressed interest in integrating the SCREAM methodology into the education system, mainly as regards educational programs focusing on the vulnerable population. The training of 85 teachers enables replicating the experience at the different levels of regular, alternative or initial education, where they are responsible for performing duties within the educational system. Lastly, the cross-cutting incorporation of the child labour topic in the school curriculum ensures processes of prevention and elimination of child labour.



PARAGUAY

Incorporation of the SCREAM methodology into the public education system on a nationwide scale

Period of implementation: Since 2005

Where: Paraguay

Main focus: Participatory processes and art tools in the school against child labour

Lead organisation: Ministry of Education of the Government of Paraguay

Website: <http://www.mec.gov.py/cms>

Results: The work carried out by the teachers with their students succeeded in effectively promoting the rights of children and adolescents by raising awareness of the issue of child labour; participating students contacted key actors in the community (mayor, hospital directors, school principals, businessmen, social communicators) and the media; surveys were applied to teachers, students and parents; meetings about child labour were organized in learning institutions; sensitisation actions were developed through radio spots; articles were published in local newspapers, murals and other media; and debates were held on the issue in each district where the project was organized; 31,056 students in the last grade

of primary and secondary education participated in the development of modules for the SCREAM methodology; 130 teachers were trained; 30 trained teachers implemented the methodology; 12 members of Education Unions (UNE, FECI, SINADI, ADP-SN, MAS-MP-SN) participated in the Workshop on Education and Child Labour; more than 180 people (teachers, education professionals and students) participated in the workshops promoted by the initiative.

Context and objective:

Education is the chief means for adults and children in a situation of economic and social exclusion to overcome poverty and fully participate in their communities. In this regard, child labour is a scourge for children's rights, preventing them from fully developing their personalities and building life projects, besides exposing them to risk situations that could harm their physical and sociological integrity. Poverty, inequality and the inefficacy of public policies influence them to prematurely drop out of school and enter the world of labour, which is marked by precariousness and lack of guarantees and protection of their rights. Contributing to the prevention and elimination of child labour by promoting educational policies is one of the main objectives to eradicate this scourge.

The large-scale application of the SCREAM methodology in the education system as a national strategy of prevention as well as of sensitisation and mobilisation of teachers, students and communities makes the Paraguayan experience an interesting example of progressive assimilation of this tool and development of an active role in the fight against the worst forms of child labour by the country's education system.

Methodology:

The steps taken in Paraguay were:

Step 1: Hired technicians applied the methodology at all levels, from the training of teachers to the application of the modules in children, always followed by the local spheres of the Ministry of Education.

Step 2: Technicians trained only teachers and together with the Ministry of Education monitored the performance of each teacher in applying the methodology in their schools.

Step 3: State supervisors, school principals and teachers were trained in the methodology; their performance and the application of SCREAM in each school will be monitored by the Ministry of Education.

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Currently, MEC has a team responsible for promoting the SCREAM methodology, which has a multiplying effect by training teachers in the regions of the country and by carrying out, together with supervision technicians and school principals, follow-up and monitoring activities.

In general, it could be said that the script followed consisted in implementing a pilot experience focused on the schools where students in a situation of child labour had been found. Subsequently, the SCREAM methodology was implemented on a department scale, initially testing its potential to then apply it on a national scale.

The sequence of actions followed in implementing the SCREAM methodology in a school included sensitisation interviews with supervisors, technicians and school principals that contribute to understanding the issue at hand and perceiving the methodology as a system for addressing these problems.

Next, training workshops for teachers were held, where all of them experienced each of the modules that they will subsequently apply to their students; follow-up meetings called by supervision technicians and teachers to share experiences and learning; evaluation meetings with principals; follow-up visits to institutions engaged in the project; preparation of reports by the teachers; publication and dissemination of final activities reports; students' participation in the media and organisation of debates.

Challenges:

The challenge of incorporating the methodology into the internal structure of the Ministry of Education was overcome thanks to the involvement of all levels – national, regional local – throughout the process, from the pilot experience to the ministerial level. Discussing with technicians from the Ministry of Education in which work area the SCREAM methodology could be included was essential for the natural official channels to be followed and for the methodology to be established in the Ministry's technical-pedagogical supervision sector.

Lessons learned:

The incorporation of the SCREAM methodology into the education system led to increased knowledge, awareness and mobilisation capacity among a large number of authorities, teachers and students from public schools of nine regions in the country, as regards the issue of child labour.

Next steps:

The fact that the methodology is developed in the school and involves several educational actors, from the local to the national sphere and at different levels (teachers, technicians, supervisors, etc.), enables mobilising the entire educational community in the issue of child labour, especially DCL and commercial sexual exploitation (CSE).

The project is being implemented by the Ministry of Education, which seeks ways to ensure its sustainability over time. Together with the supervision technicians from MEC, a plan was developed for training trainers and the team responsible for promoting the SCREAM methodology was formed

The development of this experience drew the attention of the national public to the topic. Child labour began to be discussed in the community and children began to talk about it with local authorities, leading to a mobilisation and coordination of institutions, thus laying the foundation for its continuity

South-South co-operation could also be a powerful mechanism for replicating this experience in other countries through the exchange of knowledge and learning among peers. In this sense, the Paraguayan experience is now being requested by and shared with other countries.



ECUADOR

Community model for the prevention and elimination of child labour based on intercultural dialogue with traditional populations

Period of implementation: 2011 – 2013

Where: Ecuador

Main focus: Education for prevention and elimination of child labour among traditional populations

Lead organisation: COMUNIDEC *Fundación de Desarrollo*.

Website: <http://www.comunidec.org/>

Results: Broad sensitisation and mobilisation of local actors; generation of knowledge about child labour among Indigenous and Afro-descendent populations; incorporation of the topic of child labour in community plans and plans of Decentralized Autonomous Governments (GAD); school/community coordination as a solid foundation for the model; creation of two rules to institutionalise the process and public budget; ARRULLarte tool

inspired by SCREAM; establishment of Local Management Committees; 1,750 children and adolescents prevented from engaging in and withdrawn from child labour: 90% of the children and adolescents withdrawn from CL in relation to the proposed target; 100% of children and adolescents prevented from engaging in CL in relation to the proposed target.

Context and objective:

Although the indigenous and Afro-descendant peoples of Ecuador have their cultural specificities and their right to participate in the definition of appropriate policies recognised, the country still lacks a national policy for the prevention and elimination of child labour targeted specifically to these peoples. Their absence in the debate and implementation of existing policies and programmes on the topic have prevented the indigenous and Afro-descendant society from taking ownership of the subject and hindered an intercultural construction of solutions that take into account their points of view and that are jointly constructed.

While it is known that the impact of child labour is greater among populations subjected to situations of discrimination and exclusion due to their ethnical origin or because they live in rural areas, have limited access to services, are poor and live of farming activities, the development models implemented thus far have not been capable of fully and productively incorporating the poorer, and no significant advances have been recorded as regards meeting their basic needs. Discrimination is still very high in rural areas.

The inspections currently carried out by the Ministry of Labour Relations (MRL) are limited to the formal sector. However, child labour is found mainly in the informal and domestic sectors. Additionally, these inspections are very occasional due to geographic extension and the number of cases to be managed by the officers. They neither incorporate appropriate indicators (especially for domestic labour) or intercultural considerations nor are supported by the social mobilisation of local actors who could play an active role in these processes.

The idea of eliminating child labour by improving education, although adequate has limitations. There is a huge gap between the modern education system that takes on the transformation of society, and the natural environment in prospective terms, which we call progress, while societies idealize the respect for customs, the cyclic dimension of time and the paces of life. On the other hand, there is a huge difference in the transmission of intellectual heritage from parents to their children, that is, the possibilities for parents to accompany their children

in secondary and higher education is very differentiated, an issue that sets very clear limits for the children of illiterate parents or with incomplete primary education, who make up the majority of the poor and rural sectors in Ecuador.

In this scenario, it is indispensable to create dynamic and intercultural models for the elimination of child labour on a local scale which, emerging from indigenous and Afro-descendent foundations can work in immediate territories (parishes, cantons and provinces) through a set of alliances, functions, resources, and methodologies. The main objective for developing the Community Model for the prevention and elimination of child labour at the canton level, based on intercultural dialogue, is getting the Indigenous and Afro-descendant populations to address the problem from their own perspective through a horizontal and respectful intercultural dialogue with society, in order to integrate local development institutions and educational agents by means of an outstanding performance by the organized local community, for the purpose of creating a strong institutional foundation with policies and resources for facing the problem in a progressive and sustainable way.

Methodology:

The construction of these models for the prevention and elimination of child labour started by ensuring the feasibility of this effort in communal territories (families, communes, neighbourhoods and slums). Due to the experience accumulated to date, the feasibility of the PFTIs and the employment of children and adolescents in economic activities (paid or otherwise) inside or outside the communities is easily recognized by the families. On the other hand, a sensitisation effort and an intercultural dialogue are required to give visibility to situations in which domestic activities, which in general are considered “help at home and formative work” can become child labour, thereby affecting the education, health and leisure of children and adolescents, when they carried out for long hours or involve carrying heavy loads and handling dangerous objects or goods.

The next key activity was debating the problem with community authorities (city hall, associations and parents), so as to make them take responsibility for it. This implies a process to strengthen the management capacity of community authorities within their communal territories, as was the case in the past when these authorities managed the social security of families in their territory and solved internal problems (support for orphans, widows, elderly and disabled women in solving internal conflicts, interfamily violence, conflicts in the communal territory, etc.).

Communities and/or parents met with the education unit in attended by their children (in the event the children attended several education units, the one attended by the majority of the children would be selected). Several important agreements were reached in those meetings: (i) the families' commitment to withdraw children from child labour or prevent them from engaging in child labour; (ii) incentives to the families of children and adolescents that committed to that, through the communal boards; (iii) commitment of communal boards to monitor compliance with the agreements, mobilise the community against child labour, be trained, participate in the Local Management Committee, and report on their management activities; (iv) parents will organize meals (school meals) by contributing a financial amount, which is a key mechanism to reinforce education, implement new learning methodologies and address issues related to the prevention and the elimination of child labour; (v) occasional collaboration to improve infrastructure, teaching materials and teaching methodologies will be agreed upon with the school; (vi) for its part, the school will commit to support the process, report on the monthly or quarterly performance of children and adolescents and participate in several events, as well as in training and evaluation activities.

Concomitantly, it was necessary to create a backbone of the Community Model for the Prevention and Elimination of child labour by establishing Local Management Committees (CGL) at canton or parish level (in this last case, to subsequently move on to the canton level), according to the specific characteristics of each location and mainly to the level of mobilisation and strength of actors interested in the topic, in order to situate the problem.

The duties of the CGL must be clearly defined. They are basically three: (i) to develop a local policy for the prevention and elimination of CL and include it in the cycle of public policies of the Municipalities, with the corresponding public budget and the creation of a minimum level of institutionalism within these organisations, in coordination with the CGL; (ii) to coordinate, inspect and monitor the services provided by national sectoral entities, including local entities, mainly as regards the areas of education, health, social security and child labour control, so as to ensure better coordination, sensitise them and promote their cultural diversity for them to value and understand the rural indigenous, Afro-descendant and mixed race cultures; to mobilise complementary resources, assess the advances made and solve problems; and (iii) to become an entity tasked with monitoring the performance of community authorities, enable the management of their territory, as well as social security, the establishment of undertakings, and the development of initiatives that stimulate the creativity, skills and abilities of adolescents.

Once the local institutional mechanisms for the prevention and elimination of child labour have been implemented, work will be required to consolidate the process until it becomes sustainable, at which time the project should be stopped for the model to work on its own. The systematisation of processes, participation in networks, establishment of partnerships and other forms of co-operation will be essential for the model to be consolidated, replicated and disseminated in other environments.

Challenges:

- » Rotation in community leadership: In indigenous communities, leaderships change every year, causing the work to be somehow interrupted. This problem was overcome by combining: (i) changes in internal regulations, with a view to maintaining 30% of the leaders; (ii) preparation of community work plans for more than a year; and (iii) a more organized transition (over one month) from previous to current leaderships.
- » Change in the State institutional model as regards childhood and adolescence: The New Constitution provides for the establishment of Equality Councils around five topics (childhood and adolescence, gender, ethnicity, mobility, and disabled people) to replace the entities that used to work independently. Nevertheless, the change process took too long and there is no clarity as to the new institutionalization. This generated indecision and confusion in the Childhood and Adolescence Councils, which operated in the municipal GADs. This problem was solved by a Municipal Ordinance that preceded (on a pilot way) this institutional exchange, to show the Government different possibilities for solving this problem.
- » Political alignment of the GADs in electoral contexts: A presidential election was held during the intervention, which generated the alignment of the GADs as well as of local organisations and groups. This was solved by prioritizing the interests of indigenous and Afro-descendant children and adolescents vis-à-vis the political context.

The Government declared that child labour will be eliminated by 2015, but shows little sensitivity to other proposals: studies allow us to demonstrate that child labour, despite a sharp decrease among children and adolescents 5 to 11 years old, has grown and continues to be very important among adolescents, especially in rural, indigenous and Afro-Ecuadorian areas, which are characterized by poverty and engagement in agriculture or small-scale and family fishing.

Lessons learned:

- » The change of focus in the child labour approach as regards indigenous and Afro-descendant peoples allows them to take cultural ownership of the topic: It has been suggested the indigenous and Afro-descendant peoples have all the attributes in their worldview, history and culture to address the problem.
- » It is possible to have a horizontal, intercultural, respectful and mutually fruitful dialogue for a consensus to be reached between the points of view of indigenous and Afro-descendant peoples regarding the education of children, limits to tasks assigned to them and international and national child labour regulations.
- » Young people (men and women, urban and rural, indigenous people, Afro-descendants, and mixed races) play a coordination role between the urban and rural areas as well as among different cultures, so as to reach their peers in a creative way.
- » The local focus on small territories (parishes and municipalities) enables radicalizing the decentralization process in order to ensure greater participation and action by local societies (especially rural society), so as to create sustainable community models for the elimination of child labour on a local scale.
- » The incorporation of communities, organisations and indigenous and Afro-descendant leaders and intellectuals renews knowledge and contributes to the construction of innovative proposals.
- » Methodologies that are suitable for indigenous and Afro-descendant peoples are required for developing community plans to eliminate child labour as well as sensitisation methodologies based on arts and popular communication, and monitoring indicators that incorporate the intercultural concepts agreed upon.
- » It is necessary to create solid and creative work teams, comprised in their majority of well-trained local, indigenous or Afro-descendant people, with a high willingness to work and who speak the same language and are fully committed to the success of the work to be developed.

Next steps:

The next step would be the publication of a municipal ordinance institutionalizing the model at the canton level: This enables including the topic in Municipal Plans, in local institutional mechanisms and in public budgets, besides, the incorporation of a pilot

proposal to influence both these experiences and the establishment of the next cantonal equality councils (gender, generations, ethnicity, human mobility and disabled people). The creation of youth groups (networks) that make art, discuss the problem, facilitate processes and mobilise society allows a social group to maintain the activity, demands, complaints, and actions, including after completion of the project. More indigenous and Afro-Ecuadorian municipalities need to be incorporated for the experience to increase its reach.



PERU

Learning to Think about Child Labour (APTI) – Intervening in the family as a key element in fighting it

Period of implementation: 2010-2013

Where: Peru

Main focus: Education and sensitisation of parents and teachers to child labour

Lead organisation: *Fundación Telefónica del Perú* (Telephone Foundation of Peru)

website: <http://www.fundacion.telefonica.com.pe/pronino/>

Results: 1,255 direct beneficiaries, child workers' parents, with low schooling levels and from families living in poverty and extreme poverty in rural and marginalized urban areas of Peru, who were child workers in their childhood and adolescence; 90% of these are mothers, Spanish, Quechua or Aymara speakers; 59% of boys and girls withdrawn from child labour; the number of children working Monday through Friday decreased from 49% to 22% of cases; the number of parents recognizing the dangers associated with child labour increased by 100%; the percentage of parents who believed they were taking good care of their children rose 63%.

Context and objectives:

According to the 2011 National Household Survey (ENAH0), around 1.65 million (23.4%) children aged 6 to 17 years work in Peru. Statistics show that approximately one in five (18.4%) children between 6 and 13 years old, as well as one in three adolescents (32%) between 14 and 17 years old work, while the minimum working age in Peru is 14. The majority of child workers (58.7%) is from rural families and carries out agricultural work. Of those living in cities, 41.3% work in family businesses, in the streets, domestic labour, recycling or construction, and there is a large number of non-remunerated family workers. While the majority of working children attends school and works (95% in primary education), many of them are dedicated exclusively to work (6.1%), live in rural areas and are adolescents and women.

Studies conducted in Peru have shown that child labour is motivated by the parents' idiosyncratic views and attitudes. These would largely come from the parents' experience with child labour in their childhood are the basis for their decisions on the matter. The compelling demands of poverty, among other factors, make it difficult for them to reflect on family circumstances in the long run as well as on the specific needs of children or their rights, leading them to think that child labour is a "necessary evil", or "something natural in their own culture".

The observed evidence has shown that fathers and mothers who have the opportunity to use their reflective skills to make decisions about child labour seek to avoid this activity for their children, are aware of its risks, seek to generate conditions to protect their children, fund and support their school achievements, do not assign them tasks that are dangerous or involve great effort, and regulate their activities with schedules that do not impair their studies.

Next, the Learning to Think about Child Labour (APTI) was presented, aiming to develop reflective thinking on child labour in the parents of children engaged in or at risk of engaging in child labour and influence their decisions on the matter, bearing in mind the child's higher interest. The initiative is developed within the framework of the 'Proniño (Pro-Child)' programme of the *Telefónica* Foundation, in association with the Centre for Social Studies and Publications (CESIP) - Lima, the Local Development Institute (IDEL) - Huancayo, the Titikaka Network - Puno, and the Association of Educational Publications.

Methodology:

APTI is a model of collective work with a focus on capacity-building through the promotion of reflective thinking in parents living in poverty. It is developed as a seven-session programme

with the Groups of Reflective Learning (GAR), each comprising 10-12 parents and conducted by a psychologist. Based on the principles of respect, confidentiality and sensitive listening, learning experiences are developed in the Group from reports of the life experience of participants. The goal is for participants to identify alternatives and discover the conditionings of child labour from their own experience and listening to the experience of others. Parents examine their current role as fathers or mothers, contrasting both periods (their past as children and their present as parents) and develop a perception of their children's specific needs. Subsequently, parents talk about the risks to which they were exposed as child workers and to which they are currently exposing their own children. Next the group discusses the role of education as a mechanism to overcome poverty and children's needs that go beyond material survival, such as affection, recreation and being seen as an individual.

Lessons learned:

- » The importance of the family dimension in addressing the issue of child labour requires developing effective and validated methods that respond to that.
- » There must be an implementing institution committed to the fight against child labour, open to understanding that this problem cannot be addressed without taking into account the subjectivity of the actors involved (parents, teachers and child workers).
- » To conform to the subjectivity of people and their context, the psychologist-facilitator should belong to the participants' cultural environment, receive initial training and conduct follow-up activities to validate the techniques used.
- » Adaptations can be made to different cultural environments, since the methodology is flexible.

Challenges:

- » The small coverage of each GAR group (10 to 12 participants), to which a new format has been generated to assist more than 30 parents per session, with a manual and three videos recreating the parents' dialogues in order to generate discussion groups on the topic with a large number of parents.

Next steps:

Building the capacity to thinking reflectively on child labour has the potential to produce attitude and behaviour changes that provide sustainability to the intervention over time.

Parents see their family life differently and seek an improvement in living conditions, independently taking on their role in the design and development of a family plan that considers the needs of children. It has been observed that when the APTI is applied in conjunction with another intervention, for example of Productive Endeavours for families (CESIP), the impact is greater and the sustainability of the changes is even longer lasting.



NICARAGUA

Children Lead the Way (CLW)

Period of implementation: Since 2011

Where: Nicaragua

Main focus: Social mobilisation, education and protection of children working in extensive agriculture

Lead organisation: Save the Children

Website: <http://www.savethechildren.org.ni/>

Results: Sensitisation of local authorities and joint work with all partner organisations to design alternatives that enable participatory processes; raising awareness among farm managers through negotiation processes that demonstrate how the provision of educational and recreational alternatives for children can generate profits in terms of adult productivity; sensitisation of parents to the importance of sending their children to education alternatives that allow them to move up in the production chain; emphasis on the importance of the quality of education so that children will be more interested in attending school than going to work.

Context and objective:

In Nicaragua, the legal working age is 14. However, parental consent is necessary for children between the ages of 14-16 to be employed. The Labour Code states that children 14-17 years old can only work a maximum of six hours a day, cannot work at night and are prohibited from doing hazardous work. The Constitution states that children may not engage in employment that may interfere with their development or schooling and are entitled to protection from economic and social exploitation.

Despite this legislation and the participation of Nicaragua in initiatives to eliminate the worst forms of child labour, there are officially about 315,000 working girls and boys, representing 18% of the total population in this age group. Among these, 44% are below the legal minimum age and 77% began to work before the legal working age. Children mostly are involved in the sectors of agriculture, informal trade and domestic activities, and account for 23% of the household income.

Especially in the agricultural sector and particularly in coffee plantations, thousands of child workers are exposed to harmful and hazardous work. The violations that occur are mainly related to hazardous activities that involve occupational health and security issues. Common hazards include: exposure to toxic products including pesticides, use of inappropriate tools (e.g. machetes and tractors) and exposure to extreme weather, heavy loads and long working hours. Additionally, seasonal work has a clear intersection with migration. Children often follow their families and settle in new environments which often lack a structure to assist younger children as well as health and education services, thus increasing the likelihood of children engaging in agricultural work. In many cases, children abandon school to participate in the production, harvesting and processing of coffee as a way to increase their household income. In rural areas, the majority of girls and boys only complete primary school up to the 4th grade. The intervention takes place in areas where this situation is particularly serious: in Tuma-Dalia, only 67% of children between 3-17 years of age go to school, and in Rancho Grande it is even less – 56%.

Methodology:

The practice was implemented in large coffee plantations. Its objective is to offer a holistic response to children's needs through education models in order to protect them from the worst forms of child labour. It offers different responses based on the life cycle of the individuals.

For younger children (age 6-13), the focus is to prevent their employment in harmful work in coffee plantation so as to ensure continuity of formal education, adequate child care while parents are at work, and relevant vocational orientation. In collaboration with the Ministries of Education, Labour and Health, Save the Children supports the implementation of the “Harvest Plan”, an integral strategy that includes an educational bridge through the provision of an “education passport” and additional activities such as rights awareness, reading clubs and vocation orientation in areas like jewellery, beauty care, carpentry, and baking, in small groups with an adult trainer. This strategy allows children to complete their formal education and have a sense of different possible professions so they can build their life project, going beyond their parent’s experience as coffee harvesters.

To older children (age 14-18) the experience is offering alternatives to harmful work through solid vocational training in agriculture, with a strong focus on coffee production that will allow them to scale up in the production chain as well as generate more income in their own land parcels. They learn about pest-control, organic agriculture, fertilizers, and local crops. There is a strong commitment to the care and protection of the environment, with a view to promoting sustainable agriculture.

In both groups an innovative gender equity approach was implemented to bring equal opportunities for boys and girls and address their specific vulnerabilities.

The implementation phase involved local authorities including the ministries of Labour, Education and Health, in partnership with Save the Children, partner organisations, farmers, communities, and schools. The strategy is implemented by local partners in coordination with the ministries of Education, Health and Labour and the involvement of the communities and Save the Children.

The CLW Programme in Nicaragua develops strategies for prevention of school dropout, including initiatives to guarantee the access and retention of working children under 14 in the school system. Beyond support for academic performance, the programme also promotes reading interest, sensitisation to child rights, and support for artistic, cultural and sport activities. For adolescents from 14 to 18 years old, the Programme promotes vocational and professional training so they can access decent work.

In La Dalia, the “Harvest Plan” (Plan Cosecha) is implemented by the local NGO CESESMA, with the participation of MINTRAB (Ministry of Labour), SILAIS (Ministry of Health) and MINED (Ministry of Education). The “Harvest Plan” is a strategy agreed by the government to protect children against exploitation and to guarantee that they continue receiving

education during the coffee harvest period. The partners Cuculmeca, MITRAB and SILAIS coordinate the “Education Bridges” experience as part of the Plan, with the aim to guarantee children’s rights to health, education and protection. As parents migrate to the farms with their children, these are given an “Education Passport” specifying their education level. Upon their arrival on the farms, an educator is hired by the administrator to proceed with education activities in order to avoid school desertion. The passport is then filled with the child’s progress and enables him or her to go back to school. The education passport is an excellent tool to guarantee that the school will receive the children after the coffee harvest period and to monitor their progress. This is critical to avoid school desertion, as children do not have to repeat grades, thus preventing them from engaging in harmful work by keeping them in school.

The farms also develop activities to protect the children from sexual abuse and exploitation. Recreation and sports are also encouraged through book corners, sport courts, computer centre and arts and crafts facilities. Through specific activities, children learn about their rights, such as in workshops on the worst forms of child labour promoted by the child protection network.

In El Cua, young people receive professional training in agriculture and coffee production. The curriculum is composed of different modules, including coffee production, identification of pests, production of organic pesticides and compost, organic agriculture, basic grains, livestock, ecotourism, etc. The modules are very practical and delivered according to the demand and interests of the youth. Additionally, these modules are now recognized by the Ministry of Education, and the young people can use them to move on to secondary and university education.

The monitoring and evaluation phase is conducted together with local authorities, members and Save the Children. The project was developed by the M&E team. Save the Children carries out regular monitoring and evaluation activities in order to measure and validate results with a view to making improvements and documenting achievements. A baseline study was conducted.

Challenges:

There are few local secondary or technical schools, which are largely under-funded and charge high tuition fees and other expenses (transportation, books, etc.). This hinders the enrolment and retention of children in education that could lead them to better opportunities in their

lives. Furthermore, the curriculum offered by the schools does not draw the attention of working children, as it fails to provide them with relevant contents for their daily lives and realities. Teachers do not have the training necessary to offer quality and relevant education. Even technical schools have been incapable to provide relevant and useful training linked to real market opportunities at the various levels of the production and marketing chain. The high levels of school desertion, the number of children who repeat a grade and the high level of truancy are to a large extent reflected in the child worker population.

Lessons learned:

- » *Richness of the reading environment:* The lack of opportunities to access books and literacy is an issue. Parents, teachers, communities, producers, farm managers, local authorities, all together recognise the importance of literacy and promotion of spaces/activities to develop in children and youth the pleasure of reading. The different strategies developed by the experience include book corners, story-telling, workshops on creative reading/writing, book fairs, monitors' training, and reading promoters' networks. These initiatives have been very successful and could serve as a tool to improve learning results.
- » *Participation of children:* Children acquire leadership skills through different activities and learn about their rights and responsibilities. They are organized into networks of children and children promoters. These networks allow peer to peer learning and mobilisation.
- » *Gender equality:* Gender approaches are carefully adopted in the programme. Among some of the innovations that this project brings is how gender issues are raised and addressed by boys and girls. Two specific child groups, Networks of Girls and Network of Masculinity allow children to take ownership of gender equality issues: equal rights; protection from violence including sexual violence; prevention of violence; parenting practices; roles of girls and boys in society; reproductive health issues and much more. Additionally, through vocational guidance and training, boys and girls are invited to question the traditional roles and professions that are in place in society.
- » *Value added of the CLW Project for the Harvest Plan and the Education Bridges:* The Harvest Plan is a joint effort involving civil society organisations and government to prevent child labour in the coffee industry. With the support of Save the Children, this initiative has been improved and strengthened. The different activities promoted to guarantee education for children during the harvest period has been useful to avoid school dropout and failures in the school system.

- » *How does CLW contribute to improve the quality of education for working children?* Since its inception, the main strategy of the CLW Programme has been to promote “Decent Work” for working children, fight child exploitation and protect children from the worst forms of child labour. Education initiatives including access to/retention in the school system and vocational training, coupled with life skills are considered a critical way to protect children. The issue of the quality of education needs to be introduced as a priority if the expected outcomes are to be achieved.
- » *Involvement of the private sector:* Administrators of the collaborating farms are committed to contributing to the guarantee of children’s rights, and there is a concerted effort by all actors to ensure child protection in the farms.

Next Steps:

A midterm and a final evaluation will be conducted to assess the achievement of goals. During year one of the programme, Save the Children finalized and rolled-out a monitoring plan that measure impacts rather than the completion of activities. This is part of a monitoring and evaluation system which also develops a set of common indicators to monitor working children, which feeds into the generation of knowledge on the issue.



BRAZIL

Online Course - School in the Fight against Child Labour (ECTI)

Implementation Period: Since 2012

Where: Brazil

Main focus: Capacity building in education systems to face child labour

Lead organisation: *Fundação Telefônica Brasil*

Website: www.promenino.org.br/ecti

Results: 6,500 people attend the course each semester, of whom 55% are professionals from the municipal school system and 36% from the state school system; for 72% of participants, the course totally changed their view of the child labour phenomenon; 24.2% of participants began to perceive their role as rights advocates; 23.7% realized that they knew little about the Statute of the Child and Adolescent (ECA) and its legal provisions; 22.9% began to understand the importance of addressing the topic in their classes and/or activities.

Context and objectives:

In 2007, with the enactment of Law 11525/07, which included contents addressing child and adolescent rights in the Junior High School curriculum, teachers using the *Pró-Menino* Network sought in *Telefonica* Foundation and *Pró-Menino* Network, support to implement the teaching of ECA in schools.

Telefonica Foundation Brazil organised a distance learning course about ECA for teachers and pedagogical coordinators. Five online courses were held in the period 2009-2011. In 2012, contents on the fight against child labour were added, giving rise to the “School in the Fight against Child Labour” (ECTI) project. Its specific goals are to create and expand a culture of rights as opposed to the cultural acceptance that child labour enjoys in Brazil; qualify educators to discuss child labour related issues; encourage the practice of fight against child labour through web actions; and foster the participation of educators and students in *Pró-Menino* Network.

The *Pró-Menino Telefonica* Foundation network is an initiative of the *Telefonica/Vivo* Foundation that seeks to contribute to the guarantee of the rights of children and adolescents and fight child labour exploitation by using new information and communication technologies (TICs), mobilising people, disseminating information, and building capacity.

Methodology:

The activities are carried out through distance learning (DL) via the virtual learning communities of *Pró-Menino* Network. The course is comprised of six modules aimed at transforming participating educators into producers of material on the topic by sharing materials, experiences and doubts in the distance learning platform and *Pró-Menino* Network, through which they will be able to interact with internet users in general. Several information technology and distance learning resources are used, such as chats, forums, supporting texts, web broadcasts, video lessons, etc., based on the knowledge on demand concept that allows educators to develop their education processes at flexible and suitable times and according to their routines. The qualification programme uses the following action strategies: i) irrigation: when the network makes information available to users; ii) participation: when internet users become knowledge producers and share their local experiences; iii) interaction: promotion of user-to-user interconnection. The total length of the course is 60 hours.

Challenges:

There is still resistance to expanding the teacher's view of the need to establish a culture of rights at school, the importance of ECA and the role of the schools and teachers in defending and guaranteeing the rights of children and adolescents. Moreover, the experience showed the difficulty to integrate the school with the community and the family, since only 2.3% of the activities involved the community as a whole or the family.

Lessons Learned:

The numbers and profiles of participants show the need for and the importance of searching partnerships with the municipal and state education systems. The Municipal Network, although scattered and of difficult access due to its geographic distribution, delivers good results when reached. The State School System showed greater bureaucracy and a consequent delay in contacting teachers.

Next Steps:

Data shows the course's potential to bring new users to *Pró-Menino* Network, since all those enrolled in the course are also registered in the Network. In addition to the posts on *Pró-Menino* Network, about 40 papers were received from course participants reporting on the activities carried out in the classroom with their students. The proposal is for these papers to be reviewed and possibly become a reference for activities to be carried out with the next groups.

National Health Policy for the Eradication of Child Labour and Protection of Adolescent Workers - Adolescent Health Programme.

Period of implementation: Since 2004

Where: Brazil

Main focus: Health care for child and adolescent workers

Lead organisations: Ministry of Health; Health Surveillance Secretariat - Environmental Health and Worker's Health Surveillance Department, General Coordination of Workers' Health

Website: www.saude.gov.br

Results: 30 Courses to Raise Awareness to Economically Active Children and Adolescent's Full Health Care (from 2004 to 2006) were conducted in 20 Brazilian states, qualifying 1,121 technicians; between 2004 and 2009, several measures were taken in the health policy area to fight child labour, including the enactment of Ordinance 777 of the Ministry of Health (28 April 2004); preparation of the guidelines on differentiated complexity for full health care to economically active children and adolescents, in 2005; and the preparation of a Normative Ruling for notification of work-related accidents involving children and adolescents. Institutional rapport between the Ministry of Health and the Labour Public Prosecutor's Office for the development of information flowcharts. Besides, in 2006 the Ministry of Health and the ILO published the Self-Learning Modules on Health and Safety in Child and Adolescent Labour.

Context and objective:

In Brazil, the 1st National Health Policy for the Eradication of Child Labour and Protection of Adolescent Workers seeks to support the prevention, identification and eradication of child labour and provide full health care. The Policy emphasizes inter-sector action through joint activities with the Ministry of Labour and Employment (MTE), the Ministry of Education (MEC), the Ministry of Sports, the Ministry of Justice, the Ministry of Social Security and Social Assistance (MPAS), the Secretariat of Human Rights (SDH), the Federal Public Prosecutor's Office (MP), the National Food and Nutrition Safety Council (CONSEA), the Brazilian Institute of Geography and Statistics (IBGE), the National Forum for Prevention and Eradication of Child Labour (FNPETI), Law professionals, the National Council for the Rights of Children and Adolescents (CONANDA), among other entities. The actions of the Policy include but are not limited to educational activities targeted to children and their

parents to foster knowledge about the impact of child labour on health; identification of diseases and accidents resulting from child labour that are reported to the health care service; inclusion of the items “occupation” and “field of activity” in all individual health care records of children over 5 years of age; full health care to economically active children and adolescents; qualification of human resources from the health care area to identify and refer labour-related health issues and act as a health promotion agents by informing the risks of early labour.

Methodology:

By means of its Technical Workers Health Area (CGSAT), the Ministry of Health organized the first Health actions for Eradication of Child Labour and Protection of Adolescent Workers within the Unified Health System (SUS). In this regard, special mention should be made of the enactment of Ordinance 777 of the Ministry of Health, dated 28 April 2004, which implemented the eligibility of children and adolescents victims of work-related accidents as an event subject to mandatory notification in the Surveillance Services Network.

The actions for full health care to economically active children and adolescents within the Unified Health System (SUS) of the Ministry of Health are implemented through the National Network of Full Health Care to Workers (RENAST). RENAST, a national health information and practice network, is one of the main strategies of the Ministry of Health to implement the National Policy on Workers Health, which also includes actions targeted to child and adolescent labour. RENAST is composed of 180 State and Regional Centres of Reference in Workers Health (CERESTs), which are specialized services of state or regional coverage aimed to promote the inter- and intra-sectoral coordination of health care actions in their areas of coverage. As regards child labour, the CERESTs are in charge of contributing to identifying and evaluating the health condition of adolescents and children submitted to labour situations and act together with other government and society sectors in the prevention of child labour.

When it comes to early labour identified within the family or the community, the health agent who identifies the case refers it differently, as the agent is prepared to characterize the problem and inform especially the parents about the harmful effects of early labour. As a strategy of communication and education for health, informative materials were prepared for the national education and health campaign. The materials produced show the consequences of the child’s exposure to unhealthy, hazardous and painful labour environments.

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In training workshops, health care professionals are sensitized to the construction of joint solutions to fight child labour. The methodology used was effective in valuing the knowledge of professionals and encouraging the search for new knowledge and solutions suitable for their realities. The training also enabled introducing the inter-sectoral and inter-institutional networks of each socio-cultural context, legal prerogatives and the assistance flowchart. In the workshops it was concluded that public policies in the health, education and social assistance areas, among others, are complementary and must be implemented in an integrated manner.

Challenges:

Still in 2004, the CGSAT evaluated that the number of technicians was insufficient for implementing all workers' healthcare actions in Brazil. Based on this evaluation, it submitted a proposal discussed and agreed nationwide to create a co-operation centre for implementation of the 1st National Health Care Policy for Eradication of Child Labour and Protection of Adolescent Workers. As a result, said co-operation centre became the Adolescent Health Studies Centre (NESA), created in 1974 by the Internal Medicine Department of the School of Medical Sciences of the State University of Rio de Janeiro (UERJ) for the purpose of being the teaching-assistance unit in charge of the full health care of adolescents and young people 12 to 20 years old. NESA started to discuss actions in the health area to fight child labour and was funded by the Ministry of Health for that purpose. Within the scope of NESA actions, since early in 1990 the Adolescent Worker Health Care Programme (PSTA) has been developing education, research and college extension actions relating to the health of economically active children and young people. Due to the accumulation of knowledge on the topic, the PSTA had an active participation in preparing the Policy.

Lessons Learned:

The Family Health Care Programme has shown to be strategic in the fight against child labour, to the extent that community health agents carry out work that gives them access to the houses and, therefore, to the families. Additionally, the programme demonstrated the relevance of the school in identifying child and adolescent workers and developing education and health-related actions in that space; and the appropriateness of cash transfer programmes such as PETI, as regards employment and income generating actions for the families. Finally, the need for knowledge and dissemination of the actions implemented by community leaders and civil society organisations were evaluated.

Next Steps:

The active participation of the CERESTs in both the organisation of continued education programmes and commitment to the proposals built in the work groups (recommendations prepared by those participating in the courses) is important in the process of expansion and decentralization of actions. It is noticed that in the states where training was provided there is an effective participation by the reference centres as action-disseminating hubs. The National Health Policy for Eradication of Child Labour and Protection of Adolescent Workers integrates the different strategic areas of the government and enables the problem to be fully addressed, with the help of the health care area that has been sensitized and prepared to identify it and refer it to solutions. The creation and application of the healthcare flow (sequence of procedures when identifying a case of child labour that reaches the health care service) contributes to integrating the health care network with the network of protection and guarantee of rights.

“I Found Myself” Programme - Model for the inclusion of adolescent workers between 14 and 17 years old in the vocational training, full protection and youth employment system.

Period of implementation: Since 2010

Where: Brazil

Main focus: School to work transition

Lead organisation: National Industrial Apprenticeship Service (SENAI)

Website: <http://www.senaimt.com.br/site/>

Results: 237 adolescents between 14 and 17 years old who were removed from child labour or a situation of social vulnerability completed the courses in Industrial Administrative Assistant (SENAI), Administrative Assistant and Supermarket Service Assistant (SENAC) and were employed during the period; strengthening of family bonds and improvement in the socio-economic conditions of adolescents and their families; sensitisation of families, institutions and employers to the reality of adolescent workers, the risks of the worst forms of child labour, and their rights to safe conditions with opportunity of vocational training and permanence in the school system; coordinated management between different institutions, sectors and public policies to ensure full assistance to and full education of adolescents.

Context and objective:

The child labour phenomenon in the State of Mato Grosso, in the Central-West region of Brazil, has been the subject of studies and follow-up as regards the evolution of indicators. The main economic sectors employing child labour in Mato Grosso are: services, commerce, agriculture, industry, and construction. The 2009 National Household Survey (PNAD) shows that in Mato Grosso, 395 children between 5 and 9 years old, 22,919 children between 10 and 14 years old, and 56,898 adolescents between 15 and 17 years old had some type of occupation. The illiteracy rate has grown 1.2 percentage points since 2004. In the Central-West region, according to the 2008 PNAD carried out by the IBGE, 18% of children and adolescents between 5 and 13 years old with some kind of occupation do not attend school. In age group 14-17 years, 20.4% of those with some type of occupation do not attend school whereas among those who do not work the level was 11.4%. In comparative terms, it was

observed that in age group 15-17 years the occupation rate increased by 6.97%. Consequently, the age group with the highest probability of engagement in child labour coincides with the time the children leave the Child Labour Eradication Programme (PETI).

Methodology:

- » Planning: Design of the work plan; definition of institutional players; definition of viable public policies; establishment of full management agreements. At this time, it is essential to coordinate with the State Education Secretariat for the adolescents to continue attending or enter public school, thus ensuring their basic academic development. Moment of sensitisation with companies to ensure they will comply with the Apprenticeship Law and hire Programme beneficiaries.
- » Preparation: Adolescents join the Programme in different ways: specific call by a company; interest shown by the adolescents themselves in joining the Programme through social service offices or at the training entity; direct contact with social service professionals (CRAS, CREAS, Child Protection Services, etc.) in the schools and communities and through the inspection by labour inspectors who remove the adolescents from child labour and invite them to join the Programme. Once the possible beneficiary is identified and included in the Unified Registry for Federal Government Social Programmes, and the “I Found Myself” form is completed: 1) the municipal social service agency introduces the Programme to the adolescent and talks with him/her and his/her family to explain the benefits of vocational training and follow them up during the entire process; 2) the Education Secretariat verifies whether the adolescent is attending an education institution and takes the applicable measures (transfers of schools or shifts) so that Learning will not interfere with the school day; 3) the Office of Regional Labour Superintendent sensitizes the companies so that they will join the Programme, comply with the Apprenticeship Law and hire the adolescents benefited by the Programme.
- » Implementation: Time for making the coordinated management of different sectors and institutions feasible, so as to ensure full assistance and vocational training; definition of the agency responsible for the technical and financial implementation of the action programme and of the members of the Steering Committee; the vocational training process is implemented by the S³ System, which also provides tutoring in basic disciplines (Portuguese and Mathematics) to overcome school deficiencies and teach concepts of corporate sociability; guidance and monitoring of families to strengthen bonding; training for work; support in searching a job for parents; link other family

members to the school; and promote access to health care services. When joining the Programme, the adolescent signs an employment contract with the company and starts to receive a proportional salary; the training period is one year, with four months of classroom learning and eight months of practice in the contracting companies, which can extend the period for another year; in this phase, there is monitoring to verify the commitment of participating entities and the participation of the adolescents in at least 75% of the activities during the training year.

- » Control/evaluation: During the training process, two formal monitoring sessions are held to identify progress in the conditions of vulnerability to child labour. As soon as the training period is over, the adolescent participates in an evaluation to identify the effects of the Programme on his/her preparedness for professional life, on the strengthening of the socio-economic condition of the families and on learning deriving from work under protected conditions.

Challenges:

- » Organise and coordinate management between public institutions and strengthen relations with other participating entities.
- » Persuade companies to join the programme and agree to accept adolescents who in most cases are discriminated against for belonging to vulnerable communities.
- » Lack of investment to strengthen the social service structures for assistance to beneficiaries.
- » Difficulty to implement some public policies that benefit adolescents and their families.

Lessons Learned:

The experience represented an effective process of public policy coordination oriented towards children and adolescents in the various sectors that ensure full assistance based on the rights approach.

Compliance with the legal framework to promote training for youth labour under protected conditions represents an opportunity for the communities and an investment in the strengthening of the production sector.

The promotion of sustainable development opportunities for adolescents and their families is welcomed by them and contributes to building trust in the institutional aspect of the State.

Next Steps:

In the future it is important to have places available for Apprenticeship in the S System or other institutions authorized to offer them, in addition to the interest of companies and involvement of institutional government players (Federal, State and Municipal governments) and the Labour Public Prosecutor's Office.

Programme for Education against Exploitation of Child and Adolescent Work (PETECA)

Period of implementation: Since 2008

Where: Brazil

Main focus: Social mobilisation for eradication of child labour and guarantee of schooling

Lead organisation: Labour Public Prosecutor's Office (MPT)

Website: <http://www.peteca2008.blogspot.com.br/>

Results: The topic of child labour is already being systematically discussed in the classroom in 9 Brazilian states, 171 municipalities and 2,636 schools, involving 13,354 teachers and 454,000 students; Programme activities have motivated many students to more actively participate in school activities, improving school attendance and retention; strengthening of the Child and Adolescent Right Protection System; disruption of the culture of tolerance or indifference towards exploitation of child and adolescent labour. Many educators began to see child labour as a serious social problem.

Context and objective:

The 2007 National Household Survey (PNAD) showed that there were of 4.8 million child and adolescent workers in Brazil between 5 and 17 years old, accounting for 7.5% of the entire population in that age group. The survey demonstrated that child labour was primarily found in household chores and informal urban activities, besides domestic child labour, which employed about 8% of all working children and adolescents.

In this context, the MPT has strengthened efforts and preventive actions against child labour, thus contributing to the discussion of the topic at school and raising awareness of this form of exploitation and its ensuing hazardous effects. The MPT in the State of Ceará, Brazil, signed a Technical Co-operation Agreement with the Municipal Education Secretariats, based on which the Programme for Education against Exploitation of Child and Adolescent Labour (PETECA) was implemented.

The main objective of PETECA is to prevent the exploitation of child and adolescent labour through actions that seek to eliminate one of its main causes, namely acceptance by society of this type of exploitation as being a problem of little or no offensive potential. In this sense, PETECA aims to raise social awareness with a view to eradicating child labour and

protecting adolescent workers by overcoming cultural barriers that hinder fulfilment of the rights of children and adolescents. It also seeks to strengthen the Rights Guarantee System to enhance, both quantitatively and qualitatively, public policies of assistance to children and adolescents.

Methodology:

With respect to direct work carried out with children and adolescents, PETECA promotes classroom debates about the Statute of the Child and the Adolescent, emphasising the eradication of child labour and the protection of adolescent workers. In 2008, two guides were prepared: “Approach to Child Labour at School”, containing the theoretical aspects of the topic, and “Pedagogic Guidance”, establishing the step-by-step of the project implementation. In September 2008, the MPT/CE called all Education Secretariats of the State of Ceará to a Public Hearing, during which it proposed the signature of the Term of Adherence to PETECA. Based on these partnerships, the following events were held: a) a 40-hour training course for 82 municipal coordinators in Fortaleza; b) dozens of 16-hour Training Workshops for Pedagogic Coordinators and Teachers in the Municipalities; c) hundreds of School Action Plans (classroom debates, in 12 class-hours); d) several school activities (performing arts, visual arts, writing and literature); e) awards to the 12 best products presented by the students (3 in each category), training of more than 10 coordinators, of whom 80 were from the municipal school system and 20 from the state school system; meeting of the first group of Municipal Coordinators for evaluation of the work done. In the following years the actions continued on a regular and growing basis, including distance-learning courses.

Challenges:

The project limitations are related to insufficient financial and human resources and also to the lack of time of Municipal Coordinators. Another factor that limits the project is the lack of bonuses for the Municipal Coordinators of the Programme, in recognition of the responsibilities assumed in the Local Coordination of the Programme. Rotation of professionals is also another hindrance to implementation of the project.

Lessons Learned:

To overcome the difficulties, the MPT has been establishing partnerships with several agencies and entities within the Child and Adolescent Rights Guarantee System.



Next Steps:

PETECA is believed to be replicable in different contexts, both in Brazil and in other countries. This action is already being implemented in another 16 Brazilian states.

Labour Judges in the Fight against Child Labour

Period of implementation: Since 2005

Where: Brazil

Main focus: Training on rights and child labour in schools

Lead organisation: National Association of Labour Court Judges

Website: <http://www.anamatra.org.br/tjc>

Results: More than 80,000 students and 6,000 teachers participated in the programme and were trained in courses and training sessions.

Context and objective:

To face the harsh reality of child labour that keeps children from attending school and prevents their healthy physical, cultural, psychological and emotional development, the National Association of Labour Court Judges created the Work, Justice and Citizenship Programme. This programme brings judges, lawyers, law professors, and other professionals to the schools, to provide information and guidance on the fundamental rights of children and citizens. Its goal is to contribute to the full development of children in schools; raise awareness of child labour, the fundamental rights to education and leisure, and the importance of staying in school for physical, cultural, psychological, and social development. The Programme also seeks to integrate the Judiciary with society.

Methodology:

The Work, Justice and Citizenship Programme works as follows:

- a) Offering training courses for elementary school teachers, classes on child and adolescent law, family law, labour law, and ethics and citizenship among other topics;
- b) The judges teach these classes to the teachers;
- c) Using several illustrated booklets, teachers transfer knowledge to the students in the various disciplines of the school curriculum;
- d) The judges go to the schools, speak with the school community and clarify doubts about the topics covered by the Programme;
- e) Students prepare artistic works to prove what they have learned (jury simulations, posters, songs, poems, dances, etc);

- f) Students visit the Judiciary Forums, learn about the activities of judges, lawyers and staff and participate in real and simulated hearings;
- g) This integration humanizes the judge, strengthens links with society, especially with peripheral, marginalized communities, which have little access to justice.

The Programme is implemented in partnership with the Regional Associations of Labour Judges and in each state there is a Regional Coordination that organizes and carries out the actions of the programme. The Regional Labour Courts are key partners because they enable the participation of the judges and staff in the School actions. The Brazilian Bar Association, the Labour Public Prosecutor's Office and Federal and Private Universities also participate actively by teaching classes for the Programme to be successful.

The Programme is implemented in elementary schools with students 5-17 years of age. Generally, these are children and adolescents who live in densely populated and poor areas of the cities, largely made up of Afro-descendants, poor families, and communities without access care basic health, transportation, education, and sanitation services.

Challenges:

- » Overcoming the culture that it is better for the child to work than to become a criminal.
- » Bureaucratic difficulties for establishing agreements with educational bodies and institutions.
- » The need for more resources to print the booklets, purchase educational materials and organise events.

Lessons Learned:

The programme has effectively contributed to change the culture that it is better to have a child working than committing crimes, showing that the solution involves full time quality education. The resistance from parents and guardians who use the work of their children because of their needs and lack of social means to overcome them also needs to be overcome.

The programme has demonstrated the effectiveness of working in partnership networks by coordinating support and protection, especially in relation to the worst forms of child labour.

Next Steps:

Continuity of the work is possible through the support of Labour Courts and Education and Culture Secretariats, the support of the ILO in forums and actions of fight against child labour, including the use of teaching materials, in addition to partnerships with universities and cultural and scientific institutions. Financial resources from sponsorships and donations from public funds such as the Collective Rights Fund are also needed.

Child Labour Eradication Week of Itapetinga

Period of implementation: Since 2011

Where: Brazil

Main focus: Social mobilisation

Lead organisation: Social Development Secretariat of Itapetinga - Bahia

Website: <http://www.itapetinga.ba.gov.br/>

Results: More than 10,000 people directly or indirectly reached; increase in the number of PETI (54) and PROJOVEM (37 youths) participants; greater social mobilisation; clarification to the population that enables identifying situations of rights violation; coordination of the networks of protection, assistance to and guarantee of rights with the justice system.

Context and objective:

North-eastern Brazil has a high incidence of child labour, as shown by the results of the 2010 Census of IBGE. The State of Bahia leads the list of highest concentration. Among its Municipalities there is still child labour to be eradicated, including in its worst forms.

In the interior of the State, the situation is compounded by the lack of information and inspection, the difficulty of access to rural and urban households and the fragility of the protection network.

In order to raise awareness and coordinate members of the networks and local players in the rights guarantee system and inform and sensitise society, the media and leaders about child labour and the need to tackle it, the Social Development Secretariat of Itapetinga has been conducting a CHILD LABOUR ERADICATION WEEK OF ITAPETINGA in partnership with the Labour Court.

Methodology:

In the 1st CHILD LABOUR ERADICATION WEEK OF ITAPETINGA, one of the main tasks was to mobilise other institutions to approach children living in the streets, meet with their families and refer them to PETI. The programming included a march of more than 200 people through the main points of Itapetinga, the distribution of pamphlets in the shopping mall and the Supply Centre (fair), manifestation in public square in repudiation of child labour, videoconferences about Public Policies for the Eradication of Child Labour, and a Round

of Debates with 300 people (teachers, city counsellors , in the areas of education, health, guardianship, and rights), civil servants, students, and families.

In the 2nd CHILD LABOUR ERADICATION WEEK OF ITAPETINGA, the actions were enhanced: distribution of posters and direct approach in the region where the auto repair shops are concentrated in the city, with distribution of folders about the 10 reasons to fight labour, MPT posters, talks with the regional press, leafleting in restaurants, diners, ice cream parlours and other commercial outlets, a walk downtown, artistic performances by children and adolescents, seminars, and open fairs.

Challenges:

- » The lack of an efficient and safe information system makes planning and evaluating results difficult; the eradication of child labour is still not a top priority in the municipality;
- » Lack of a permanent working group dedicated exclusively to the deployment and monitoring of results;
- » Overcoming the resistance of the population, mainly the elderly, who defend child labour.

Lessons Learned:

Networking is essential because child labour has several dimensions; sensitising society and overturning myths requires showing the harms of child labour to the health of the developing person and informing the media about the issue; valuing the importance of teachers among students and their families; need to increase the offer of extended school day or quality full-time school to increase the availability of alternatives; relevance of community health agents in approaching the families that are outside the scope of inspection, and need to train these agents for them to be more effective; importance of including young people as protagonists in the process of fighting for rights, as well as churches.

Next Steps:

Partnerships offer an advantageous cost-benefit ratio, hence the importance of networking; for the future, it is also important to guarantee the monitoring of results and the continuity of actions.



PHILIPPINES

ABK2 Initiative: Take Every Action for Children Now (TEACH Now)

Period of implementation: 2007 to 2011

Where: Philippines

Main focus: Education and Training

Lead organisation: World Vision Philippines (<http://worldvision.org.ph/>)

Results: Increased awareness and improved attitudes by stakeholders of the problem of child labour and the importance of education; 16,892 children withdrawn from child labour and 13,579 prevented from engaging in hazardous work; improved school attendance by children, increased enrolment rates and decreased dropout rates; establishment of a variety of institutional partnerships and mobilisation of individuals; approval of 36 public policies and 101 ordinances such as the children's welfare code in almost 85% of the 40 cities and municipalities covered; opportunities for income generation (training for capital build-up and development of skills) provided to 3,054 families.

Context and objective:

Statistics from 2001 showed that 4 million Filipino children aged 5-17 years were economically active. Of these, 2.4 million were exposed to risks and many were engaged in the worst forms of child labour. Baseline studies from 2008 also confirmed the engagement of children—both in and out of school—in exploitive labour in urban and rural areas. In focus group discussions and interviews with key informants, children, parents, teachers, and community and government leaders identified the following as important determinants of their engagement in exploitive labour: 1) need to earn additional family income; 2) lack of awareness regarding laws on child labour; and 3) belief that education does not immediately contribute to family livelihood.

The ABK2 Initiative is implemented by World Vision Philippines and its members: ChildFund Philippines and Educational Research and Development Assistance Foundation, Inc. (ERDA). Through the ABK2 Initiative, members supported the Government of the Philippines in achieving its national goal of a 75% reduction in the number of children in exploitive labour by 2015. The ABK2 initiative aims to reach this goal by improving the quality and relevance of and accessibility to educational services, increasing awareness of the risks and losses of human potential caused by the worst forms of child labour (WFCL) and developing the capacity of families, community members and governments to identify and address child labour problems in their communities.

Methodology:

The design of the project responds to the results of the 2008 baseline survey as well as the documentation and consolidated reports of ABK1. The approach initiated in the first phase of the ABK and continued by the ABK2 is based on capacity building and on the establishment of partnership at community and government level as regards the provision of educational services to children engaged or at risk of engaging in the worst forms of child labour as defined by ILO Convention 182.

Building on the networks established through the ABK1 and the ABK2 continued to forge partnerships with the Department of Education (DepEd) and the Department of Labour and Employment (DOLE) by facilitating the drafting of new Memoranda of Agreement (MOA). The agreements focused primarily on collaborative and effective work in the strategic direction of the Philippine Programme against Child Labour (PPACL), which lays out the national plan for reducing child labour by 75% by 2015. The ABK2 project was thus jointly implemented through the concerted efforts of its various stakeholders and partners, with the end goal of eliminating child labour and promoting the importance of education for all children.

The project was developed around the following activities:

- » Direct Educational Assistance to ABK2 children, including the annual provision of direct educational assistance in the form of school materials (bags, notebooks, pencils, paper, rulers, scissors, glues, crayons, etc.), school uniforms, shoes, and payment of part of the school fees that were paid directly to the schools, benefiting 30,983 children. Vocational or technical courses are offered to 337 high school graduates and community-based literacy programmes are available to out-of-school children and youth.
- » Catch-Up-Programme, a community effort that helps students who have a hard time catching up either due to excessive absences or the inability to study at home because of work demands or other concerns.
- » Organisation, capacity building and mobilisation of community social structures, including Community Observation Groups, Working Groups on education on child labour, Barangay Children's Associations, and Barangay Council for the Protection of Children. Capacity building approaches included: Leadership Development, Monitoring & Evaluation, Entrepreneurial Development, and Financial Recording.
- » Organisation, strengthening and mainstreaming of the Barangay Children's Association (BCA): the participation of the children helped them identify their roles and responsibilities in responding to and taking action vis-à-vis the challenges of child labour.
- » Provision of income generating opportunities, including training and small loans for beneficiaries to start a business.
- » Awareness-raising, which was integrated into virtually all the different approaches of the ABK2, including training and orientation on child labour for parents, integration of child labour in classroom teaching, training of child leaders as peer advocates, advocacy and mobilisation around the cause with Barangay authorities and councils, training of teachers as advocates, and sensitisation through mass media campaigns (TV ads and radio programmes), in addition to the organisation of special events such the Anti-Child Labour Award for Teachers (ACLAT) and the World Day against Child Labour. Efforts to increase awareness also included education on child labour in the classroom and orientation for parents in the schools and for Barangay authorities.
- » Monitoring, including two important types of monitoring: a beneficiary child monitoring system, designed to collect a wide range of information on the education and work situation of children; and data control and surveys of monitoring performance indicators.

- » Participatory evaluation/Stakeholders' Summits, which brought all project stakeholders together before the end of the project, through a series of Island-wide Summits to discuss which strategies each stakeholder could support and through which means. Through a participatory action survey among key stakeholders (e.g., children, parents, local government officials, teachers, religious organisations, and other NGO partners among others), who were involved to assess their experiences—before, during, and after implementation of the ABK2—and to reflect on what made sense to them and what did not. Moreover, this process included the documentation of practices considered exemplary by the stakeholders and the development of information and working kits for other implementing agents, which in turn will contribute to the lasting impact of the project.

Challenges: The economic climate was a challenging to getting private sector support for the education of disadvantaged groups such as workers. Yet, the commitments of the Department of Education (DepEd) and the Department of Labour and Employment (DOLE) facilitated coordination and work at national and local level, including the establishment of strategic partnerships with schools, private institutions and local government units (LGUs). This generated new attitudes and perspectives, including a better understanding, among schools, of the DepEd's Open Enrolment policy, which allows child workers to enrol in formal education even after the end of the school year enrolment period.

Weather conditions also posed challenges to implementation of the project. In the first quarter of 2010 the country was affected by a series of calamities, beginning with Typhoon Ketsana that placed several areas under a state of emergency, including project sites in North Camarines, Bulacan and the national capital region. An emergency response was provided by the World Vision Development Foundation to supply additional school materials for the children.

Lessons learned: Conducting periodic surveys and evaluation sessions with each implementing agency through regular meeting/consultations of the Technical Working Group (TWG) proved to be a key element for progress, as it enabled immediately and appropriately addressing the concerns at hand and adjusting the programming accordingly.

Throughout the monitoring efforts, it became evident that monitoring data not only enabled project managers to assess the overall progress achieved in withdrawing children from child labour and preventing them from engaging in child labour at the educational, provincial, and associated partners level, but also served to encourage and motivate children and their parents to stay in school, because they knew that someone was concerned about and followed up their school situation and achievement.

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Next steps:

The initiatives were well integrated into government policies, priorities and initiatives, such as education, poverty reduction and technical and vocational training. They were built on the role of the local government leadership and in close collaboration with other institutions. Moreover, the model incorporated initiatives to include ethnic minorities and to address the challenges of family life. Growing even further from the experiences and good practices of the ABK1 and 2, the World Vision is currently implementing a third phase (ABK3), focusing on children in sugarcane plantations in 11 Philippine provinces, with a target population of 52,000 children and 25,000 households. (For more information on ABK3, visit <http://abk3leap.ph/>)



INDIA

INDUS child labour project in India

Period of implementation: 2004 to 2007

Where: India

Main focus: Education, vocational training, support for income generation, and social mobilisation

Lead organisation: The government of India

Website: <http://labour.nic.in/content/division/indus.php>

<http://www.cbwe.gov.in/international-collabouration/indus-child-labour-project.aspx>

Results: Approximately 115,000 children were withdrawn from child labour or prevented from engaging in child labour through the provision of educational services or training opportunities; 9,232 families had access to micro-credit through the project component related to income generation; it is worth pointing out that 5,770 mothers have already benefited from supplementary economic activities in target districts and sectors, as a result of project interventions in income generation and training; 31,214 children in age group 9 -13 years and 14,122 children between 5-8 years old were enrolled in school; 21,250 adolescents completed vocational training programmes.

Context and objective:

The 1991 census in India estimated the number of working children at 11.2 million. The causes include poverty, lack of access to quality education, gender discrimination, large families, etc. The INDUS Child Labour Project was a Technical Co-operation Project of the Government of India (GOI), the Ministry of Labour and Employment and Board of Education, and the United States Department of Labour (USDOL), within the framework of a Joint Statement of Enhanced Indo-U.S. Co-operation on the Elimination of Child Labour. The project aimed to contribute to the prevention and elimination of hazardous child labour by enhancing the human, social and physical capacity of target communities and improving compliance with child labour policies and legislation in the target districts. The experience of the ILO-IPEC in India shows that integrated and comprehensive projects that simultaneously address several key aspects of child labour such as education and training opportunities, reliable and decent incomes for adults and adolescents in the family, and sensitisation are more likely to be successful. The INDUS Child Labour Project was launched in 21 districts across India, in five states with large concentrations of children employed in hazardous activities.

Methodology:

In order to systematically withdraw, rehabilitate and progressively eliminate child labour in hazardous sectors (stone quarrying and manufacturing of brick, *bidi* (cigarette made from the flakes and dust of dark tobacco leaves), footwear, fireworks, matches, silk, locks, brassware, and glassware), the overall approach of the project is to create a training environment where children are motivated to enrol in school and stay away from work, and families are provided with alternatives to refrain from sending their children to work.

The two pillars of the approach (which focuses on the two main causes of child labour) are to economically empower families at risk on the one hand, and make education stronger and more relevant on the other. The project was implemented in collaboration with major programmes of the Government of India: NCLPs and Sarva Shiksha Abhiyan (SSA). Sarva Shiksha Abhiyan is a time-bound integrated approach which, in partnership with local governments aims at achieving the goal of ensuring universal primary education. The approach seeks to provide useful and quality primary education to all children in age group 6-14 years by 2010.

The intervention strategy of the project consisted of a comprehensive child labour elimination model that integrated nine components:

- 1) Conducting baseline surveys to identify specific sectors as well as target children and families;
- 2) Withdrawing children from hazardous sectors and providing transitional education;
- 3) Strengthening public education as a measure to prevent child labour;
- 4) Providing vocational training to adolescents in age group of 14 - 17 years;
- 5) Providing income generating alternatives for the families of child workers;
- 6) Monitoring the impact of child labour elimination efforts by tracking each beneficiary on the one hand and developing a child labour monitoring system on the other, to capture information on changes in child labour by different sectors;
- 7) Enhancing awareness and support activities to motivate employers, social partners, families and communities to undertake joint and/or separate action against hazardous child labour;
- 8) Undertaking and encouraging the co-ordination and convergence of all services operating for the elimination of child labour; and
- 9) Raising interest towards actions against hazardous child labour in other states.

Regular monitoring mechanisms were put in place, and periodic reviews of the programme at different levels led to corrections when aspects of the project were not going according to plan.

State Project Steering Committees (SPSCs) were set up in the five states of the project to coordinate project activities and ensure consistency of the policies with other ongoing initiatives in the field of child labour and education. State resource cells were established to assist the SPSCs in their operations. The National Child Labour Project Society was responsible for implementing the project at district level. The Sarva Shiksha Abhiyan society was responsible for implementing the education component of the project in the states.

Challenges:

Families had to give up the money the child brought in, however little it might have been. The project created an environment conducive to encouraging parents to take their children to school rather than to a brick kiln, a match factory, or even someone's house for domestic work. Besides, the project also made all efforts through various programmes to reach out to different sectors of society, so that people would know that employing a child is crime.

Lessons learned:

The team implementing change is the most important factor for the success of the programme. The project made great strides wherever the commitment of people was high. The community has to perceive the bureaucracy existing in the programme. The District Collector, as the most important senior member of the implementing team, has to make it a vital part of his or her work. When the District Collector took an active interest, the other members of the team were excited and motivated, and the results were clear. Working with the involvement of employers and trade associations, labour unions, NGOs, students, and Self Help Groups contributed significantly to the success of the project.

The districts that implemented well planned communication strategies and adhesion programmes to raise awareness of the issue were fully successful in their plans, as well as those where the convergence of government services was established. Different government departments were brought to work together for the common goal of eliminating child labour.

Next Steps:

The implementation of the project through NCLP societies, SSA societies, civil society, and employers and workers organisations committed to the cause ensure that the results of the project are sustained. And by engaging the grassroots in a system for monitoring child at work and at school, the project provided long-lasting protection against child labour. Many of the lessons learned from the project led to the development of the component on the Elimination of Child Labour of the 11th Plan of the Government of India.

From bondage to school

Period of implementation: Since 2008

Where: India

Main focus: Education and social mobilisation

Lead organisation: Department of Labour and Employment of the Government of Tamil Nadu, India Website: <http://www.tn.gov.in/departments/18>

Results: Increased awareness of the situation of migrant children by the Employers Association, local schools, the Village Education Committee (VEC), and the Sarva Shiksha Abhiyan (SSA) - a central government scheme on Education for All; 424 children educated for three months, of whom 400 were subsequently enrolled in regular schools; 32 Bridge Course Centres, in which 841 children (440 boys and 401 girls) are currently studying; some 155 children enrolled in regular schools close to brick kilns.

Context and objective:

“Promoting Decent Work in Brick Kilns” started with a pilot project in the Kanchipuram District of Tamil Nadu, in India, and has been operational since July 2008. The Project was jointly initiated by the Ministry of Labour and Employment of the Government of India and the ILO, and is implemented in collaboration with the Department of Labour and Employment of the Government of Tamil Nadu. Project partners include the Joint Action Forum of Trade Unions (JAFTU), the Chengalpattu Area Brick Manufacturers Association (CABMA) and government agencies. The ultimate beneficiaries are 12,000 men and women workers and their children, of whom over 90% are migrants coming from other parts of Tamil Nadu.

The project, which aims to reduce the vulnerability of brick workers to bonded labour, was designed in response to the needs expressed by various stakeholders. Most of the workers come from families that have worked in brick kilns in different parts of the State, many of them are not aware of their rights or of the welfare assistance the State and Central governments offer them. The vicious cycle of debt begins when these workers take out loans at exorbitant interest rates from moneylenders in and around their villages in order to meet their financial needs for ceremonies and health care. The lack of income generating resources, adequate local employment opportunities and access to micro-credit from formal financial institutions compels them to borrow from moneylenders. In order to repay these loans, families resort to huge advances from labour agents by pledging their labour for the next brick production season.

The workers who have taken out loans migrate to the brick kilns in January of each year, to live and work until July. They work as family units for long hours to repay the advances. Wages are often lower than the prescribed minimum.

A rapid assessment study commissioned by the ILO and a number of consultation meetings with stakeholders revealed that more than 80% of the children who migrate with their parents to brick kilns did not attend school for the following reasons:

- » Lack of interest of parents and children in education;
- » Parents receive a larger advance from employers by relying on their children as working members in the family. The advance forces families to engage the children in order to produce more bricks to repay the advances;
- » Distance from brick kilns to regular schools and lack of transit schools nearby;
- » Some children have to take care of younger siblings, so as to allow the mother to work without interruption;
- » Day care centres run by the government are located too far away from the brick kilns;
- » Employers are concerned with productivity and the recovery of the advance; whether the bricks are produced by adults or children is not of direct concern to them.

Methodology:

The Project adopts a multi-pronged strategy by addressing all issues concerning the vulnerability of workers, including the withdrawal of children from work and the guarantee of their right to education.

Following a request for technical ILO support from the Employers' Association (CABMA) to collect data on out-of-school children in brick kilns, a survey was designed in consultation with the Sarva Shiksha Abhiyan (SSA) – a central government scheme on Education for All – and local literacy volunteers were trained in data collection. About 600 out-of-school children aged 6-14 were identified in the 50 brick kilns.

Next, the ILO Project team arranged for a consulting meeting with employers and SSA officials to discuss child labour issues and explore solutions regarding the education of these children. A team comprised of SSA educators, members of the Village Education Committee (VEC), local government school teachers, and the field staff of CABMA met with parents in brick kilns and motivated them to send their children to schools.

SSA provided Rs.1,000 per month for the salaries of literacy volunteers, and the ILO provided an additional Rs.1,000 per month. CABMA contributed by providing a space for holding classes and paying for meals. CABMA also held evening classes in 32 brick kilns to provide supplementary education to 962 children for five months. In total, Rs.384,770 (approximately US\$8,300) was contributed by the Employers' Association in 2009 towards the education of children.

The World Day against Child Labour was organised by the SSA and the Employers Association with the support of the ILO on 12 June 2009. Children's rallies, workshop and talent contests were held in order to engage the children. Trade unions, representatives of Employers Associations, elected local representatives, and Education Department officials also participated.

Challenges:

As mentioned above, many workers (families and their children) are not aware of their rights or the welfare measures the State and Central governments offer them. To overcome these challenges, intensive awareness-raising efforts have been carried out with a large number of stakeholders. Furthermore, to meet the challenge of reaching migrant children living in a situation of poverty and in areas of difficult access, support strategies have been applied with the aim to promote a change in the rules of central government schemes, such as the SSA.

Lessons learned:

The implementation process of this initiative shows that to ensure success, it is essential to target the economic sectors that use child labour and involve all stakeholders – including employers and recruiters –, and promote intensive awareness raising and motivation among stakeholder groups. The lessons learned also show that that law enforcement and the sensitisation of employers and recruiting agents must occur simultaneously.

Applying an approach of convergence of existing schemes and pooling employers' has also proven to be fruitful, as both promote sustainability.

Moreover, collective action and contribution by the Employers Association, local government school teachers, village education committees, the SSA, and enforcement officials are required in both the areas of origin and destination for the successful reduction of child labour.

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Next steps:

Inspired by the success of the pilot experience (pilot project), the SSA is considering replicating the approach in the nearly 3,000 brick kilns across Tamil Nadu. The ILO Project team has shared their experiences, sparking the interest of stakeholders in Andhra Pradesh, who now wish to replicate the approach in brick kilns, quarries and stone crushers operating in their state. This new project is currently under preparation.



INDONESIA

A Core Work Skill Activity through Pre-vocational Programme to Prevent Child Labour

Period of implementation: Since 2006

Where: Indonesia

Main focus: Education to address child labour in domestic work and in agriculture

Lead organisation: Ministry of National Education, Education Office of Sukabumi District
email: ilo.sukabumi@gmail.com

Website: <https://www.facebook.com/IloSukabumi>

Website: <http://dikdas.kemdiknas.go.id/>

Results: 965 children participated in the pre-vocational skills programme; 106 children who were out of school benefited from a bridging course, and of these 30 went back to school in the 2012 academic year.

Context and objective:

The objective of the government Education and Training programme is to contribute to the progressive elimination of child labour, thus improving formal education programmes in terms of quality, relevance and access. This project was developed by the Ministry of National Education of Indonesia in the aftermath of the disaster caused by the tsunami in Aceh, as a specific Life-Skill-Oriented Education Programme in Junior Secondary School. The programme was then expanded to Sukabumi, Lampung and Jember and until now it has continued to be implemented in the Sukabumi district (West Java, Indonesia), with a focus on one-roof schools in very remote areas.

The partnership involves the Education Office, the Legislative Agency, the Planning Agency, the Employment Office, and the Teachers Union of Sukabumi, in addition to the NGO Yayasan Edukasia, USAID and Universitas Pendidikan Indonesia.

Pre-vocational training refers to relative training in a small range of occupational tasks that introduce children to activities related to non-academic work. Pre-vocational training can increase the relevance and interest of older children in the curriculum, besides reducing dropout rates and supporting the effective transition from school to work. Most of the children 13 – 15 years old that attended the programme have been removed from agricultural and domestic labour and rescued from human trafficking.

Methodology:

The pre-vocational programme is an extracurricular activity comprising two elements: training in personal and social skills activities, and vocational training activities. These practices help students to build a positive attitude through trust and beneficial images as well to work in a team and develop communication skills through vocational activities such as handicraft and others. The overall goal is to encourage students to stay in school and help prepare them for future vocational training and employment choices. The activities cover a total of 40 hours per semester, with 25 to 30 7th and 8th grade students selected in each school to attend classes in life skills. The schools provide guidance on pre-vocational activities to both students and their parents, including explanations on the type of training offered, time and place of activities and their benefits and dynamics, in addition to introducing the programme to teachers.

The general content of the programme encompasses:

- » Core life/work skills as a set of general competencies considered to be essential for success in these areas. This set of knowledge consists mainly of personal and social skills, such as self-awareness, logical thinking, communication, and teamwork. The programme helps students cope with uncertainty and rapid change and reinforces the need for lifelong learning.
- » Pre-vocational training provides extra-curricular learning experience to give students an idea of production and sales skills as a way of introducing them to professional choices. It means providing them with experience in making and selling a simple product.

The schools develop and submit their proposals for pre-vocational training activities in order to receive funding for the purchase of relevant equipment and materials. Once a school's proposal is approved, the Education Office purchases the equipment and materials and provides funds for other expenses such as external vocational instructors and transportation for tutors. The process requires training teachers, inspectors and representatives of parents' committees. A kit of teaching materials has also been developed: a guideline for the implementation of vocational training activities, a guideline for training trainers and a short module on personal and social skills. The Education Office of Sukabumi received technical support from Teachers and Tutors. Monthly teachers/tutors meetings are also held to discuss both the progress achieved and problems faced in implementing the programme.

Challenges:

One-roof schools in Indonesia are generally located in very remote areas, to which access is both difficult and expensive. Therefore, the budget for local transportation should be sufficient to cover the team of experts/technicians monitoring the programme regularly.

The availability of qualified teachers is also a challenge, as most schools have few permanent teachers who are qualified to teach. Training, assisting and supervising teachers is therefore important.

The impact assessment conducted by Universitas Pendidikan Indonesia with 800 students showed that, despite the general positive results, a longer training period could be necessary to promote significant changes in personal and life skills.

Lessons learned:

At least three years were required to identify the best approach to prevent school dropout due to child labour. As Indonesia is a very large and diverse country, it is important to assess the local situation including both the child labour situation and educational needs for the programme to be useful.

The engagement of the Education Office and of other local institutions at both national and local level at the beginning of the programme is important, as it will strengthen commitments to the continuity of the programme in the future.

The programme is beneficial in that it allows students with financial needs to continue their studies. Life skills coupled with work skills are expected to add value to the programme and increase the entry of students into the labour market.

The involvement of institutions and professionals such as universities, faculty and experts is significant, since both the Ministry of Education and the Education Office have experience and/or experts. The team could strengthen the teachers' skills in remote areas.

Next Steps:

Based on experience, the Education Office is interested in continuing this programme within its own local budget. The Ministry of Education and Culture continues to expand access to basic education through building one-roof schools in remote areas. In 2013, 300 new one-roof schools were identified for implementation of the pre-vocational skills programme. The experience and models used in Sukabumi are being shared with the Ministry to foster a wider roll out of the programme.



PAKISTAN

Resource-challenged Punjab provincial government prioritizes eliminating child labour

Period of implementation: Since 2012

Where: Pakistan

Main focus: Education and training to address child labour

Lead organisations: Punjab Labour and Human Resource Department; Centre for the Improvement of Working Conditions and Environment (CIWCE); Labour and Human Resources Department, Government of Punjab

Website: www.ciwce.org.pk www.clrc.org.pk

Results: Enrolment of 2,000 working children younger than 14 in non-formal schools; enrolment of 2,000 children aged 14-18 in literacy and skills training classes; parents increased their livelihood skills and income; district officials learned how to implement such projects (through visiting pilot activities and on-the-job experience); a federal Child Labour Unit in the Ministry of Human Resources Development was set up to advise provincial governments and coordinate reporting responsibilities on the implementation of ratified ILO Conventions

on child labour; Provincial Coordination Committee on Child Labour was established in four provinces (Balochistan, Khyber Pakhtunkhwa, Punjab and Sindh) to advise on child labour issues, and a District Coordination Committee on Child Labour was set up in Sahiwal and Sukkur districts to monitor progress; Provincial Child Labour Units were established (trained and supported) in the four provinces to monitor child labour elimination programmes; the Employers Federation of Pakistan was assisted in encouraging employers at the district level to follow a code of conduct against employing children; the Centre for the Improvement of Working Conditions and the Environment, headquartered in Punjab, set up model workplaces in various sectors to improve safety conditions and provide workers aged 15–17 a safe environment in which to learn vocational skills; occupational safety and health studies were conducted in 10 hazardous sectors (including stone crushing, roadside workshops, restaurants, rag picking, cotton farming, date farming) and baseline surveys on the worst forms of child labour were conducted in Sahiwal and Sukkur districts - the studies looked at the health impacts on children, and for the first time covered psychosocial impacts; district department staff members and even Union Council (lowest administrative level in villages) were trained to gather child labour-related information; printed and electronic media contributed heavily towards public awareness on child labour issues, lobbying for action against violators and ensuring that funds that went into the district were spent as intended; NGOs trained to improve the provision of non-formal education, literacy and skills training to 6,500 children (subsequently reaching more than 10,000 children) engaged in or at risk of engaging in child labour, and their families were helped to increase their income; based on the preliminary results of the pilot project, the Punjab provincial government committed in 2011 a sizable portion of its regular budget to extend the project activities to four districts over a five-year period.

Context and objective:

ILO/IPEC built on lessons from interventions in Pakistan dating back to the 1990s to create a second phase of the Combating Abusive Child Labour (CACL-II) Project in Punjab's Sahiwal District and Sindh's Sukkur District (with funding from the European Union) that improved the lives of up to 10,000 children and made strong and compelling changes in attitudes and practices towards child labour, winning over parents, employers and government officials. It shifted perceptions about education and work, attitudes on the use of children in the informal economy as well as towards the mobility and empowerment of girls, who were authorized to attend formal school or non-formal education classes and/or receive professional skills training. The project strategically demonstrated how a district-level model could work and how line departments such as labour, education, health, agriculture, and social welfare could join parents, employers, trade unions, the media, NGOs, and local communities in reaching a

common vision. Strategically, the project was designed to refine a model of how child labour across economic sectors can be addressed at the district level. Its primary goal was to help various players to understand their roles, increase the synergy of the interventions in an integrated manner to create a greater impact, put systems in place and show all players at all levels that when a system works, the results follow.

Methodology:

As managing partners in the CACL-II pilot project, the members of the Punjab Child Labour Unit (CLU) had a front-row seat to the changes and progress and wanted to expand the activities to other areas where child labour prevailed (agriculture, mining industry and transport-related shops). As the CACL-II project phased out, it supported the project funded by the Punjab government to build on its success:

- » The CLU outlined a four-district project, and then hired a national consultant to prepare the project document.
- » Consultations were held to respond to the draft document, including with parents, teachers, child workers, formal and informal sector employers, and government and NGO staff.
- » The project document was then discussed at the Provincial Child Labour Coordination Committee for polishing before being submitted to the provincial government's funding channels.
- » Changes were asked in all phases, based largely on planning and financial needs.
- » After 15 months of preparation and with the funding approved, nine government employees were recruited (mid-2012) to oversee the implementing arrangements (specialists in project implementation in the areas of micro-credit, non-formal education, social interventions, IT, and finance).
- » A District Coordinating Committee was established in the four target districts to coordinate project interventions.
- » A baseline (rapid assessment) survey was conducted to assess the geographic and sector dimensions of the worst forms of child labour in each district.
- » Working children, especially those in the worst forms of labour, were located and provided with alternative opportunities for education and vocational training while their families were linked to social safety nets, credit providers and health services.

- » Additionally, government capacity at the district, provincial and federal levels was strengthened (for the purposes of hands-on planning and implementation but also to keep child labour as a priority on the development agenda and to spread the activity to other districts) and for expanding the knowledge base.

Challenges:

As a “homespun” project essentially, every agency that needed to be involved, from planning to finance to education and health care, wanted their say in the final design and in how the provincial funds would be spent. In addition, the administrative procedures were cumbersome. The Child Labour Unit set up a team dedicated to implementing the project. The commitment was necessary to push the project proposal forward and use the system’s funds once they were allocated. Although good personal relationships between the team and the other government agencies were useful, having team members familiar with government procedures kept the momentum going.

Lessons learned:

- » Evidence of the problem at the district and even community levels combined with ongoing advocacy that change is imperative and possible, plus examples of benefits, convinced the Punjab provincial government that its child labour problem was manageable and that local funding is the only way to institutionalize change.
- » Government-funded projects are likely to start up to two years later than planned, which is to say that as many activities take longer than expected, projects need flexibility to expand their time frame.
- » Having a project team with members extremely familiar with government procedures is critical for keeping government funds flowing.

Next Steps:

In a situation of scarce resources, a Pakistan provincial government recognizes that eliminating child labour is as urgently important as improving education and health care. The Punjab provincial government committed the equivalent to \$1.8 million from its regular budget to replicate a model tested (in Sahiwal and Sukkur districts) to eliminate child labour, particularly in the informal economy, in four of its districts (Chakwal, Jhang, Jhelum and Layyah), with a long-term plan to eventually reach every district.

Although provincial funding is for a five-year project and thus will not last forever, its design includes transferring certain activities to administrative structures, such as the transfer of non-formal learning centres to the Department of Education. Because the funding derives from the provincial government coffers, it is more likely that the project will evolve as the foundation for institutionalizing the activities.

Impressed with the results and long-term vision of this project, the Punjab and Sindh provincial governments wanted to replicate its many activities, in their ambition to reach several goals, particularly Education for All and protecting children from the worst forms of labour.

Because the project is a work in progress, the next steps will entail:

- » Setting up the non-formal education and literacy centres (around 75 possibly) in the areas where the majority of the 2,000 target children (those younger than 14 years) either work or live with their siblings.
- » Enrolment of 2,000 children aged 14–18 in literacy and vocational training classes (in district government training institutes).
- » Contact of the families of children enrolled in the NFE centres with a micro-credit facility.
- » Establishing 50 model workplaces to demonstrate risk reduction as a tool to promote the healthy employment of young and adult persons.
- » Establishing and testing a child labour monitoring mechanism at community level in each district.
- » Studies, awareness raising campaigns, web and database development, special events, and various dialogues to promote the lessons learned and encourage their adoption on a large-scale.



ROMANIA

Facilitating the street to school transition through mobile schools

Period of implementation: 2005-2006

Where: Romania

Main focus: Education focused on children living in street situations

Lead organisation: Save the Children

Website: <http://www.salvaticopiii.ro/>

Results: 45 children (27 girls and 18 boys) were identified, of whom 21 were prevented from being exploited and/or trafficked and 24 were withdrawn from child labour, including trafficking. They gradually became involved in the activities of the Educational Centre, including educational activities and support services (counselling/consulting services, legal counselling, healthcare, nutrition, provision of clothes and uniforms, and personal care products).

Context and objective:

In parallel with the IPEC/ILO action programme in the county of Iasi (city in the Northeast region of Romania), the Mobile School Project was implemented from April 2005 to December 2006 by the Save the Children branch in Iasi. The initiative also developed part of the European Union PHARE programme.

The mobile school is an educational instrument designed for street children at high risk of being economically exploited. It offers the possibility of working with groups of street children from various marginalized areas of the city and adjacent villages. The mobile school was used as an instrument for attracting a large number of children, giving the mobile school team the opportunity to establish a first contact with the children and assess their situation and vulnerability. The main goal of the Mobile School Project is to ensure the right of children to education.

Methodology:

The Mobile School Project is equipped with mobile boards that are fixed to one another and can be folded and used very easily in different kinds of spaces, thus facilitating carrying out activities to promote and respect children's rights. The methods and techniques used include interactive role plays/performances, socialising games, reflections and brainstorming, lectures and debates, all aimed at stimulating the active participation of children. The advantage of the Project lies in that it can reach isolated communities and is based on the children's active involvement in the prevention programmes that are developed. The Project can help build skills and shape abilities and skills that support the child's school and social integration.

The educational package was developed to cater to children at various levels of education and adjusted to meet the needs of street children. This instrument is adaptable both technically and pedagogically to the various levels of education of these children. The children will learn how to write, read and count, and will have the opportunity to make up for their educational/school gaps. The educational package also covers various life skills issues (including drug abuse, sexually transmitted diseases, contraception, and juvenile delinquency) for children realize the dangers of living in the streets and also learn about their rights.

Challenges:

A key challenge when working with a complex target group such as children living in the streets is the variety of these children's needs. The Mobile School Project provides a unique service, simultaneously emphasizing the special needs of children living in the streets and the needs of children coming from marginalized communities where children are working instead of going to school.

The activities of the Project are conducted in such a way as to maintain the children's interest while offering them the chance to see the alternatives available. Children have the opportunity to discover their rights by themselves. They are able to realize that they are capable of performing certain tasks, for which they are deservedly respected by the people around them. The activities carried out under the Project raise the children's self-esteem, emotional stability and strength, thus leading to their gradual integration into society.

Lessons learned:

Experience has proved that the interventions leading to the forced "separation" of the child from the street environment are not effective in the long-run. The Mobile School Project gradually prepares children for integration into a family environment, other assistance institutions and the school/educational system, mainly by supporting the development of their skills and providing them with information that will help them make informed decisions about their future.

Next steps:

Following implementation of this initiative, Save the Children is striving to attract the most vulnerable children who are possible victims of trafficking and/or exploitation to the Educational Centre run by the organisation. Services are then provided according to the needs identified, such as reduction of the time living in the streets and an increase in the time they are under adult supervision. In parallel, the Educational Centre team seeks to build a trusting relationship with children and their families, aiming to reduce their vulnerability and promote social and school reintegration.

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16 COUNTRIES IN AFRICA, ASIA AND THE MIDDLE EAST

Junior Farmer Field and Life Schools (JFFLS)

Period of implementation: Since 2003

Where: 16 countries in Africa, Asia and the Middle East

Main focus: Education and training in agriculture and business for the transition from school to the work environment

Lead organisation: United Nations Food and Agriculture Organisation (FAO)

Results: Over 25,000 children and youth were provided with relevant vocational and life skills and some 2,000 young trainers were trained and returned to their communities with renewed enthusiasm to train their peers in their districts. Increased number of young people of legal working age engaged in the agricultural sector as well as in the number of memberships in local producers' organisations, cooperatives and unions. Trained youth are aware of the importance of avoiding child labour and of alternative agricultural practices that make work safer for those of appropriate age.

Context and objective:

Child labour prevents children from acquiring the necessary education as well as essential skills for future decent, productive and remunerative work opportunities as youth, and subsequently as adults. This perpetuates a cycle of poverty, food insecurity and child labour across generations. Low income or agricultural production within households can place children and adolescents at risk of food insecurity and exploitation. Therefore, greater investments in rural households are needed to increase income, food supply and employment opportunities. To achieve this, the Gender, Equity and Rural Employment Division of FAO developed the Junior Farmer Field and Life School (JFFLS) approach, which seeks to address the needs of vulnerable children and adolescents.

The goal of the JFFLS is to assist vulnerable children and adolescents by providing them with life options and gender-sensitive skills needed for long-term food security while reducing their vulnerability to poverty and risky livelihood strategies, including hazardous child labour. The JFFLS, which has been tested in a variety of countries, was specifically created to target the specific needs of rural children and adolescents from rural areas related to relevant education and training and decent job creation. Stakeholders include the Ministries of Agriculture, Youth, Education, Labour and Trade, local authorities, community groups, UN agencies, rural financing institutions, fair trade organisations, producers' and farmers' organisations or cooperatives.

Methodology:

The strength of the JFFLS project lies in its learning methodology and curriculum, which combine life, agricultural and entrepreneurial skills in an experimental and participatory learning approach uniquely suited for rural communities with low literacy levels. In this approach, public and private sector agents are engaged to both institutionalize agricultural and life schools and facilitate the transition to decent employment for rural youth of legal working age. JFFLS is aimed at children and adolescents between the ages of 15 and 24, primarily those excluded from the educational system, and children from the age of 12 by introducing them to knowledge on agricultural and life skills in a safe environment.

The integrated approach includes the design and learning phases, labour and employment issues, access to market and formalization of the undertaking. Training curricula are developed by combining a variety of modules chosen jointly by adolescents and collaborating partners to ensure they meet the actual needs of the target groups. Materials are always adapted according to the local setting and value-chain opportunities. A guide for facilitators on the

prevention of child labour also includes exercises that are an integral part of the life skills materials. Trainers train trainers and implement the JFFLS in their communities to expand its coverage. The approach is gender-sensitive as it not only ensures equal men/women participation but also provides opportunities for both to assume leadership roles (e.g. group leader, chief dealer, chief financial officer or president).

The employment and market access phase supports children of legal working age in safely and successfully making the transition from training to work. The integrated JFFLS approach does this jointly with partners by tackling major constraints, namely: i) access to the development of climate-friendly agribusiness skills; ii) access to land; iii) access to credit; iv) access to markets; and v) inclusion of adolescents in policy and strategic debates in progress in the countries concerning their wellbeing and national economic development. This is done by combining the JFFLS training and facilitation for the creation of youth farmers' associations and the inclusion of youth in existing farmers' organisations and federations.

Additionally, a specific child training module on the prevention of child labour contributes a set of practical exercises to raise awareness among JFFLS students and their parents or guardians, specifically on child labour and its harmful effects on children. Through activities such as theatre, drama, short stories and daily activities, boys, girls, children and their communities learn about child labour and its impact on health, safety and education.

Challenges:

Striking a balance between developing the skills of children and adolescents and that which is considered hazardous labour is a recognized challenge. Another challenge is ensuring that strategic partners are involved in the initial stages in order to provide opportunities to rural youth.

Lessons learned:

JFFLS can reduce the vulnerability of children to all forms of exploitation through its linkages to formal education, support organisations and its focus on achieving food security. It also enables participants to acquire better decision-making skills, making them less vulnerable to the marketplace. However, JFFLS does more than raise awareness among participants about child labour concerns. It also ensures that field activities provide positive examples of safe and age-appropriate involvement of children in agriculture, distinguishing it from child labour.

By having focal points in each partner organisation, the model enabled ensuring clear responsibilities related to positive contributions. Ownership and sustainability were further strengthened through collaboration with the central and regional administration and local government authorities.

Partnership is essential to facilitate the school-work transition. By linking graduates to existing farmers associations or cooperatives, the JFFLS approach supports youths in establishing their own young farmers' associations or enterprises. It is also an opportunity to ensure that both boys and girls are given equal access to employment opportunities. This facilitates their transition to gainful employment through access to knowledge, inputs, services, financing, and markets.

Next Steps:

JFFLS is one example of how coordinated efforts prioritize the skill development of children and adolescents, thus fostering greater rural economic development and reducing child labour.

Establishing partnerships between governments, the private sector and producers' organisations is an essential component for the sustainability of the JFFLS. Likewise, strengthening the capacities of these institutions to understand, prevent and reduce child labour in agriculture is crucial to ensure the desired impact. It requires putting the considerations of children and adolescents at the centre of agricultural growth policies, plans and programmes focused on poverty reduction, as well as coordination between different institutions and partners both locally and internationally. Thus, an enabling environment is fostered for reducing child labour and increasing decent work opportunities for rural youth.



GLOBAL

The ILO SCREAM programme - Supporting Children's Rights through Education, the Arts and the Media

Period of implementation: Since 2002

Where: Globally

Main focus: Education, arts and media tools to help youth understand and mobilise against child labour

Lead organisation: International Labour Organisation (ILO)

Website: <http://www.ilo.org/ipec/Campaignandadvocacy/Scream/lang-en/index.htm>

Results: SCREAM initiatives have been carried out in over 65 countries, both industrialized and developing, and the SCREAM Education Package is now available in 19 languages.

Context and objective:

Since the causes of child labour are many and complex, the International Labour Organisation (ILO) tackles the issue by using a multifaceted approach, from promoting ratification and

effective implementation of ILO child labour Conventions to mobilizing key sectors of society in the worldwide movement against child labour. Young people, in particular, have an important role in this movement by becoming aware of social justice issues and exerting their influence both locally and globally to bring about social change. By empowering young people, giving them responsibility and recognizing the value of their contribution, we can harness the wealth of creativity and commitment that they can bring to the campaign to eliminate child labour. To this end, the ILO International Programme on the Elimination of Child Labour (IPEC) created the SCREAM – Supporting Children’s Rights through Education, the Arts and the Media – programme.

SCREAM is an educational and social mobilisation initiative to help educators worldwide in formal and informal education settings, to cultivate young people’s understanding of the causes and consequences of child labour. The programme places heavy emphasis on the use of the visual, literary and performing arts and provides young people with powerful tools of self-expression, while supporting their personal and social development. Through SCREAM, thousands of young people around the world have engaged in fruitful initiatives to raise awareness of child labour as individuals or in groups and become young advocates in the promotion of a fair globalization.

Methodology:

The education package forms the basis of the SCREAM programme and is made up of 14 educational modules and a User’s Guide that can be downloaded from the ILO website. The SCREAM modules enable young people to express themselves through different forms of artistic media such as drama, creative writing and the visual arts in a manner that is sensitive to their cultures and traditions. In addition, by raising their own awareness and that of their peers, young people gain skills and confidence to address their message to their families, friends, neighbours, teachers, local communities and authorities. As a result, young people and adults become partners for social change.

The modules are flexible “building blocks” that can be adapted to the educators’ contexts and constraints, whether in terms of time or resources. They are intended to be adaptable to any geographical or cultural context and to any formal or informal setting. The activities may be part of a one-year educational programme or of a short workshop – the activities should be planned to suit the conditions and needs of those involved.

Many other informative and inspiring materials have been developed within the framework of the programme, including a DVD of SCREAM activities around the world, a video on child

labour combining images with music from the “Child to Child Solidarity Concert – A future without Child Labour”, by the Suzuki Orchestra; postcards, songs and poems on child labour.

Lessons learned:

Acknowledging them as powerful tools of self-expression, the programme places heavy emphasis on the use of the visual, literary and performing arts and supports young people in their personal and social development.

Art is a powerful medium to educate and inform communities on the issue of child labour, its causes, implications and consequences. The SCREAM learning process is deeply rooted in the arts, whether visual, literary or performing, making it a particularly powerful tool for reaching young people. It combines fun and entertainment as a means to develop confidence, memory, self-discipline and self-esteem.

In this age of global digital communication and instant information, the role of the media is crucial in any educational or social mobilisation programme. Young people need to understand how the media works in all its forms and how they, as an important social group, interact with it. Working with the media is becoming a necessary skill in contemporary society.

Challenges:

To ensure access to basic and primary education. Free universal primary education is one of the main ways to break the vicious cycle of poverty. Thus, the SCREAM programme provides young people with knowledge and information coupled with the tools, skills, and confidence to take action and publicly inform the members of their communities about what they have learned.

Next Steps:

Within the context of the SCREAM programme, an increasing number of young people, students and committed educators are organizing and implementing SCREAM initiatives. Activities are often endorsed and supported by local and national governments, in particular Ministries of Education, including extensive teacher training programmes and involving local artistic groups.

In the context of the worldwide movement towards the progressive elimination of child labour and in conjunction with the SCREAM programme, IPEC established the “12 to 12 Partnership” Initiative. This initiative aims to harness the commitment and motivation of different partners through a range of joint action, activities and programmes.





Good Practices: Combating Child Labour in the World

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SERRA LEOA

Ratification of the Child Labour Conventions

Period of implementation: 2010-2011

Where: Sierra Leone

Main focus: Strengthening of national legislation to address child labour in a post-conflict environment

Lead organisation: Ministry of Labour and Social Security

Website: <http://www.statehouse.gov.sl/index.php/presidential-cabinet>

Results: Development of a list of hazardous work prohibited for children under 18 years through consultative workshops in different regions; creation of the National Technical Steering Committee on Child Labour (NTSC) to oversee child labour related activities; establishment by the Ministry of Labour and Social Security of a Child Labour Unit (CLU); development of a National Action Plan (NAP) for the elimination of child labour; organisation of a training course on labour inspection and child labour monitoring for the police, officials from the Ministry of Labour's Labour and Factory Inspectors, officials from other ministries, and representatives of workers' and employers' organisations; organisation of a workshop on the reports of the ILO supervisory system on the enforcement of the Conventions.

Context and objective: With Sierra Leone coming out of almost eleven years of civil war in 2002, child labour had long been overshadowed by the broader crises of conflict and poverty. The consequences of the civil war on the child labour situation were devastating in particular due to the high number of child soldiers and war orphans, which resulted in a dramatic rise in the number of children living in the streets, forced to work in mines, victims of trafficking and engaged in commercial sexual exploitation as a means of survival.

At the start of the initiatives, in 2008, Sierra Leone had ratified the Convention on the Rights of the Child (1990) and additional regional treaties on human and child welfare. Sierra Leone also passed the Education Act (2004), the Child Rights Act (2007) - which set the minimum age for employment at 15 and increased the age of compulsory education to 15 - and other labour related regulations that protect children. However, according to UNICEF MICS 2010 report, 50% of children aged 5-14 are involved in child labour. It was therefore evident that laws on child labour and education were not being enforced, due mainly to a lack of resources within the Ministry of Labour and Social Security.

Following a process which began in 2010, Conventions Nos. 138 and 182 were ratified by the Sierra Leone Parliament in January 2011. The Instruments of Ratification were presented to the ILO Director General by the Sierra Leone tripartite delegation at the International Labour Conference in June 2011. The Minimum Age Declaration was also included in the instruments of ratification, confirming the minimum age of employment at 15 years.

Thus, the government of Sierra Leone indicated that it would appreciate the ILO assistance and then the ILO project Tackling Child Labour through Education (TACKLE) became the first IPEC project in Sierra Leone. Its goal was to strengthen and put in place mechanisms to implement the national legislation on child labour.

Methodology:

The project gathers the engagement of the Child Labour Unit, the Ministry of Employment, Labour and Social Security, the Ministry of Education, Youth and Sports, and the Ministry of Social Welfare, Gender and Children's Affairs. It focused on building institutional capacity to ensure that the government would be in a position to continue its efforts to further strengthen the legal framework and monitoring and inspection mechanisms beyond the duration of the project.

Following the signing of the Implementation Agreement between the ILO/IPEC and the Government of Sierra Leone, a child labour National Technical Steering Committee (NTSC)

was established, comprising all key partners and stakeholders, to oversee all child labour related activities and discussions in the country. TACKLE supported the Ministry of Labour and Social Security in setting up a Child Labour Unit (CLU), which started its activities in April 2010. This Unit consists of two staff assigned by the Ministry to work on child labour issues. TACKLE provided key equipment and guidance on the CLU modus operandi as well as advice on its scope of work. The basic elements to keep the unit running beyond the project (staff salaries, subscription for an internet modem, etc.) are provided by the Ministry.

Following its creation, the CLU championed the ratification process for Conventions Nos. 138 and 182, organizing regular NTSC meetings and following up with Parliament, the Ministry of Foreign Affairs as well as with key government officials. The Minister of Employment, Labour and Social Security prepared a cabinet paper justifying ratification of the Conventions. With the agreement of the Ministry of Education, Youth and Sports and the Ministry of Social Welfare, Gender and Children's Affairs, the cabinet paper was presented and approved on 16 June 2010. The document was then forwarded to Parliament for discussions and ratification. The ILO Conventions 138 and 182 were ratified by the Sierra Leone Parliament on 20 January 2011. The Instruments of Ratification were presented to the ILO Director General by the Sierra Leone tripartite delegation at the International Labour Conference in June 2011. The project provided technical guidance to the CLU in order to facilitate the ratification process.

A draft National Action Plan (NAP) for the elimination of child labour was developed in collaboration with the CLU following a workshop held in August 2012 to assist the national partners in meeting the targets set by The Hague Roadmap for achieving the elimination of the Worst Forms of Child Labour. In order to strengthen the inspection mechanisms, a training course on child labour inspection and monitoring was held in April 2013 for the police, officials from the Ministry of Labour's Labour and Factory Inspectors and officials from other ministries as well as representatives of workers' and employers' organisations. A workshop on the preparation of reports for the ILO supervisory system on the enforcement of Conventions was organized in April 2013, to help them understand the reporting requirements, in particular vis-à-vis Child Labour Conventions.

Challenges:

A critical challenge facing the project was to support the national reconciliation process and ensure the successful reintegration of children engaged in the armed conflict.

Lessons learned:

The ratification and harmonization of Child Labour Conventions in national legislation can be achieved, even in the most challenging political and social environments, within a relatively short period of time.

Next Steps:

Prioritising the strengthening of national leadership, ownership and empowerment of the relevant national institutions, in particular through the establishment of the NTSC and the CLU, helped to provide a strong basis for ensuring sustainability and impact. The CLU will continue to operate within the Ministry's general budget and will continue to organise NTSC meetings beyond the duration of the project. The draft NAP is currently being reviewed. The CLU needs further support to finalize the NAP and ensure its adoption by the government.



BRAZIL, PARAGUAY, ARGENTINA, AND URUGUAY

Regional Plan for the Prevention and Eradication of Child Labour- MERCOSUR

Period of implementation: Since 1991

Where: Brazil, Paraguay, Argentina, and Uruguay

Main focus: National Legislation and International Agreements on Inspection and Public Awareness Campaigns

Lead organisation: Labour Ministries in MERCOSUR countries

Results:

- » Review and updating of the 2007 publication on comparative legislation;
- » Four studies conducted on child labour in agriculture and domestic child labour in border areas;

- » Joint sensitisation and awareness actions held at the same time and on the same day by all labour ministers in order to draw the attention of people in border areas;
- » The second Presidential Statement on Child Labour Eradication was released, reinforcing the commitments made in the Roadmap by the countries of the block;
- » Joint enforcement actions regularly promoted in border areas, with each country taking responsibility for irregularities found in their territories;
- » Second Regional Plan for the Prevention and Eradication of Child Labour prepared; development of specific regional recommendations such as child labour in sports, artistic child labour and domestic child labour.

Context and objectives:

Within the framework of creation and progress of MERCOSUR economic agreements, a set of common situations was included in the negotiations, among them the socio-labour dimension of MERCOSUR, which began to be addressed with the Declaration of Montevideo signed by the Labour Ministers of the four countries on 9 May 1991. Sub-group 10 on Labour, Employment and Social Security Affairs was then established.

This group is the forum for debates, proposals and agreements related to the topics of employment, migration, qualification, vocational training, health, labour inspection, social security, and child labour. From there, the topic of child labour achieved technical and political relevance, unleashing joint actions, progressing from the ratification of ILO conventions to the joint planning of campaigns to mobilise and inform the population - particularly those living in border areas - and to the harmonization of legislation.

Thus, the initiatives aim to contribute to the implementation of the regional policy for the prevention and eradication of child labour in the block of the MERCOSUR countries. The goal of the Regional Plan for the Prevention and Eradication of Child labour in MERCOSUR is to help accelerate the pace of compliance with the targets of eradicating child labour in the region planned for 2016 and 2020.

This goal should be achieved by harmonizing the socio-labour declaration of MERCOSUR on the topic of child labour, in line with the international standards adopted by MERCOSUR Member States, continuously updating knowledge of the dimension, scope and diversity of the child labour problem in the region, and developing and implementing co-operation mechanisms among MERCOSUR countries on the issue of prevention and elimination of child labour. In implementing it, the governments of the block countries (Argentina, Brazil,

Paraguay and Uruguay) have taken into account the reality of the border areas, in both the issue of sensitisation and awareness and in social public and/or repression policies.

Methodology:

Since its creation, MERCOSUR has relied on the political will of the countries to strengthen ties as a path to development at domestic level and to face the growing challenges presented by globalization at world level.

During the 1990s MERCOSUR countries signed Memoranda of Understanding with the ILO on child labour which, coupled with discussions held in technical meetings between labour agencies led to the signature of the First Presidential Statement on Child Labour Eradication in Buenos Aires, in 2002, listing a series of policies for eliminating the phenomenon.

According to their commitment, Member States should strengthen the National Plans for the Prevention and Eradication of Child Labour, which should consider:

- » The harmonization of rules regarding Conventions 138 and 182;
- » The articulation and subsequent coordination of the actions and efforts of all social actors;
- » The active participation of government organisations in workers' and employers' organisations;
- » Education, health and the full protection of children's rights as basic objectives in the eradication of child labour;
- » The constant updating of information through research, surveys and mapping that enable producing regular and effective diagnostics;
- » Permanent social awareness and sensitisation;
- » The strengthening of child labour monitoring and inspection systems;
- » The coordination of policies to eradicate child labour with the education system, in order to ensure the inclusion and maintenance of girls and boys in school;
- » The guarantee that all policies, programmes and actions that are implemented for the eradication of child labour have an impact and result assessment mechanisms, in order to enable change or adjustments and optimize results;
- » The incorporation of appropriate mechanisms for obtaining information linked to the level of compliance with rules and provisions on child labour, in order to rely on the necessary

inputs to optimize the effectiveness of policies for the prevention and eradication of child labour;

- » The adoption of homogeneous statistical mechanisms and tools for data collection on child labour among the Member States, to facilitate the comparative analysis of this issue, for the purpose of developing and implementing joint policies.
- » The convenience of incorporating the issue of child labour as content of the MERCOSUR Labour Market Observatory.

The effectiveness of this regional policy was reflected in the design of National Plans in each of the four countries - Argentina (2006), Brazil (2004), Paraguay (2003), and Uruguay (2003). The result of that was the advance in policies to eradicate child labour through the publication of statistics, monitoring actions, cash transfer programmes, etc.

During the second phase, joint actions were identified for the countries of the block, and the communication campaign “Working is for Adults Only”, which is still active today in the border cities of the four countries was launched in March 2004.

In the third phase of the Plan, from the concern for labour inspection in border areas, where children grew up in common environments but with different laws and realities, a Guide was jointly developed for the implementation of a child labour inspection and monitoring system in MERCOSUR countries and in Chile.

Statistics also began to play an important role in streamlining actions, and in 2007 the whole block had already more detailed data on child labour. In 2006 the Regional Plan for the Prevention and Eradication of Child Labour was prepared, identifying issues and actions required vis-à-vis society and in governments.

The Regional Plan was assigned specific timelines and targets as a result of the Global Conference on Child Labour: Towards a World without Child Labour, held in 2010, and the adoption of the Roadmap for Achieving the Elimination of the Worst Forms of Child Labour.

Challenges:

The biggest obstacle is communication between member countries. To face it, the focal points of the governments began to meet biweekly via videoconference, resulting in major progress in the implementation of the first plan and in the development of the second plan.

Lessons learned:

The preparation of a Regional Plan was essential to give greater effectiveness to joint relations, leading to the establishment of an Implementing Unit with a tripartite Executive Secretariat with autonomy to implement the proposed policies.

According to the Regional Plan, the Implementing Unit should:

- » Monitor and evaluate the follow-up and fulfilment of the Declaration of MERCOSUR Presidents;
- » Review and evaluate statistical data at the regional level on child labour;
- » Develop plans, programmes and projects related to child labour within MERCOSUR;
- » Integrate to the Regional Plan activities related to child labour that are being implemented by the Thematic Committee III of Working Subgroup No. 10;
- » Inform the socio-labour organisations of MERCOSUR and the Common Market Group of the actions undertaken within the framework of the Regional Plan;
- » Forward reports and recommendations on the prevention and eradication of child labour within MERCOSUR to Member States' organisations responsible for child labour issues.

Conducting face-to-face meetings twice a year in conjunction with meetings of the working subgroup on labour relations, employment and social security was paramount, particularly during the inception of the first plan. Joint actions, as well as the launch of publicity campaigns in border cities also played an important role.

Next steps:

Practice and the continuity of its existence shows that it is possible to achieve results in areas where there are more than two Member States involved, where different languages are spoken and where there are different legal frameworks for minimum working age.



MERCOSUR

Union strategies for the prevention and eradication of child labour in the Southern Cone

Period of implementation: 2002 to 2006

Where: MERCOSUR

Main focus: Capacity building to optimize the participation of workers' organisations to stimulate public policies and legal norms against child labour

Lead organisation: Coordination of Southern Cone Trade Unions (CCSCS) / Committee for the Eradication of Child Labour (CETI)

Website: www.ccscs.org

Results: Coordination of the trade union policy on child labour in five countries sustained over time, with incidence in tripartite bodies; contributions for the ratification of ILO Convention 138 on Minimum Age for Employment, Convention 182 on the Worst Forms of Child Labour and the Convention on the Rights of the Child in each of the five countries; contributions for the establishment and strengthening of public policies on decent work and protection of children's rights.

Context and objective:

The Coordination of Southern Cone Trade Unions (CCSCS) formally began operations in 1986 and in the mid-90s began to participate in debates on child labour in the region. In October 1998 its representatives participated in the event on “The role of trade unionism in the fight against child labour” at the ILO International Training Centre. This event introduced the ideas and future actions by CETI / CCSCS. The Plan of Action for the Southern Cone was introduced on that occasion. In 1998, during the Regional Seminar on Workers’ Education in Child Labour, held in Santa Cruz de la Sierra, Bolivia, representatives defined the profile of the Plan of Action, addressed organisational issues and possible lines for obtaining resources. The Committee for the Eradication of Child Labour (CETI) of the Coordination of Southern Cone Trade Unions was established in 2000. Its goal is to contribute to the prevention and eradication of child labour in Southern Cone countries through the specialization of union agents at all organisational levels. Its specific objectives are:

- » To institutionalize at all levels of the union the approach for addressing and monitoring child labour issues.
- » To support the inclusion of union agents at all levels in organisational instruments, thus enabling a broad and comprehensive approach to child labour issues.
- » To participate actively and effectively at sectoral, regional, national and local level.
- » To contribute to the institutional participation of trade unions in direct action with the aim of preventing and eradicating child labour.

Methodology:

The initiatives led to the regional participation of union representatives in the Working Subgroup on Relations, Employment and Social Security (Working Subgroup 10) of the Southern Cone to address and monitor child labour, and also in National Committees for the Prevention and Eradication of Child Labour in each country. From 2002 to 2006, an integrated training project called “Union Strategies for the prevention and eradication of child labour” was created, sponsored by the ILO/IPEC and the Spanish Agency for International Co-operation (AECI).

From 2007 on, the action to promote the enforcement of the policies and tools agreed was prioritised in national and regional meetings. The revision of the conceptual framework of the theme and of the work done on child labour was then conducted, for participation in international and regional debates held in multilateral organisations of the Southern Cone.

The path taken by the union sector of the Southern Cone in the search for prevention and eradication of child labour could be summarized as: inclusion of the child labour issue on the union's agenda; training of managers and technicians at different levels of the union; actions of social awareness; creation of multi-sectoral areas at local level; contribution in the form of human and technical resources; and monitoring NGOs and government actions.

Challenges:

Some of the challenges included the lack of specific funds in all unions, the limited understanding of the strategy by CETI members and the fact that the inclusion of this action competes with other priorities for the Trade Union's budget.

Lessons learned:

The eradication of child labour requires a political economic stand and therefore solving it requires action by the states. The inclusion on of the child labour issue on the union's agenda requires an institutional commitment to facilitate the increasing specialization and treatment of the problem by union agents.

Next Steps:

Continuing the activities on child labour with trade unions requires further specialization of stakeholders, taking into account: the level of representation of over 25 million workers, the persistence of the problem in the region, the potential of trade unions, the degree of integration at national and regional level, the need for continuing to contribute to efficient policies.

In this regard, it is important to consider:

- » The level of organisational development, the representation and coordination of trade unions and their political will to address the problem;
- » The need to ensure appropriate strategies for policy development;
- » Financial and human resources to develop the project;
- » The levels of social dialogue in each country.

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BRAZIL

Judicial Inspection of Public Policies for the eradication of child labour

Period of implementation: 2012

Where: Brazil

Main focus: Inspection

Lead organisation: Labour Public Prosecutor's Office

Website: <http://www.prt21.mpt.gov.br/trabalho-infantil.php>

Results: 53 municipalities were inspected and 30 Terms of Conduct Adjustment (TACs) were signed, benefiting 9,870 children 10-13 years of age, 10,965 children 14-15 years of age, 21,351 children 16-17 years of age, and 42,186 in age group 10-17 years.

Context and objective:

In Brazil, child labour still persists in informal activities. In general, children and adolescents work long hours in inadequate conditions, in addition to being involved in accidents due to the handling of equipment that is anatomically developed for adults. As a result of long

working hours they do not attend school. The project aims to ensure the effective fulfilment of laws, as well as of government policies, programmes, and services deemed essential for eradicating child labour and protecting adolescent workers, including, in synthesis, active search, registration and assistance to children and adolescents engaged in prohibited labour as well as their respective families.

Methodology:

Planning stage: Surveying and analysing official statistical and institutional data regarding the cities with the highest rates of child labour, so as to make a diagnosis indicating the 20 worst cities in each state where project interventions will be implemented. It also includes identifying partnerships, drafting the concentrated action proposal, preparing the communication plan, developing the action plan, and preparing the risk matrix.

Implementation stage: Conducting on-site inspections, identifying the problems and possible omission of the Government in the implementation of policies for eradicating child labour. From there on, initiating civil public inquiries that may lead to extrajudicial measures, such as the signature of Terms of Conduct and Commitment, or even legal measures such as lawsuits.

Monitoring / evaluation stage: Meetings with the units of the Public Prosecutor's Office that joined the project to verify the progress achieved and difficulties encountered in implementation, including: suggesting and recommending changes to the plan; including risks not identified at the beginning of the project in the risk matrix; adjusting the schedule; verifying compliance with the Terms of Commitment and other extrajudicial proceedings brought; and compiling and analysing the data obtained by the project to verify its efficacy and effectiveness.

Challenges:

Establishing efficient and effective communication with all project participants and partnerships with other institutions. Sometimes, there was resistance from the Judiciary in accepting its role in the induction of public policies through court decisions. Many public executives did not view child labour as a serious violation of rights, thus hindering project actions.

Lessons Learned:

Establishing partnerships with local government organisations and non-governmental organisations is paramount for the success and greater coverage of the projects. Organisations

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with similar objectives must coordinate their actions. The project demonstrated that the role of the Government, when it takes on the eradication of child labour as a political priority, produces very effective results in the task of eradicating child labour.

Next Steps:

This practice can be replicated in all States of the international community through law-enforcement institutions, according to the judicial and state organisation of each country. It is important to maintain the level of engagement of participants and disseminate and manage the positive results achieved through practice.

Judicial inspection in apprenticeship activities

Period of implementation: 2012

Where: Brazil

Main focus: Inspection

Lead organisation: Labour Public Prosecutor's Office

Website: <http://www.prt21.mpt.gov.br/trabalho-infantil.php>

Results: 7,887 new apprentices included in a situation of protection at work.

Context and objective:

In Brazil, it is legally established that all companies with more than seven employees may hire apprentices between 14 and 24 years of age, with quotas ranging from 5% to 15% in relation to the number of employees holding positions that require vocational training. These apprentices are special employees with labour and social security rights, whose working hours comprise a theoretical part corresponding to a vocational training course and a practical part corresponding to activities carried out at the company. Nevertheless, most companies neither hire nor train apprentices, and that alone should be ground for liability. The project aimed to promote the citizenship of adolescents by ensuring them vocational training opportunities all over the country, as provided for in Brazilian laws.

Methodology:

- » Planning Stage – Survey and analysis of official statistical and institutional data regarding compliance with the apprentice quota and potential hiring by companies; preparation of a diagnosis of the issues; identification of partnerships; drafting of the concerted action proposal; preparation of the communication plan; development of the action plan and preparation of the risk matrix. Thus, based on existing statistics data, the Strategic Management Advisory Office of the Labour Public Prosecutor's Office made a diagnosis indicating in each State of the Federation, the companies most legally fit for hiring apprentices. These companies, once listed, will be targeted by the Labour Public Prosecutor's Office in the following stage.
- » Implementation Stage: Next, the Labour Public Prosecutor's Office verifies compliance with the mandatory legal quota on the hiring of apprentices by each of the companies selected in the diagnosis. Following this verification and if the companies have failed to

meet the minimum quota, a path for solving the issue is extra-judicially is open with the signing a Term of Conduct Adjustment or by filing a lawsuit.

- » **Monitoring/Evaluation Stage:** Meetings with the units of the Public Prosecutor's Office that joined the project to verify the progress achieved and difficulties encountered in implementation, proposing recommendations for changes to the plan; inclusion of risks in the risk matrix; adjustment of the schedule; verification of compliance with the Terms of Commitment and other extrajudicial proceedings brought; and compilation and analysis of the data obtained by the project.

Challenges:

Sensitising members of the Labour Public Prosecutor's Office to take result-oriented action based on the use of Project Management tools. Establishing efficient and effective communication with all project participants and entering partnerships with other institutions. There is resistance from vocational training entities as regards establishing vocational training units in cities in the interior of Brazil.

Lessons Learned:

Establishing partnerships is paramount for the success and greater coverage of the projects. Involving representatives of inspection bodies within the Ministry of Labour as well as of other institutions concerned with the issue of child labour in each municipality to work in a coordinated fashion and demanding that they meet the apprenticeship quotas is also an important step.

Next Steps:

This practice can be replicated in all States of the international community through law-enforcement institutions, according to the judicial and state organisation of each country. It is important to maintain the level of engagement of participants and disseminate and manage the positive results achieved through practice.

Labour Inspection Action in the Fight against Child Labour in Brazil

Period of implementation: Permanent

Where: Brazil

Main focus: Child labour inspection and inter-institutional coordination.

Lead organisation: Brazilian Ministry of Labour and Employment

Results: Since 2000 labour inspectors have removed more than 125,000 children and adolescents from illegal labour. A total of 29,289 inspections and 46,803 removals of children and adolescents from prohibited labour were carried out between 2007 and 2013.

Context and objective:

In order to achieve the internationally agreed targets of eliminating the worst forms of child labour by 2015 and eradicate child labour by 2020, labour inspection in Brazil does an ongoing work to combat child labour.

All Regional Offices of the Labour and Employment Superintendent (SRTE), which are regional units of the Ministry of Labour and Employment (MTE), have a specific project to eliminate child labour and protect adolescent workers, with the definition of inspection targets and special mobilisation programmes related to the topic.

However, carrying out inspections does not guarantee the sustainable eradication of child labour. It is also necessary to eradicate the root causes that led the child or adolescent to pursue an occupation. To this end, the SRTEs also include in their annual planning the promotion of coordination and integration actions with the agencies and entities that make up the child and adolescent protection network.

In addition, aware of the importance of an integrated effort to eradicate, in fact, child labour, in 2002 the Ministry of Labour and Employment established the National Committee for the Eradication of Child Labour (CONAETI), and has since taken on the role of coordinating the work of that Committee. CONAETI is composed of government representatives, employers organisations, workers organisations, civil society, and international organisations. In compliance with Conventions No. 138 and No. 182 of the International Labour Organisation (ILO), CONAETI had as a priority goal the elaboration of the National Plan for Prevention and Eradication of Child Labour and Protection of Adolescent Workers, which was released

in 2004 and revised in 2011. The purpose of the Plan is to coordinate the actions of various social actors working on the issue. It also fell to CONAETI to prepare the List of the Worst Forms of Child Labour (known as the “TIP List”), which was made official by Decree No. 6481 of 2008. The list currently includes 93 activities harmful to the health, safety and morals of children and adolescents engaged in said activities.

Methodology:

Upon identifying a situation of prohibited work, the Labour Inspector, besides determining the immediate removal of the child or adolescent from the prohibited activity and imposing on the employer the appropriate administrative penalties, forwards the inspection data to the bodies that make up the child and adolescent protection network, so that those boys and girls can receive appropriate assistance and their families can be included in government programs. The purpose of these referrals is to enable the sustainable eradication of child labour, seeking to combat the causes that led to the occurrence of prohibited work.

In addition, to strengthen institutional coordination actions, the SRTes participate, at the regional level, in the State Forums for Prevention and Eradication of Child Labour, which aim to develop joint actions to prevent and eliminate child labour and protect adolescent workers. Nationally, the MTE coordinates the meetings of CONAETI, whose main objective is to monitor implementation of the National Plan for Prevention and Eradication of Child Labour and Protection of Adolescent Workers.

Challenges:

In addition to the structural challenges faced by labour inspection such as the small number of Labour Inspectors and difficult access to locations where there is still significant incidence of child labour, sometimes there are difficulties in establishing effective communication among partners in the child and adolescent protection network.

Lessons learned:

The experience of labour inspection in implementing enforcement actions focused on the eradication of child labour makes it clear that determining the removal of the child or adolescent from irregular work and imposing administrative penalties on the employer is not enough to eradicate child labour. Permanent inter-institutional coordination is essential to guarantee to those who have had their rights violated and their families due assistance

and - especially - for the causes that led to the occurrence of prohibited labour to be corrected.

Next Steps:

Increase labour inspections focused on eradication of the worst forms of child labour and further strengthen coordination and integration actions among the various bodies and entities that make up the child and adolescent protection network.



ECUADOR

Strategy to free municipal jurisdiction sectors of child labour

Period of implementation: 2002 to 2011

Where: Ecuador

Main focus: Inspection, monitoring and legal norms on child labour in garbage dumps.

Lead organisation: *Ministerio de Relaciones Laborales*

Website: www.relacioneslabourales.gob.ec

Results: 2,160 children and adolescents withdrawn from child labour in 78 districts; child labour prevention initiatives developed in 143 districts; household visits to follow-up 1,900 families; 221 municipalities signed letters with commitments to eliminate child labour; demonstration of the effectiveness of the methodology on how to advance in the prevention and eradication of the worst forms on child labour; effective inter-sectoral coordination between different government levels.

Context and objective:

Following national agreements on how to implement special protection policies for children and adolescents working in garbage dumps, the government set a target to eradicate child labour in municipal garbage dumps. Thus, the Ministry of Labour proposed a partnership with municipalities to establish regulatory mechanisms, local surveillance and monitoring, and ensure local public services for girls and boys. The overall goal of the government is to implement a methodology to prevent and eliminate child labour by identifying critical areas of municipal government responsibility and establishing a set of actions that can be replicated in different sectors.

Methodology:

The methodology emphasizes specific sectors where child labour has been found. Its primary actions include the implementation of policies as well as the identification of and direct assistance to children and their families (education, health, entrepreneurship, productive activities), and inspection.

The process started with the National Institute for Children and Families (INNFA) and the ILO, which in 2002 developed a proposal involving the Municipality of Santo Domingo de los Tsáchilas and the Fundación Desarrollo y la AutoGestión (DYA) to produce a baseline of data on working children in 20 cities with a population over 20,000. Other initiatives were carried out at the same time in the municipality of Santo Domingo de los Tsáchilas, related to investments in technology improvements in waste management, implementation of productive alternatives for adult recyclers, prohibition of children in garbage dumps, and actions for restoring the rights to education and health. Until 2006, the initiative was expanded to other municipalities along with new partners (UNICEF and Fundación Telefónica). In 2007, the National Government created an action policy ensuring special protection for children and adolescents working in garbage dumps, led by the Intersectoral Political and Technical Council for the Elimination of Child Labour. The basic guideline was then expanded to reach another 100 cities with a population over 10,000, and was strengthened by the inclusion of inspection activities by the Ministry of Labour Relations. In 2009, the national government stated the goal of eradicating child labour in landfills, and 33 new cities were added to the programme. Inspection services to verify the presence of children in municipal landfills became part of both the Labour Ministry and the Surveillance System in 2010. In two weeks, inspections covered all districts in the country and legal sanctions were applied to those who did not prevent the access of children to landfills. In fact, in 2011 the inspection services

verified that there were no longer children working in landfills and developed a system of prevention, restoration of rights and food provision for minors removed from landfills.

Municipal jurisdictional sectors against child labour demand the implementation of a set of actions, namely:

- » Strengthening the role of the municipalities and their commitment to eradicating child labour, including establishing measures through ordinances and controlling the access of children to work sites.
- » Developing and implementing a protocol of intervention to establish an effective system for all institutions involved in the strategy to eradicate child labour in the sector, based on the knowledge of the role of each institution on the topic. The protocol includes: a basic guideline with the result of the inspection work; a survey of the socioeconomic situation of the families and household visits; family planning coupled with agreements ensuring the school enrolment of children and adolescents; recreational activities; healthcare and referral to public institutions; family access to public services such as housing subsidy, training and support for local family production.
- » Developing a monitoring system that enables close follow-up of each case; implementing control and monitoring measures and sanctions in case of non-compliance with regulations, with a view to preventing and eradicating child labour.
- » Ratifying the commitment: “Ecuador without Child Labour” in partnership with the government and private sector institutions.

Challenges:

One of the challenges faced was the lack of sustainable public budget to guarantee progress in achieving the targets, as well as the expansion to other scenarios related to the type of activity that had been devised to prevent child labour from shifting to other trades activities or sectors. The supplies offered by the state also tend to be lower than what is required.

Lessons learned:

The specific initiatives developed were an opportunity to demonstrate that it is possible to eradicate child labour and sensitise and convince authorities. The prevention and eradication of child labour involves various actors and strong coordination with the State leadership, which is mandatory.

Next Steps:

Considering that the program was successful in landfills, the partners have moved forward to reach slaughterhouses and are planning on going to street fairs and markets. For the future, the government aims to develop similar strategies for child labour in street fairs and markets and thus guarantee that there will be no child workers in Ecuador by 2016.



URUGUAY

National strategy to improve the situation of domestic workers.

Period of implementation: 2005 – 2013

Where: Uruguay

Main focus: Inspection in the area of domestic child labour

Lead organisation: *Inspección General del Trabajo y la Seguridad Social* (General Labour and Social Security Inspection) of the Uruguayan Ministry of Labour and Social Security

Website: http://www.mtss.gub.uy/index.php?option=com_content&view=article&id=29&Itemid=41

Results: 65% increase in formal employment among domestic workers - from 40,000 in 2004 to 65,000 in 2011; exponential increase in the inspection of domestic work; aspects such as health, safety and the environment were addressed for the first time ever in the country among domestic workers; greater awareness of the risks of domestic labour carried out by children and adolescents among the working girls themselves, their families and the institutional actors more relevant to childhood and adolescence (education, health, social

development); detection and approach of girls and female adolescents in a situation of extreme vulnerability; detection and approach of foreign female workers in a situation of extreme vulnerability.

Context and objective:

The only specific child labour survey in Uruguay was conducted by the National Institute of Statistics in 2009, using the methodology promoted by IPEC-ILO. Said survey showed that 9.9% of Uruguayan children and adolescents between 5 and 17 years old were in a situation of Child Labour (CL). The largest study carried out in the country identified approximately 92,000 children and adolescents in that situation. It is import to point out that most girls and female adolescents work as nannies (18%), with domestic service ranking 5th (5.4%). In general, female workers come from low-income population groups, are under-qualified and the work they do is belittled by society, including because they are paid very little and display a high occupational mobility. Since 2005, the situation of domestic workers, including girls and female adolescents, has been one of the main concerns of the Uruguayan government in the field of labour. This situation led Uruguay to enact Law No. 18065, matching the rights of the domestic workers to those of other workers in the country and setting the minimum age for domestic work at 18 years.

The creation and implementation of this law represented a very meaningful contribution to the development of the International Labour Organisation Convention No. 189, which Uruguay was the first country to ratify. Non-compliance with the duties set forth in Law No. 18065 is punished pursuant to the provisions of the national labour law. The *Inspección General del Trabajo y la Seguridad Social* (General Labour and Social Security Inspection) oversees compliance with the law and has the power to conduct household inspections in case of alleged violation of labour and social security rules, based on a court order issued for that purpose.

The GTSS, which is linked to the Ministry of Labour and Social Security (MTSS) presides the National Committee for the Eradication of Child Labour and the Protection of Adolescent Workers (CETI), whose secretariat is managed by the *Instituto del Niño y el Adolescente del Uruguay* (Institute for Children and Adolescents of Uruguay - INAU). Within CETI, which is a quadripartite body (government, workers organisations, employers organisations, and organized civil society), several proposals of actions to address the issue of child and adolescent labour were developed with the commitment of all four parties.

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Methodology:

The main aspects of the Uruguayan strategy may be summarized as follows:

- » Proper legislation establishing for domestic workers the same rights enjoyed by other workers;
- » Proper legislation on the rights of children and adolescents, taking into account child and adolescent labour;
- » National policy for the protection of adolescent workers in any area of activity, including domestic work;
- » Social tripartite and quadripartite dialogue;
- » Systematic and increasingly judicious inspection;
- » Construction of a new social protection matrix for all children and adolescents, with inspection actions focused on those in a situation of higher vulnerability, such as child and adolescent workers.

The IGTSS has been carrying out official inspection operations since 2010, covering some 4,500 households each year in the main cities in the country. The agency detected and inspected domestic work in 25% of the households visited, having found cases of female adolescent workers. In 2012 a court order was requested for household inspection based on the alleged occurrence of informal foreign labour. In all inspection operations a campaign was held to inform and sensitise female workers and their employers, with the distribution of information materials on both the aforementioned law and the obligations of employers.

INAU carries out inspections in the area of child and adolescent labour, especially domestic labour. These inspections are part of a concerted effort between INAU and the IGTSS. INAU is the agency responsible for issuing the Adolescent Employment Booklet, without which persons between 15 and 17 years old are legally prohibited from being employed. Issuance of the booklet is subject to demonstration by the employer that the work will not entail risks for the adolescent and will be carried out during the day, with reduced work hours, thus allowing the adolescent to attend school. Medical examination prior to employment is also required. In addition, the employment booklet can only be delivered to the adolescent in the presence of the mother, father or guardian.

Within the scope of the work carried out with the Labour and Social Agency of MERCOSUR, CETI had been developing specific information and sensitisation campaigns on child and

adolescent labour, drawing attention to the risks to which they are exposed and informing about the legislation prohibiting child labour and protecting adolescent workers. Campaigns included workshops and seminars with national and local actors in several regions of the country.

At the same time, CETI has been carrying out permanent coordination actions among public agents and social actors, in response to specific situations detected, to integrate working children and adolescents into services and programmes suitable for their age, with an emphasis on formal education, vocational training and healthcare. In this regard, special mention should be made of the development of a new social protection matrix for children and adolescents in Uruguay.

Challenges:

The main challenges include:

- » Continuing to reduce informality in the sector;
- » Maintaining and enhancing inspections carried out by the IGTSS and INAU;
- » Continuing to improve work conditions, especially as regards occupational health and safety;
- » Advancing in the identification and approach of children and adolescents in a situation of child labour;
- » Expand sensitisation and information actions in small cities and suburban and rural areas;
- » Expand social guidance actions to address situations of domestic child labour in houses owned by the employers themselves (not by third parties).

Lessons learned:

The campaigns involved workshops and seminars with national and local actors in several regions of the country, which were widely accepted by participants in the different locations. Equally important were the development of a new social protection matrix for children and adolescents based on the formulation of the National Strategy for Childhood and Adolescence 2010-2030 and the construction of the Social Reform that led to an unprecedented increase in access to rights by those under 18 years old. The tripartite and quadripartite dialogue enabled drafting broad and specific social agreements. Within CETI, which is a quadripartite

body, (government, workers organisations, employers organisations, and organized civil society), several proposals of actions to address the issue of child and adolescent labour were developed with the commitment of all four parties.

Next Steps:

Through a quadripartite effort, CETI is preparing the proposal for an Action Plan for the protection of adolescent workers, with a special focus on the situation of domestic workers.



TAJIKISTAN

Developing a national policy on the fight against child labour

Period of implementation: 2011 – 2013

Where: Tajikistan

Main focus: Participatory development of national policy to address child labour

Lead organisation: Ministry of Labour and Social Protection of Population of the Government of Tajikistan

Website: <http://www.mehnat.tj/index.php/en/>

Results: Common development objectives and immediate objectives to eliminate the worst forms of child labour in Tajikistan by 2020 were established and agreed among and between different stakeholders; the national action plan was presented to the general public in June 2013; increased capacity of 35 members of the National Working Group on the Elimination of Child Labour and the Commission on Child's Rights.

Context and objective:

Although the ILO Convention 182 was ratified by Tajikistan in 2005, as of 2011 no national policy had yet been determined to eliminate the worst forms of child labour. This was identified by ILO-IPEC as a policy gap that needed urgent attention, and consequently the Action Programme “Drafting of a National Action Plan on Prevention and Elimination of the Worst Forms of Child Labour in Tajikistan for 2014-2020 based on wide consultations with key stakeholders at central and local levels” was assigned to the Information Research Centre “SocService” (a Non-Governmental Organisation) for the period of June 2011 to March 2013.

Methodology:

As part of the Action Programme, a tripartite working group (TWG) was established under the coordination of the Coordination Council on the Elimination of Child Labour in consultation with the Ministry of Labour and Social Protection of Population (MLSP) to draft the National Plan (NP) and National Action Plan (NAP). The TWG included 25 representatives of key ministries and governmental agencies: MLSP, Ministry of the Interior, Ministry of Health, Ministry of Education, Ministry of Agriculture, Ministry of Finance, Ministry of Justice, Committee on Women and Family Affairs, and Statistics Agency, as well as representatives of the Lower Chamber of the Parliament, Department of Employment and Social Protection of the President’s Executive Office and other relevant departments identified in the background document on child labour. Other members of the TWG were the organisations of employers and workers, as well as non-governmental and international organisations (ILO-IPEC, UNIFEM, UNICEF, UNFPA, UNDP, IOM, and Save the Children). The inter-sectoral and multi-agency composition of the group allowed for various sectoral and gender perspectives to be represented.

Since Tajikistan had not had an earlier experience of developing a policy to eradicate the worst forms of child labour, a particular focus was laid on broad consultations to inform and enhance the capacity of NAP members. During implementation of the Action Programme, the NAP was revised three times in order to identify more solid and concrete strategies, objectives, and activities to eliminate child labour. The series of consultations at the national and local levels assisted in identifying priority areas of interventions to eliminate the worst forms of child labour in Tajikistan, taking into account the feasibility of the planned measures, the availability of capacity and funds, and the need for maximum efficiency to eliminate the worst forms of child labour by 2020.

Challenges:

Despite the sometimes opposing views of those involved, it was possible through the series of consultations to bring them together under a unified approach to address child labour. Via a long process of consultations, it was possible to compromise and identify development objectives and immediate objectives to eliminate the worst forms of child labour in Tajikistan by 2020.

Lessons learned:

Repeatedly revising, drafting, and discussing the NAP during the consultations facilitated the establishment of a close rapport with the partners. During the national and local consultations, more authority and responsibility was delegated to local authorities and concerned agencies, as they are more familiar with the problems of working children. Through this process, the voice of direct beneficiaries of the NAP was collected and integrated into the NAP. In order to achieve the mentioned results through the consultations process, sufficient time was needed to finish the drafting process of the NAP for the elimination of the worst forms of child labour.

Next steps:

The main objective in the development of the NAP was to address the problems of children engaged in the worst forms of child labour and the creation of a stable framework for the development of policy in the long term. With the NAP in place, one important step has been taken towards the elimination of the worst forms of child labour throughout the country. The next steps will consist in translating the established policy framework into action.



PAKISTAN

Provincial law-making takes tough stance on hazardous child labour

Period of implementation: Since 2012

Where: Pakistan

Main focus: National legislation on child labour

Lead organisation: Provincial Child Labour Unit-Punjab, Labour and Human Resource Department Government of the Punjab

Website: www.pclupunjab.org.pk

Results: Bill pending passage in the Provincial Assembly and drafting of the bill on child labour. The latter has influenced provincial authorities to reformulate other labour and welfare laws.

Context and objective:

In 2011 the Pakistan Government adopted the 18th Amendment to the Constitution of Pakistan delegating the enactment and enforcement of labour laws to the provincial level. In addition to the freedom to enact new legislation, the new conditions require that each provincial government

adopt the federal labour laws it has chosen to keep or revise or replace them. This ushered in a golden opportunity to amend the Employment of Children Act of 1991, in compliance with ILO Convention No. 138 on the Minimum Age for Employment and Convention No. 182 on the Worst Forms of Child Labour. The Employment of Children's Act lacked sufficient penal provisions for adequate regulation, as it did not prohibit the employment of children younger than 14, except in a few occupations, and allowed children older than 14 to work in hazardous jobs. There were also issues related to minimum working hours and minimum age for work. Furthermore, it did not provide a clear definition of hazardous child labour. Among other reforms in progress, the Federal Government also amended the Constitution to make education compulsory up to age 16, beholding the State to pay for it.

Methodology:

Once the responsibility for protection through labour laws was transferred to the provincial governments, the ILO encouraged the reform of the child labour law by consulting with representatives of each provincial government and employers and workers organisations in February 2012 (in the second phase of the Combating Abusive Child Labour Project, with funding from the European Union). Each province then moved forward at its own pace, having reached different stages. In Punjab:

- » The Provincial Child Labour Unit-Punjab hired a national consultant familiar with the issues to draft a law.
- » Next, it organized a consultation dedicated to child labour law and then the topic was integrated into several other consultations regarding children's issues to debate the draft versions of the bill.
- » Debates took place within departments on the specific limits and definitions and on the sphere of enforcement; some items were "difficult", perhaps with the exception of domestic child labour, which is still being debated in terms of its enforcement.
- » The bill was approved first by the labour department, followed by the legal department and is awaiting resumption at the Provincial Assembly for passage in the coming months. With the strong political will to educate children and protect them from abusive employment, the law is not expected to encounter any hurdle.

To facilitate prospects for implementation of the law, consultants have been hired in all four provinces to draft the rules for the proposed law and redraft each provincial list of hazardous occupations (with the support of the CACL-II Project).

Challenges:

With a crowded development agenda, the biggest challenge was starting the debate. The ILO became the catalyst by opening the inter-provincial and tripartite consultation that was then followed by each government organizing discussions within their jurisdiction.

Lessons learned:

The main lesson in this process was the importance of inter-provincial coordination – bringing together representatives of all provinces broadened the depth of experiences and ideas to be considered when drafting the bill; ultimately it led to a better bill. For example, when some of the inspectors and directors from the other three provinces talked about their own experiences on enforcement, they pointed out a weakness in having no minimum bar on fines (in the federal law), which resulted in the punishment clause not being taken seriously. This insight prompted the inclusion of both a minimum and maximum bar on fines and imprisonment. Inter-provincial coordination also enabled harmonising the laws across the provinces.

The people affected by the law must be included in the consultation process, especially for a law that involves penalties. Otherwise, those impacted might rebel against it. In Pakistan, employers and workers were included in the process and invited to contribute their concerns.

Next Steps:

Enforcement will be the primary issue for sustaining the strength of the law. Because it is a provincial law, the province is much more invested and is more likely to more aggressively enforce the law and organise concurrent campaigns to support it. Additionally, because it was “homespun” in conjunction with the department of education and other services, the province is also invested in following through. The new constitutional amendment on compulsory education up to age 16 will help enforce the provisions of the law. If that campaign succeeds, it will address child labour. Parallel action by the education, vocational training and health departments is also needed.



FIJI

Mainstreaming child labour inspection, monitoring and enforcement

Period of implementation: Since 2011

Where: Fiji

Main focus: Mainstreaming national legislation against child labour as a crosscutting area within public policies

Lead organisation: Ministry of Labour, Industrial Relations and Employment (MOL)

Website: <http://www.labour.gov.fj/>

Results: Child labour is now included in Fiji's Decent Work Country Programme; the Child Labour Unit (CLU) is incorporated into the Ministry of Labour's Corporate Plan; the monitoring structure created by the CLU brings together state, non-state and private sectors to address child labour.

The Child Labour Unit:

- » Has staff trained in child labour legislation and inspection;
- » Trained Inter-agency committees in all districts to monitor the work;
- » Has a centralized database and a child labour-related system for appropriate services;

- » Has child labour inspection systems integrated into its inspection functions;
- » Coordinated the Child Labour Committees that have been endorsed as part of the legislation of the National Coordinating Committee on Children;
- » Coordinated the development of the Fiji National Action Plan to Eliminate Child Labour and the Child Labour Policy;
- » Conducted training in child labour with stakeholders such as the Fiji Police, the Ministry of Agriculture and the Fiji Council of Sugar Cane Growers;
- » Supported compliance by the Sugar Sector with Fair Trade 'Child labour free' requirements;
- » Withdrew children from child labour and prevented other vulnerable children from engaging in child labour by providing counselling and bringing children back to school;
- » Registered youth of minimum legal working age in the National Employment Centre database;
- » Sued an employer in a case of hazardous child labour;
- » Organised World Day Against Child Labour events and awareness campaigns;
- » Conducted a school-based survey in partnership with the Ministry of Education.

Context and objective:

Fiji ratified Convention No. 138 in 2003 and Convention No. 182 in 2002. In 2009, a national law reviewed Fiji's compliance with the child labour Conventions, commissioned by ILO Tackling Child Labour through Education (TACKLE) programme. The review recommended the action to be taken to bring Fiji's labour laws in line with the ILO Child Labour Conventions and recognized the need to establish a Child Labour Unit (CLU) to act against child labour. According to the Report, while there were provisions on the protection of children against child labour in the Employment Relations Promulgation of 2007 and other related laws, action needed to be taken to strengthen law enforcement mechanisms.

In June 2011, the Ministry of Labour, Industrial Relations and Employment (MOL) established a Child Labour Unit to strengthen the institutional capacity of national and local authorities in the formulation, implementation and enforcement of laws and policies to fight child labour, in coordination with social partners and civil society in Fiji.

Methodology:

With the support of TACKLE, the CLU spearheaded the development of the Child Labour Monitoring System and of the centralised database and trained labour officers and inspectors, as well as members of the Inter-Agency Committees on how to identify child labour issues. The Child Labour Unit is also leading the national efforts to develop the Fiji National Action Plan to Eliminate Child Labour and the Child Labour Policy, and has gone beyond its initial 'set-up phase' functions to directly withdrawing children from hazardous work and prosecuting the employers involved. The list of hazardous child labour was officially announced on 28 May 2013.

The child labour monitoring system is coordinated by labour inspectors, to oversee and monitor child labour issues at local and provincial level. It strengthens the existing structure of the Inter-Agency Committee (IAC) established by the Department of Social Security and under the National Coordinating Committee on Children (NCCC), which comprises representatives of government agencies, civil society and community-based groups. The CLU is linked to the NCCC through the Child Labour Committee (CLC) composed of representatives of different line ministries, workers' and employers' organisations and other stakeholders.

Challenges:

Mainstreaming child labour activities into national sectoral programmes and coordination at national and local level is required to contribute to the sustainability of CLU actions. This involved working with the Ministry of Education, the Department of Social Security, the Fiji Police Force, the Fiji Islands Bureau of Statistics, the Poverty Monitoring Unit, the National Planning, the Ministry of Youth, Agriculture, Immigration, and workers' and employers' organisations. Child labour issues need to be integrated into relevant programmes and plans.

Lessons learned:

This practice shows that when governments take on responsibility at the highest level, the inspection and monitoring structure can be effectively strengthened, leading to the enforcement of appropriate sanctions against those using child labour. It also shows the importance of bringing together different partners that can and should act in the prevention and elimination of child labour.

Child labour monitoring is most effective when it is integrated into existing structures and mechanisms, as this helps ensure its practical implementation and sustainability. Child

labour monitoring systems can also strengthen government responses to addressing the root causes of this form of labour. And consultations with a wide range of partners in designing interventions help ensure the development of relevant and pragmatic approaches to eradicate child labour.

Next Steps:

The government has committed to mainstream child labour issues into national programmes and policies and to allocate resources to ensure the elimination of child labour. The existence of the CLU ensures the implementation of child labour plans and policies as well as compliance with the relevant legislation.





PAPUA NEW GUINEA

Addressing gaps in labour legislation

Period of implementation: 2009 to 2012

Where: Papua New Guinea

Main focus: Alignment and enforcement mechanisms for adequate application of the national legislation

Lead organisation: Department of Labour and Industrial Relations (DLIR)

Website: <http://www.ned.gov.pg/>

Results: Increase in the national ownership on child labour legislation; Child Labour Unit within the Department of Labour and Industrial Relations (DLIR); creation of Provincial Child Labour Committees; PNG's National Action Plan for the Elimination of Child Labour was elaborated; Child Labour Inspection and Referral Forms were designed; a hazardous child labour list was produced.

Context and objective:

Although Papua New Guinea (PNG) ratified the child labour Conventions in 2000, little had been done to improve legislation and ensure compliance with the Conventions. In 2009, the ILO project Tackling Child Labour through Education (TACKLE) supported the first national legislative review of policies and legislations concerning child labour. As a result, the Department of Labour and Industrial Relations (DLIR) agreed to revise the Employment Act of 1978 to bring it in line with the Conventions and develop a hazardous child labour list through a tripartite process. Papua New Guinea is a country that did not benefit from any IPEC support prior to TACKLE. The legislative review led to an identified need and provided the necessary legal framework through which the country can address the issue of child labour. The Government also organised a national child labour forum and child labour road-shows in six provinces, which resulted in the ILO recommending the establishment of Provincial Child Labour Committees.

Before starting the project, Papua New Guinea ratified the Convention on the Rights of the Child (1993) and the ILO child labour Conventions (2000). Once a member State ratifies an ILO Convention, it is under the obligation to ensure that national laws are brought in line with the provisions of that Convention. While there were a number of different laws on the issue of child labour in Papua New Guinea, including the Employment Act (1978), the Lukautim Pikinini Act, the Apprenticeship and Trade Testing Act, the Minimum Age (Sea) Act, the Defence Act, the Criminal Code (Sexual Crimes and Offences against Children) Act (2002), these tools were seen on the whole as inadequate and in many respects inconsistent with Conventions Nos. 138 and 182.

In addition to finding the laws to be inadequate and inconsistent with the Conventions, the “Review of the policies and legislative framework concerning child labour in Papua New Guinea” also found that there was no effective mechanism for the enforcement of laws, identifying this as a major area requiring immediate attention. As regards policies to address the issue, the review found that while there were no specific policies on child labour, a number of education policies existed, including the National Education Plan (2005-2014) and the Universal Basic Education Plan (2010). However, under these policies primary education is not compulsory and while elementary school (which includes children aged 6-8) is free, primary school (which includes children aged 9-14) is not. The review set out a series of recommendations to bring the laws in line with the ILO child labour Conventions.

Methodology:

Following the legislative review, a National Child Labour Forum was held in July 2011. As a result, priority actions to be part of the National Action Plan to Eliminate the Worst Forms of Child Labour were identified including: (i) addressing the gaps in the Employment Act concerning child labour; (ii) determining the hazardous child labour list for PNG; (iii) mainstreaming studies on child labour into the functions of the DLIR; and (iv) developing a system for Child Labour Inspection and Monitoring.

Tripartite consultations took place for the revision of the Employment Act. A preliminary analysis of the PNG Employment Act of 1978 was conducted in 2011 and gaps were highlighted. For example, it was noted that the Employment Act does not adequately define and prohibit the worst forms of child labour, including the commercial sexual exploitation of and trafficking in children. A tripartite workshop in 2012 led to the drafting of provisions in the proposed Employment Act Reform to address the gaps, for example, by prohibiting hazardous work for boys and girls and raising the minimum age from 16 to 18 years.

To strength inspection mechanisms, a training workshop was held for labour officials, this stating the process of establishing a Child Labour Unit in the DLIR, drafting the list of hazardous child labour and developing child labour monitoring and inspection forms. The Joint Child Labour/Common Rule Road-show, in 2013, trained over 200 tripartite plus participants who agreed that the way forward was to establish Provincial Child Labour Committees (PCLC) to lead the action against child labour at the provincial, community and local government level. The DLIR also informed participants of actions taken to establish the Child Labour Unit and the new Child Labour Inspection and Referral Forms.

Follow-up:

Additional contributions to increase the national ownership and sustainability of the processes were brought by the inclusion of the Provincial Child Labour Committees in the revised Employment Act and the endorsement of the PNG National Action Plan for the Elimination of Child Labour, the Child Labour Inspection and the Referral Forms, and the drafting of a hazardous child labour list. The initiatives demonstrated that although legislative and policy reform may be time consuming and slow, the groundwork for effective reform, laying a solid foundation for the process and ensuring ownership, begins with both legislative reviews and multi-sectoral consultations at all levels.

Lessons learned:

Only with the revision of the Employment Act it was possible to provide the basic legal framework on child labour, based on which monitoring and inspection mechanisms are strengthened to ensure that the law is enforced and perpetrators are brought to justice. The extensive consultations carried out by the DLIR and TACKLE led to greater recognition by stakeholders of the urgent need to address child labour issues.

Next Steps:

The process for improving national legislation on child labour is slow, as it requires both government commitment and resources for the reform. In the PNG, considerable time and efforts were put into raising awareness of the concept of child labour as a necessary step before labour law reform could be agreed upon.



Good Practices: Combating Child Labour in the World

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GLOBAL



GABON

The rights of children victim of trafficking

Period of implementation: Since 2000

Where: Gabon

Main focus: Social protection of children victim of trafficking

Lead organisations: Ministry of the Economy, Employment and Sustainable Development; Ministry of the Family and Social Affairs.

Website: <http://www.economie.gouv.ga/>

<http://www.affaires-sociales.gouv.ga/291-menu-bas/293-mentions-legales/#.UmPnuvnryy8>

Results: One of the results related to prevention was the decrease in the number of children working as street peddlers.

Context and Objective:

The Gabonese government ratified the Convention on the Rights of the Child, with the aim to ensure respect for the main interests of children victims of trafficking for the purpose of

labour exploitation, in terms of psychosocial care. All actions related to children victims of trafficking are based on the principles of protection and respect for human rights, as set forth in the UN Conventions on the Rights of the Child and in the African Charter on the Rights and Welfare of the Child. According to the uses and customs of the Gabonese people, the child has always represented the future of the clan and of the family as well as the future of a nation.

Methodology:

The child withdrawn from the trafficking circuit is sent to a shelter where he/she is safe and is assisted, treated and followed up by social workers, physicians, psychologists and the child protection judge. The child is taken to the Embassy of his/her country of origin for verification of parents and provides the relevant authorities of the country of origin with the required information to locate his/her natural family and receive the consular documents required for repatriation. The alleged traffickers are arrested and interrogated by the police. The police then write an official report which is submitted to the Public Prosecutor who, in turn, starts the legal proceedings against the traffickers, allurers and their accomplices, pursuant to the provisions of the Criminal Code and of Law No. 009/2004 of 22 September 2004 on prevention of and fight against child trafficking in the Republic of Gabon. Law enforcement and defence agents as well as legal authorities take all measures required to defend the rights and interests of the child during all the stages of the proceedings. Two weeks before the departure of the child victim of trafficking to his/her country of origin, the social assistance service and the representative of UNICEF in the country of origin are informed of the child's arrival, in order to accommodate him/her. To return to the country of origin, the child is entitled to airfare, a re-integration fund and a personal care allowance. The child is accompanied to the airport by a social worker, who takes his/her inside the aircraft. A few hours after the child's arrival, the child trafficking fight and monitoring committee seeks information from UNICEF in the country of origin to find out if the child has arrived safely.

Challenges:

- » Developing a national action plan against child trafficking;
- » Eliminating the child trafficking phenomenon by 2025;
- » Establishing an integrated structure between the fight against child labour and human trafficking.



lessons learned:

The elimination of child labour is a progressive process, but the goal has not yet been achieved.

Next Steps:

This practice can be reproduced in the fight against child labour in general.



MOROCCO

Child Domestic Labour

Period of implementation: Since 2005

Where: Morocco

Main focus: Social protection in child domestic labour

Lead organisation: INSAF (*Institute Nationale de Solidarité avec les Femmes en Détresse*)

[National Institute of Solidarity for Women on Distress]

website: <http://fr.insaf.ma/>

Results: More than 300 girls removed from domestic work and reintegrated into their families and school; four of them are attending university; in 19 municipalities families no longer “rent” their daughters.

Context and objectives:

In Morocco, tens of thousands of girls under 15 years of age and called “little maids” are exploited in domestic work. They are especially from rural areas and urban outskirts of the

country. In this group, 38% are 8 to 12 years old; 49% are school dropouts and 30% never attended school. The main causes of these figures are poverty, illiteracy, preconceived views of parents, low status of women, lack of or distance to schools, legislative failure, and a strong urban demand, especially from wealthy and well educated families. The “little maids” are deprived of parental affection, far from education and training centres and subject to exploitation and abuse, including the risk of dying. The Labour Code in force is not sufficient to meet the specific characteristics of child domestic labour. Labour inspectors, for example, are not allowed access to homes in order to identify child domestic workers, and children are not aware of all the services that are offered by government agencies. Malicious intermediaries continue to attract children to domestic work with false promises.

INSAF contributes to the eradication of this form of child labour by providing direct support for the removal of the children from work, and for their protection and reintegration into their families and schools in rural areas. Together with local authorities, social services, the Regional Academy of Education and schools, local associations, parents, the Ministry of Employment, the Department of Social Development, and international donors, INSAF advocates the creation of laws and policies to protect children from domestic work.

Methodology:

The INSAF programme is organized into the following structured and coordinated steps:

1. Preliminary diagnosis of the target rural areas: quantitative and qualitative socio-economic data on the region, provinces and municipalities in order to identify areas of study;
2. Field surveys to consolidate data, identify and locate agents (education, regional development associations, elected officials, etc.);
3. Locating parents' associations (school and/or village);
4. Development Action Plan: common targets, target actors, activities to be developed, accurate human and logistical resources, schedule of actions, and budget;
5. Field response: identification of the girls, agreement with parents, removal from work, reintegration into family and school, social support for girls, private tutoring, and academic improvement;
6. Sharing of local and regional sensitisation experiences with children and local associations;
7. Mobilisation of local associations for sustainability.

Monitoring and evaluation is carried out by the head of the division and the board of the association, whereas the external evaluation is carried out by the sponsors of the Association. In areas where families “rent” their daughters for domestic work, the INSAF group identifies girls of school age who are not enrolled in school, determines those working as domestic servants and talks with the families about the risks. If parents are willing to bring in the girl, INSAF signs an agreement with the family to provide a monthly allowance for as long as the girl remains in school.

Challenges:

In the long run, the greatest challenge is the eradication of child domestic labour. In the medium and short term, the challenges lie in the relocation programme from rural areas and urban outskirts, and in the creation of a special law for the eradication of child domestic labour so that children can be removed from this form of work and have their rights protected and restored.

Lessons learned:

The relocation programme requires: precise local conditions relating to socio-economic and cultural areas, education facilities, and the existence of alternatives for parents and girls; the establishment of structures at the site of the intervention; the design of a multi-annual programme (length of the girls’ education); the mobilisation of both the population and local associations; and harmonization of the programme between the support provided and sensitisation.

Next Steps:

INSAF has signed several agreements with local associations for the sustainability of the initiative and created more than 34 associations for collective action. Besides, Parliament has passed a bill that includes the protection of the rights of girls in these work situations and local donors and actors have been mobilized to replicate the programme in other regions of the country.



MALI

Eliminating child labour in small-scale gold mining

Period of implementation: 2009 - 2011

Where: Mali

Main focus: Social protection for children working in a mining environment

Lead organisation: Réseau d'appui et de conseils (RAC) [Network of Support and Councils]

email: rac_mali@yahoo.fr

Results: 1,360 children working in mining or at risk of working in mining withdrawn and enrolled in school; school attendance improved significantly as also did the functioning and acceptance of the school by communities; 45 families started income-generating activities.

Context and objective:

Between 20,000 and 40,000 children work in Mali's small-scale gold mining sector, many of whom start working at the age of six. They dig wells and work underground, pull up, carry and crush the ore and pan it for gold. Many children suffer from serious headache, neck,

arms, or back pain, and risk long-term spinal injury from carrying heavy weights and enduring repetitive motion. They suffer permanent injuries from falling rocks and sharp tools and fall into wells, which sometimes collapse. Child miners also mix gold with mercury and then burn the amalgam to recover the gold. Mercury attacks the central nervous system and is particularly harmful to children.

Child workers live and work with their parents who are small-scale gold miners, and are paid little for the gold they find. However, some children also live or work with relatives, acquaintances or strangers, who exploit them for economic purposes. A significant proportion of them are migrants from different parts of Mali or from Burkina Faso and Guinea. Some of them may be victims of trafficking. Young girls in small-scale mining areas are also sometimes victims of sexual exploitation and abuse.

School fees, lack of infrastructure and the poor quality of education prevent many parents in mining areas from sending their children to school. The net enrolment rate remains low at 60.6%. The government of Mali prohibits hazardous child labour in small-scale mines, and in June 2011 it adopted the National Action Plan for the Elimination of Child Labour in Mali. The Malian NGO *Réseau d'Appui et de Conseils* - RAC (Network of Support and Councils) implemented an initiative to reduce child labour in mining and to increase primary school attendance in several villages in Western Mali (Kéniéba).

Methodology:

With the support of the ILO/IPEC and other donors, the NGO has withdrawn over 1,300 children from work. In three villages in the Kéniéba circle, RAC has renovated old school buildings or built new ones, built nurseries and hired nursery staff, provided furniture and education material, hired nursery teachers and established free school meals. RAC has helped create a more supportive environment for the school by raising awareness about child labour in the community through large meetings and radio spots and strengthening school management committees charged with running the schools locally. RAC has also worked to ensure that community leaders in each village supported the village school and signed a commitment to send their children to school. The project also supported the issuance of birth certificates by the local administration and urged authorities to start supporting community schools in the area, thus making the transition from the community to public school. Furthermore, the project started some income-generating activities to provide families with alternative income when they enrolled their children in school and stopped sending them to work in mining.



Challenges:

The main challenge lies in the poverty of the parents and in the lack of information about the dangers of child labour. Existing initiatives tend to be somewhat isolated, understaffed, and would benefit from greater synergy with other organisations and government bodies. As child workers, including those in small-scale mining areas, often tend to fall outside of public health and education policies, these policies need to be more targeted to this specific population, with a focus on their needs (such as health problems related to handling mercury or other mining-related conditions) and integrated to existing mining policies.

During the work process, children inhale highly toxic gases and are in direct physical contact with mercury (with no gas mask). A critical challenge lies in the traditional local understanding that mercury has mystical powers that attract gold. Moreover, even though the communities know that mercury is dangerous and toxic, contaminated water is discharged in the environment where people live. Given that mercury is not biodegradable, it will eventually destroy groundwater in these areas. Thus, children will continue to be exposed if nothing is done in the near future.

Lessons learned:

The involvement of local authorities and target communities has generated enthusiasm and commitment as regards participation in all activities, in support of political authorities (municipalities and Kéniéba Sitakili), the administrative authority (mayor), and the school authority (CAP). In addition, the improved educational infrastructure has contributed greatly to increase enrolments in target-communities.

The key is to ensure that actions underlying the eradication of child labour are sustainable. We have noted that one of the causes of the development of early child labour is the extreme poverty of parents, but also and especially the lack of information on the dangers of hazardous child labour.

Building infrastructure and raising awareness of and educating communities are not enough to eradicate child labour. It is necessary to also create economically profitable activities for the benefit of the communities. Once these conditions are met, the communities will join the efforts to prevent child labour and remove children from child labour through community and family commitments to send their children to school. Thus, the school is and should be the only alternative to child labour.

Next Steps:

Key actions will include information campaigns, training and sensitisation to the dangers of mercury. There needs to be strong community and government support as well as the adoption of a participatory approach involving local communities and authorities in all stages of the process as a way of ensuring local ownership and sustainability.



SOUTH SUDAN

An innovative approach to drafting the list of hazardous work for children

Period of implementation: 2008 – 2012

Where: South Sudan

Main focus: Participatory approach to elaborate the list of hazardous work for children

Lead organisation: Ministry of Labour and Public Service

Website: <http://www.goss-online.org/magnoliaPublic/en/ministries/Labour.html>

Results: The list of hazardous work for children was elaborated with the participation of 30 representatives of employers' and workers' organisations, various technical ministries in charge of the economic sectors where children are employed, in addition to representatives of a total of 10 States.

Context and objective:

South Sudan is a new member of the ILO and ratified Conventions Nos. 138 and 182 on child labour in 2012. Although the Labour Bill is in its final stages of discussion by the

Council of Ministers, there is still an urgent need for a legislative framework to support child labour interventions. Through the National Steering Committee on child labour (NSC), government and partners prioritised the drafting of a list of hazardous work for children in South Sudan as part of the activities of the ILO project Tackling Child Labour through Education (TACKLE). In South Sudan, the approach was innovative in that it involved the effective participation of both the community and government and a flexible process for enacting/amending the list.

Methodology:

The process of drafting the list of hazardous work for children began in November 2012, with the establishment of a National Steering Committee on child labour (NSC) to leverage the process. It is formed by 15 members from the Ministries of Labour, Education, Gender and Children, Youth, Petroleum and Mining, Agriculture, and Fishing, the NGO African Institute for Children Studies, the NGO Confident Children out of Conflict, and the international NGOs BRAC and Save the Children. The committee was supported by the staff of the Ministry of Labour – Occupational Health and Safety authority, Child Labour Unit Coordinator, two labour inspectors and the Legal Adviser from the Ministry of Labour – as well as by the focal point person at the Ministry of Education and an ILO officer. Technical committee members were trained in child labour issues and in the process of drafting the list of hazardous work for children.

A stakeholder consultation meeting was held in 2013 for 30 representatives of employers' and workers' organisations, various technical ministries in charge of the economic sectors where children are likely to be employed. In total, 10 States took part in the exercise. Next, a national validation workshop is expected to be held as part of the events of the World Day against Child Labour. To fast-track the process, the NSC will send the list through a meeting of the Council of Ministers for deliberation, amendments and enactment. In the future, the list will be updated through the approval by NSC members of a recommended adjustment and forwarded to the Minister of Labour and the Council of Ministers.

Challenges:

One of the challenges was the development of the list of hazardous work for children through an appropriate consultative process with ILO tripartite partners, in an environment where there was an urgent need for a legislative framework to support child labour interventions, especially considering that South Sudan is a new member of the ILO and ratified its

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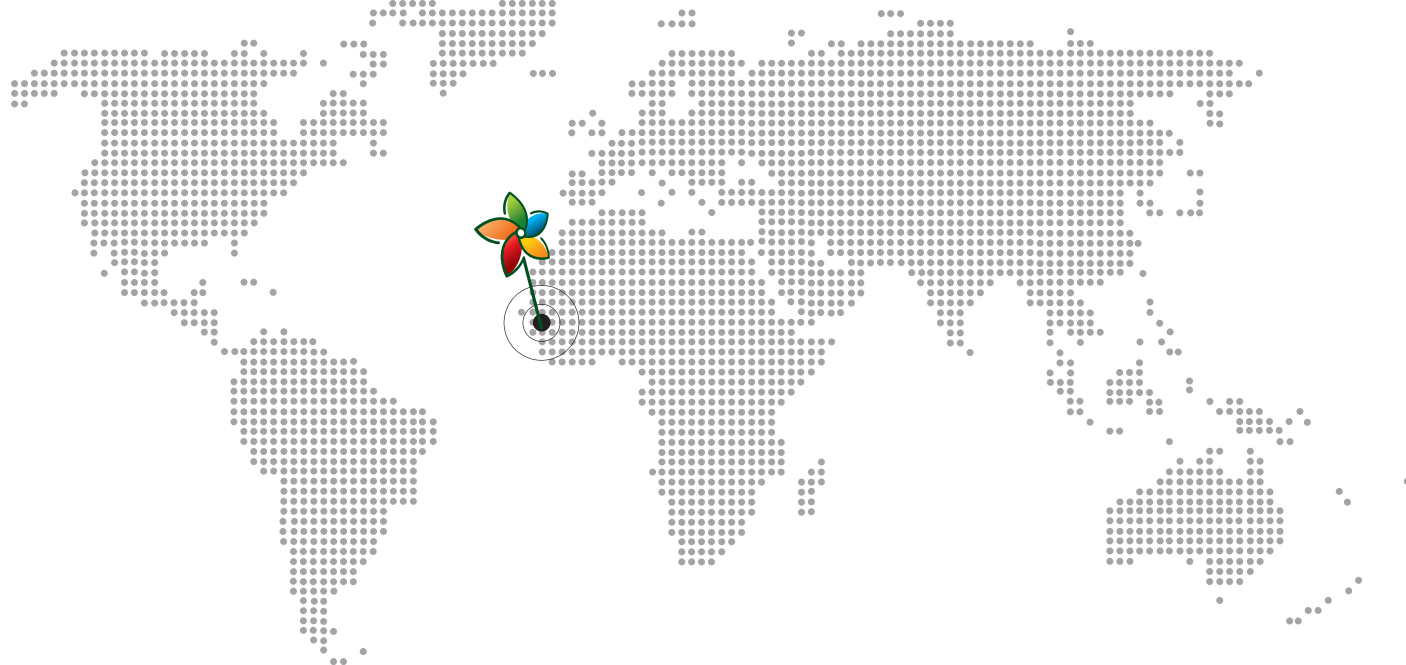
Conventions in 2012. South Sudan has succeeded in preparing the list in an innovative approach through the effective participation of the community and governments.

Lessons learned:

Broad consultations with stakeholders at national and state level are essential for wide acceptance of the list of hazardous work for children and other related laws and policies. Avoiding the cumbersome parliamentary process also ensures greater flexibility for updating the list in the future.

Next Steps:

The final List of Hazardous Work for Children will be the working document that will enable labour inspectors and other authorities to protect children from hazardous work. The list is also a live working document, which means that it can be updated, since NSC members can approve a recommended adjustment and forward it to the Minister of Labour and the Council of Ministers, therefore in an efficient and sustainable way in terms of both time and resources.



SENEGAL AND WEST AFRICA

Assistance to child victims of trafficking

Period of implementation: 2006 to 2010

Where: Senegal and West Africa

Main focus: Social protection and public awareness of child trafficking

Lead organisation: International Organisation for Migration (IOM)

Results: 556 children assisted between 2006-2010; 116 child victims of trafficking assisted to reunite with their families, with provision of medical assistance, family tracking in the country of origin, travel kits, travel documents, and escort when needed; permanent coordination and referral with state and non-state partners; 88 of the 116 assisted children victims of trafficking benefited also from reintegration projects in their countries of origin; production of two comic books on trafficking, with 1,000 copies printed and distributed to partner NGOs, shelters and the general public during two major events organized by the IOM (Day of the African Child on 16 June 2010 and the day of presentation of the result of the Programme of Assistance to Victims of Trafficking on 30 September 2010 at the French Cultural Centre);

Context and objective:

Many of the migrating children separated from their families in West Africa are considered to be “Unaccompanied Children”, as they have been separated from both parents and other relatives and are not being cared for by an adult who, by law or custom, is responsible for the child. The pressures on access to employment and on basic social services, such as health and education, are constantly growing and push migration movements, especially of youth, within the region as well as outside movements towards North Africa and Europe. However, overall the migratory movements, including those of children, remain largely intra-regional. In 2007 and 2008, the OECD estimated that in West Africa 86% of migratory movements were intra-regional. Children migrate internally from rural to urban settings in countries such as in Niger, Senegal or Burkina Faso. There are also trans-national migratory movements in the region towards economic centres, for instance the Ivory Coast, Ghana or Nigeria, involving children coming from neighbouring countries. These movements include children that are trafficked and/or exploited in plantations, domestic servitude and other forms of child labour in countries of the Gulf of Guinea. To a lesser degree, children move towards Libya and Europe, transiting through Niger. The objectives of this regional programme was to strengthen the capacity of government agencies, ECOWAS and civil society to protect child victims of trafficking in a comprehensive and coordinated manner, enhance the capacity of government agencies and NGOs to identify victims, offer appropriate support to children, provide direct assistance and protective measures to child victims, and strengthen co-operation and dialogue between stakeholders with regards to voluntary return, reintegration and the protection process. Partners in target countries of this initiative are the Ministries of Family, Ministries of Justice, UNICEF, shelters and NGOs, Service Social International (SSI) and its network of partner NGOs (AMIC, Sabou Guinée, Keeego, Enda JA, Empire des Enfants, Samu Social, Centre GINDDI, BICE, EPAD Niger, COSAED, Casa d’Ibrahima).

Methodology:

The project was developed in a participatory manner in its different dimensions such as:

- » Planning: Engagement of all project partners - local state and non-state actors as well as international NGOs gathered to plan on modalities of identification and assistance to child victims of trafficking in the region;
- » Implementation: Referrals of children for assistance guided by the IOM in Dakar, Senegal, and defined with each referring institution; assistance paths were also coordinated

for each case according to needs and available services; each child was assisted and monitored for a period of 6 to 12 months;

- » Other sensitisation activities were also planned and implemented with key actors with the aim of involving children and their families.

The IOM has been able to enhance the capacity of partners through targeted training programmes to identify victims, offer appropriate support to children and provide direct assistance through protective measures to child victims. The programme also offers the possibility to strengthen co-operation and dialogue between key stakeholders with regards to voluntary return, reintegration and the protection process.

Challenges:

Most local NGO partners do not have enough resources (financial, logistic and human) to ensure good quality of the services offered to victims of trafficking. Despite the training received, many of them expressed their lack of capacity to ensure proper monitoring of the cases under their responsibility because of the huge geographic area they have to cover with limited means.

Lessons learned:

The importance of the involvement of families in all stages of the assistance programme; the fact that psychosocial assistance is a key component of child assistance and that alternative care options need to be carefully evaluated and included as part of the assistance programme (there are few options in the region); the need for local authorities to be aware of each step of the process; the importance of considering the needs and best interests of the child as the basis for each decision about the form of assistance.

Next Steps:

The programme needs to be adapted to the capacities and care options in each specific context (state and non-state actors). Anti-trafficking legislation in each specific context has to be taken into account for adapting the programme.



ZAMBIA

Communities and the private sector together against child labour

Period of implementation: 2009-2010

Where: Zambia

Main focus: Social Protection and Partnership with the Private Sector

Lead organisation: Livingstone Anglican Children's Project

website: <http://www.anglicanalliance.org/projects/project/73>

Email: lacpzambia@gmail.com

Results: Both the structures created and those strengthened promoted community participation in the programme, and through them the message on the importance of child education is being spread in the community; 300 children were withdrawn from child labour and are being (re)integrated in public schools; local communities covered by the project participate actively in programme activities such as the identification of beneficiaries, community outreach and participation in informative meetings about the programme under implementation; a specific financial component was developed for target beneficiaries, such

as agreements with banks for opening savings accounts with no fees, especially accounts open through the LACP project.

Context and objective:

The District of Livingstone, located in southern Zambia, has one of the highest rates of HIV prevalence in the country (estimated at 31.5%). Children are the most affected by HIV/AIDS. Many children are left to fend for themselves due to the death of their parents from AIDS. The consequence of this situation is that children are forced to work and therefore do not attend school. It has also been observed that larger families can be overwhelmed by the sheer number of orphans to be cared for. All these factors increase the general levels of poverty in the community, making it difficult to break the cycle of poverty and HIV/AIDS.

With the aim of contributing to the elimination of HIV/AIDS caused by child labour in Zambia, the Livingstone Anglican Children's Project (LACP), through its child labour programme (started in 2009) began to strengthen the community structures of the communities and introduced a project to eliminate child labour. It has also launched innovative initiatives to support care givers, through public-private partnerships, and the creation of development conditions as a new space for training children withdrawn from child labour.

The child labour programme under the LACP project is part of the global program **Tackling Child Labour through Education (TACKLE)**, which was introduced in 2008 following signature of a Partnership Protocol between the Zambian Government, the International Labour Organisation (ILO) and the European Commission (EC).

Methodology:

Understanding that no community programme can succeed without the involvement of community members, the LACP strengthened its own structure and created and encouraged the development of child labour committees in the community. Following implementation of the structure, training was provided to support community members in their roles.

During the training sessions, participants discussed the best way to save resources in order to sustain the programme. The beneficiaries agreed to the idea of making regular bank deposits, and to that end agreed to walk back home after the end of the training session in order to use their transportation allowance to open bank accounts.

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The LACP approached a local bank requesting special savings accounts for the adult beneficiaries of the programme. A letter was also sent to the bank informing about the goal of the group and explaining that the financial services offered by the bank were not accessible to small businesses. Through the discussion of corporate social responsibility and successful negotiations, an agreement was reached on a savings scheme for the beneficiaries of the income generating programme. The creation of savings accounts with a local bank thus became an innovative measure for supporting the livelihoods of both the families and the community.

Challenges:

A key challenge is getting private sector support for initiatives such as this. Two factors that have proven crucial for the success of the strategy are good negotiation skills and clear messages in terms of the benefits the engagement will bring to companies while meeting the needs of the community.

Lessons learned:

The significant involvement of communities is always important and should not be restricted to the special events of a programme, as this will not only enable the communities themselves to be part of the programme but also facilitate continuity of the programme after the end of external support. In the intervention process, district and community child labour committees led by community members are especially helpful.

Next steps:

Based on the involvement of local communities and authorities, there is clear ownership of the process and interest in long-term benefits by beneficiaries. The opportunity that has been explored with the private sector (i.e., the bank) to indirectly support the children's education and well-being is praiseworthy, in addition to being an important intervention for both preventing children from engaging in child labour and withdrawing children from child labour. It is also a good example of work carried out with local institutions to support programmes against child labour. Considering the challenge of maintaining support for children's education without external assistance, the savings scheme was a valuable initiative that will go a long way in contributing to the sustainability of the project and in supporting children's education after completion of the action programme.





USA

Protecting the Health and Well-Being of Young Agricultural Workers

Period of implementation: Since 2009

Where: USA

Main focus: Protection of young workers

Lead organisation: U.S. DEPARTMENT OF LABOUR, Wage and Hour Division (WHD)

Website: <http://www.dol.gov/whd/>

Results: More than 300 new inspectors have been hired, bringing the Agency's total to more than 1,000 inspectors; 14 new offices open and another 18 upgraded across the country, making services more accessible to the country's workforce and regulated communities; nearly 700 WHD employees speaking a language other than English (more than 500 WHD employees speak Spanish; WHD multilingual employees speak nearly 50 languages, including Chinese, Creole, Portuguese, Russian, Spanish, Tagalog, Thai, Taiwanese, and Vietnamese; multilingual inspectors are present during inspections and assist in interviewing employees who have limited English proficiency); WHD has made significant investments in

the creation of extensive multilingual guidance to inform employees and employers of their rights and responsibilities under federal wage and hour laws; more than 200 publications have been translated into eleven languages for dissemination on the website - 15 child labour related fact sheets, guides, public service announcements and other materials are available in Spanish; a number of these child labour materials are also available in Asian and Pacific languages such as Vietnamese, Korean, Chinese, and Thai.

Context and objective:

Agricultural labour remains one of the most dangerous and difficult jobs performed in the United States, and child farm workers are among the most vulnerable workers. The child labour provisions of the Fair Labour Standards Act (FLSA) help ensure the health and safety of minors, so they may enjoy meaningful employment experiences in their youth. The FLSA also contains restrictions on the employment of children less than 16 years of age in agriculture. One of the highest priorities of WHD has been and continues to be the prevention of death and injury of children from employment in hazardous occupations. WHD employs a variety of tools and strategies – consisting of a combination of enforcement, assistance to employers for compliance with regulations, assistance to workers, and partnerships – to increase awareness of federal labour rights and responsibilities and protect adolescent workers in the U.S.

Methodology:

Over the last several years WHD has systematically enhanced its enforcement activities, including increasing the number of inspectors, improving its targeted enforcement programme, and utilizing all the enforcement tools provided for in the FLSA, in an effort to strengthen labour law compliance in the agricultural sector and to keep children safe while on the job.

- » As a law enforcement agency, WHD takes seriously its responsibilities to ensure compliance with the law. Agency inspectors go to great lengths to gather accurate and sufficient evidence of an employer's level of compliance with all applicable laws, and in every on-site inspection they look for violations of the FLSA child labour provisions.
- » When violations are found, WHD uses all enforcement and compliance tools available under the law. By conducting effective inspections and using tools (such as cash fines, liquidated damages, injunctions, etc.), WHD is able to bring employers into compliance and deter future violations of the law, thereby ensuring the health and well-being of adolescents and other agricultural workers.

- » In Fiscal Year 2012, WHD concluded 749 cases in agriculture, in which child labour violations were found and civil money penalties worth more than \$2 million were imposed.
- » Each year, WHD offices around the country conduct strategic enforcement initiatives in industries, such as agriculture, where the Agency has observed historical and persistent violations of federal wage and hour laws. These initiatives include targeted investigations that are aimed at identifying and remedying common violations, and obtaining industry-wide compliance with our nation's child labour laws, and other laws enforced by the WHD. These initiatives also include compliance evaluations that inform WHD of the severity and likely causes of violations, and help point out strategies of assistance to enforcement and compliance for addressing industry-specific problems. For example, a couple of years ago, WHD implemented one of the most effective, creative, and visible farm labour enforcement programmes in the history of the Agency, focusing on agricultural industries in North Carolina and other states during their annual blueberry harvesting seasons. Inspections conducted during the 2009 harvest season uncovered significant labour violations among blueberry growers and Farm Labour Contractors (FLCs) - including the illegal employment of children in several farms. Over \$53,000 in back wages were recovered for the affected workers and more than \$100,000 in civil money penalties were imposed.
- » In early 2010, before the blueberry harvest was to begin, Agency staff took proactive steps to ensure employer compliance with WHD-enforcement laws, particularly in regard to child labour, through outreach and educational activities (in English, Spanish and Haitian-Creole) to inform employers of their legal responsibilities and remind agricultural workers of their rights. WHD also met with farmers, FLCs and industry associations, like the North Carolina Blueberry Council, to speak with them about the Agency's enforcement efforts and provide them with meaningful compliance assistance. When the 2010 harvest began, WHD inspectors were out in the fields, on weekdays and weekends, conducting thorough inspections and interviewing workers as blueberry crews moved from one state to the next. As a result of WHD enforcement and compliance assistance efforts, employers took observable and important steps to ensure that children were not working in the fields. No child labour violations were found in the farms inspected in North Carolina.

Challenges:

Agriculture is an industry where the U.S. Department of Labour's Wage and Hour Division (WHD) has historically found significant labour violations. WHD enforces many laws that

provide protection for agricultural employees, including the Fair Labour Standards Act (FLSA), a federal law that establishes restrictions on the employment of child workers.

Lessons learned:

The increase in staff and office locations has enabled WHD to reach out to more workers, strengthen partnerships with local stakeholders and provide greater compliance assistance to employers and employers associations nationwide.

- » WHD has also increased its outreach efforts to increase awareness of child labour provisions among young workers, employers, parents, and educators. Through robust outreach and education efforts, the Agency is also engaging stakeholders in dialogues about compliance-related matters and encouraging their participation in promoting industry-wide compliance with child labour and other laws.
- » WHD continues to explore innovative strategies to reach out to these communities. For example, WHD recently released a series of educational “Know Your Rights” videos to serve as employee resource tools and inform workers of their rights. The videos provide valuable information regarding wage and hour laws, including child labour and agriculture protection, address common workplace concerns, and provide information on how to file a complaint with WHD. Know Your Rights DVDs are distributed to workers’ rights centres, Consulates, Career Centres, and other stakeholders for use as educational and compliance assistance materials. The videos are available in English and Spanish on the WHD website.

Next Steps:

To achieve a more permanent presence in communities with vulnerable workers, the Agency has hired new Community Outreach and Resource Planning Specialists to work in more than 20 WHD District Offices. The goal is to promote sustained compliance among local employer communities and to more effectively incorporate and use stakeholder support in the Department’s compliance and enforcement efforts. These officers establish and maintain lines of communication at the local level; engage partners in dialogue about local industry practices and labour concerns; provide training and resources to advocates and other stakeholders on wage and hour laws; and provide WHD with recommendations on how to better serve the workers and their communities.



BRAZIL

“It is our Business! No to Child Labour and Yes to Protected Adolescent Labour” Campaign

Period of implementation: Since 2012 (annual campaign)

Where: Brazil

Main focus: Social mobilisation against child labour and for the protection of adolescent workers

Lead organisation: Telefonica Foundation Brazil

Website: www.promenino.org.br

<http://www.promenino.org.br/CampanhaEdaNossaConta/Acampanha/tabid/339/Default.aspx>

Results: 1,050,000 people reached onsite and online all over Brazil, of which 65,000 are Telefonica employees; more than 25 million people sensitized on social media; 91% per cent of those interviewed in the assessment process stated that the “It is our Business!” campaign helped them have a better understanding of the issue of child labour; 75.4% stated that after the campaign they started to identify situations of child labour around

them; and 82.1% considered that the campaign was effective in warning society about child labour.

Context and objectives:

Over the last two decades Brazil has significantly advanced in the fight against child labour. This progress is due to national policies such as PETI and more recently *Bolsa Familia* (Family Allowance), and to the invaluable work of thousands of Brazilian organisations that advocate and guarantee the rights of children and adolescents on a daily basis. However, the type of child labour that still persists is the most difficult to be eradicated: child labour in farms and rural areas, domestic child labour, child labour in drug trafficking and sexual exploitation networks, informal labour and its variations. New ways to fight child labour are required.

This is partially due to the fact that child labour is seen as a value, i.e., it is culturally accepted and desired as a way to rule out idleness and crime, especially among poor children and adolescents.

Efficiently eradicating child labour requires dealing with these favourable images of public opinion. This is how the collaborative campaign “It is our Business! No to Child Labour and Yes to Protected Adolescent Labour” was developed in co-operation between ILO and UNICEF. The general goal of the campaign is to give visibility to the issue of child and adolescent labour, by guiding the agenda of social networks and the local media and involving new players, adolescents and young people.

Methodology:

For the creation process of the campaign, a workshop on “How to Mobilise Society against Child Labour” was organized in 2012 with the participation of 60 people. Then a campaign planning meeting was held with the participation of 30 people. This is how the campaign “It is our Business!” was born, based on the following strategies: internal action (with employees of the *Telefonica - Vivo Group*), web action: (social networks, blogs, *Pró-Menino Network*), external action (other means and onsite dissemination). The campaign strategy comprised four steps to encourage public involvement:

- i. Acknowledge: situations of child labour around you;
- ii. Question: the context in which child labour takes place;
- iii. Discover: daily actions within your reach to help eradicate child labour;

iv. Share: attitudes, thoughts and information to expand the campaign.

The communication materials used were: posters, booklets, stickers, *Viração* insert, *Senhor do Bonfim* ribbons with the campaign message, videos, special issue of the comic book *Turma da Mônica*.

Challenges:

Increasing knowledge and changing views about the topic by the target-audience of the campaign.

Lessons Learned:

In the campaign creation process, people and organisations whether familiar with the problem or not should be present so as to increase their understanding of the problem and the way it is perceived by the most different segments of society. The resulting product has greater impact potential.

Next Steps:

The joint creation methodology adopted to develop the campaign may be reproduced as a solution to any other complex issue. Another important aspect is the increased use of social media (such as Facebook and Twitter) as a tool to sensitise public opinion to social causes.

United to Eradicate Child Labour in Parintins (Amazonas)

Period of implementation: Since 2012

Where: Brazil

Main focus: Social mobilisation and public awareness

Lead organisations: Ministry of Labour and Employment of the Brazilian government; Office of the Regional Labour and Employment Superintendent of Amazonas (SRTE/AM)

Website: <http://portal.mte.gov.br/imprensa/fiscalizacao-inova-no-amazonas/palavrachave/fiscalizacao-trabalho-infantil-parintins.htm>

Results: The creation of the Municipal Forum of Parintins and the preparation of the Plan already represent a positive result, as this initiative enabled the institutions to better understand what each of them is developing and, based on that, to develop joint actions all year round. The role of the SRTE/AM is initially to qualify/strengthen the social players for a good implementation of the plan and to remotely (considering that there are no AFTs based in Parintins) monitor its implementation and carry out specific inspection actions in specific sectors identified from the diagnosis to be made by the Forum members themselves. Likewise, the march that brought to the streets the members of the recently created Forum and two major rivals, *Boi Garantido* and *Boi Caprichoso*, shows that all of them are already willing to carry out joint activities to eradicate child labour in the region.

Context and objective:

Parintins, in addition to being the second largest city in the State of Amazonas, in the Brazilian Amazon, is regionally and nationally known for its Folk Festival, with performances by the *Bois Bumbás* associations: *Garantido* and *Caprichoso*. The idea to prepare a Municipal Action Plan to Eradicate Child Labour and create a Municipal Forum for Prevention and Eradication of Child Labour arose from the SRTE/AM. The main social players in Parintins supported the idea and had an active participation. The existence of a large number of boys and girls in a situation of child labour in the region was confirmed - especially during the Folk Festival - which was harmful to the image of the city. That was an opportunity to bring together public executives and other social players directly or indirectly involved in child labour: teachers and principals of municipal and state schools, in addition to the folk associations *Boi Bumbá Garantido* and *Boi Bumbá Caprichoso*, to jointly prepare an action plan to eradicate child labour.

Through the organisation of awareness/prevention/information activities all over the year rather than only on festive dates, the goal is to change the cultural standards that naturally

come with child labour. The main objective was to strengthen the child and adolescent protection network of Parintins for the organisation of continued child labour prevention and eradication actions in the region. For that purpose, local public executives were called to commit to the implementation of child labour prevention and eradication actions in the city, not only on festive dates but also all over the year, and with the engagement and support of the other social players directly or indirectly involved in the topic, including the folk associations *Boi Bumbá Garantido* and *Boi Bumbá Caprichoso*, which enjoy great visibility and the respect of the entire local community.

Methodology:

Following a process of coordination with representatives of the entities involved, with the support of the Labour Public Prosecutor's Office (MPT) of Amazonas, the 1st Municipal Action Plan for Prevention and Eradication of Child Labour of Amazonas was prepared. This plan, prepared by the local players themselves, has three main fronts: a) preparation of a diagnosis of the child labour situation in Parintins; b) qualification of the players involved and promotion of social sensitisation/awareness actions; c) assistance to the victims. Thinking about its sustainability, a proposal was submitted for the creation of the 1st Municipal Forum of Amazonas, following the example of the National Forum and the State Forum for Eradication of Child Labour and Protection of Adolescent Workers as a coordination and mobilisation forum mandated with monitoring the implementation of the Plan and defining new action strategies. And to draw the attention of the community and of the entire region to the need for a joint effort to eradicate child labour, during the week of the Parintins Folk Festival, a march was organized under the slogan: "UNITED in the Fight against Child Labour", which placed the rivals *Boi Garantido* and *Boi Caprichoso* side by side. The actions in Parintins were implemented by the following partners: Folkloric Associations *Boi Bumbá Garantido* and *Boi Bumbá Caprichoso*, Municipal Social Assistance and Employment Secretariat, Municipal Education Secretariat, Municipal Health Secretariat, Guardianship Council, Minors Commission, Military Police, National Commercial Apprenticeship Service (SENAC), Labour Public Prosecutor's Office (MPT), and State Secretariat for Social Assistance and Citizenship. Planning of the actions involved the Office of the International Labour Organisation in Brazil, more specifically the Child Labour Eradication Project in the State of Mato Grosso.

Challenges:

The first obstacle pointed out by the local social players was the scarcity of resources, given that public executives would face financial difficulties to organise year-round

activities to tackle child labour. But then it was concluded that many of the actions would not require financial resources but rather and especially human resources and that, if jointly conducted, the human and financial resources required by each body/institution would be reduced.

The folkloric associations *Boi Bumbá Garantido* and *Boi Bumbá Caprichoso* also had difficulty in jointly taking part in a march for community sensitisation, even though it was for eradicating child labour, due to the traditional rivalry between the two associations. However, it was concluded that an entity by itself would hardly be able to eradicate child labour and that joint efforts would be crucial for achieving results. A campaign joining two big rivals would undoubtedly draw the attention of everyone and show the importance of putting aside “banners”/rivalries for the benefit of a common good.

Lessons Learned:

The preparation of the 1st Municipal Plan for Prevention and Eradication of Child Labour of Amazonas, followed by the creation of the 1st Municipal Forum, are milestones in the fight against child labour in the interior of the State. It should be stated that the Plan was prepared by the social players themselves and, as a result, the local experience was respected and the players involved were empowered. By organizing an event with representatives of the associations *Boi Garantido* and *Boi Caprichoso* marching side by side, the project took advantage of the strong passion of the Amazon people for both associations and the rivalry between them to show how important it is for everybody, with no exception, to join efforts to eradicate child labour in the region.

Next Steps:

The Action Plan is expected to implement several actions, with the respective indicators and targets, and there will be periodic meetings of the Municipal Forum to monitor/evaluate it. The diagnosis to be prepared by the Forum will help identify the sectors with the highest levels of child labour, which will make it easier to plan future inspection actions in the region, as well as to provide technical support for the implementation of the Plan, especially as regards the training of multipliers in labour law. A state campaign is planned to be held in the future with the images of both associations, the distribution of information materials by the Regional Office of the Labour and Employment Superintendent and other regional management offices/agencies, in addition to schools and health clinics in all municipalities of the State.

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National Pinwheel March

Period of implementation: 2004

Where: Brazil

Main focus: Social mobilisation

Lead organisation: National Child Labour Prevention and Eradication Forum

Website: <http://www.fnpeti.org.br/>

Results: Two regional Pinwheel Marches were held in the Northeast and North regions (2012 / 2013) as a result of the National Pinwheel March; the topic was reinforced on the states' political agenda, the problem gained greater visibility, local partnerships were expanded, the media was mobilised, and information on child labour was disseminated to the population; participants included 23,000 children and adolescents, 27 state forums, 27 governors and the President of Brazil, 600 entities representing employers and workers, NGOs, and government bodies.

Context and objective:

At the 10-year anniversary of the National Forum for Prevention and Eradication of Child Labour, a unique experience of large national mobilisation in Brazil against child labour was organised from June to December 2004. The National Forum, along with the 26 State Forums for Prevention and Eradication of Child Labour and the Federal District Forum organized the National Pinwheel March for Eradication of Child Labour. In each state, former child and adolescent workers prepared child labour eradication proposals. The proposals were delivered to the state governors during public hearings. Each governor signed a document in which they agreed to implement policies for child labour eradication in their states.

The Term of Commitment was taken to each state by children who travelled to deliver it to other children in the neighbouring state. It was signed by the 27 state governors and by President Luiz Inácio Lula da Silva, in a meeting at *Palácio do Planalto* on 13 December 2004, which was attended by 162 children and adolescents from the five Brazilian regions. On the occasion, the President agreed to prioritise the eradication of child labour in Brazil. The National Pinwheel March became a political and symbolic event while publicly committing the country's leaders to implementing government actions against this type of rights violation and consolidated the weather vane as an icon that represents the fight against child labour. Its main objective was to coordinate, mobilise and sensitise institutional government and social players to strengthen child labour prevention and eradication

actions in the states and municipalities and commit public authorities to prioritising the fight against child labour.

Methodology:

The National Pinwheel March consisted in meetings in all Brazilian states between groups of adolescents from bordering or neighbouring states. During a public hearing with the local governor, an open letter was delivered and a term of commitment was signed for the eradication of child labour, starting in Santa Catarina and ending in Brasília, Federal District.

The Pinwheel March's icon is the weather vane, the world symbol of child labour eradication that represents the playful side to be protected for ensuring the healthy development of children and adolescents. The meetings between the groups for the transfer of the weather vane were held at a public hearing with each governor in the states of the recipient groups. The group receiving the weather vane was responsible for transferring it to the next state, following the route defined for the Pinwheel March.

Playful and educational workshops were held with the participation of children and adolescents to discuss child labour, political participation and preparation of the proposal letter delivered to the authorities at the public hearings. In those hearings, children and adolescents were the interlocutors with public authorities and were also responsible for collecting the signature of governors and the President on the Term of Commitment for the Eradication of Child Labour.

Challenges:

The major challenge was to schedule the hearings with the participation of public authorities. The challenge was overcome by the political pressure of strategic partners.

Lessons Learned:

It was proven that from a broad mobilisation it is possible to talk with public authorities with a view to agreeing on targets for the eradication of child labour.

Next Steps:

The commitment of state and local partners and the support for members of the national network against child labour is the guarantee of continuity of this initiative and its mobilising effort.

Increased Assistance Programme

Period of implementation: Since 2011

Where: Brazil

Main focus: Social mobilisation and protection of working children and adolescents during major events

Leading organisation: Secretariat for Children and Youth of Pernambuco (SCJ)

Website: www.scj.pe.gov.br

Results: Over 1,500 children and adolescents assisted, more than 1 million educational kits distributed and some 400 professionals sensitised to the issue.

Context and objectives:

With an increase of 4.5% in domestic GDP in 2011 and a solid tradition of promoting major cultural events in different areas in the interior of the state, Pernambuco is one of the Brazilian states witnessing the paradox between the increase in employment, income and material goods and growing child labour. With the creation of the State Secretariat for Children and Youth of Pernambuco (SCJ) in 2011 (Law No. 14.264 of 06/01/2011), the Government of Pernambuco has undertaken to defend and promote the guarantee of the rights of children, adolescents and youth of Pernambuco, specifically by assisting the age group 0 to 29 years.

Thus, a systematic agenda was initiated, focusing on events that gather a large number of people, named Increased Assistance Programme, whose main goal is to contribute to strengthening and integrating the System of Guarantee of the Rights Children and Adolescents by means of actions of Information/Training/Education, Mobilisation and Fight against Violations of the Rights of Children and Adolescents. The program was launched during the June festivities in São João de Caruaru, in 2011, in an event attended by 1.5 million people, which involves R\$180 million and creates 10,000 temporary jobs.

Methodology:

The Increased Assistance Programme operates through sensitisation and the development of Protection Spaces, as well as by coordinating and strengthening the System of Guarantee of the Rights of Children and Adolescents in an ongoing and systematic fashion. The Government of the State of Pernambuco offers technical and financial support to municipalities, thus contributing to monitor the process developed and to mobilize and coordinate local players.

The municipalities are responsible for the direct implementation of the Programme, from its initial mobilisation, coordination and participation in meetings to the preparation of action proposal, in tandem with the Secretariat for Children and Youths of the State, including selecting of educators, mapping partners and organising protection spaces.

During major events, sensitisation actions are carried out with the general public and local dealers through the distributions of information materials (banners, posters, booklets, stickers) and the establishment of a protection space, to which children and adolescents found with parents who were working in the event and/or are in a situation of vulnerability (e.g.: in the streets) are referred. In this space, children and adolescents partake in percussion, facial painting and story-telling workshops among other activities. At the end of the event, partners assess the outcomes and plan future actions. A general report is produced and delivered to the State Government/Secretariat for Children and Youth (SCJ) at the end of each year.

Challenges:

More time is needed to define the location of the protection space, which sometimes was set up next to the point of support of other services. Lack of popular sensitisation to the rights of children and adolescents as well as of parents' commitment to their sons and daughters is still a challenge. Data collection is hindered by the supply of inaccurate data or even by the non-existence of data, as many people refuse to co-operate with the sensitisation agents. The inexistence of a permanent structure for the referral of children was felt and demanded by some users.

Lessons learned:

The integration of public policies as well as of the network of protection to children and adolescents was strengthened as regards sexual exploitation and child labour; however, further strengthening of and support for the System of Rights Guarantee is still necessary. The broad dissemination to society of preventive and protective actions aimed at children and adolescents hassled reasonable acceptance of the programme actions by both the population and businesspeople.

Next steps:

Previously restricted to weekly street fairs, the Increased Assistance Programme has reached major events, and is now being expanded to areas with higher incidences of children and adolescents in a situation of social vulnerability, such as those exposed to sexual exploitation or child labour.





JAMAICA

Sports coaches become mentors to children in or at risk of child labour

Period of implementation: Since 2010

Where: Jamaica

Main focus: Sports leaders engaged to address child labour through influencing parents and communities

Lead organisation: Ministry of Education

Website: <http://www.moe.gov.jm/>

Results: 290 children attended football league clinics over a period of three months; around 80 children in or at risk of child labour were referred to the appropriate authorities for follow up; around 30 counsellors, teachers and coaches were trained in the use of SCREAM to raise awareness of child labour in schools and their communities; around 10,000 people in Mavely community were sensitized to the issue of child labour, and community members began to report child labour cases to the government Child Development Agency; football clinics were featured on national television in December 2011, helping to raise public awareness of child labour and the strategy of the football clinics to tackle the problem.

Context and objective:

In Jamaica, according to the UNICEF MICS 2005 report, 6.1% of children aged 5-14 years are engaged in child labour. In Jamaica, child labour has its roots in poverty, but also in cultural and social practices and attitudes. The Ministry of Labour and Social Security has developed a National Child Labour Policy, which they expect to finalize during the course of 2013, and a Child Labour Unit has been created within the Ministry. There is a draft National Action Plan against Child Labour from 2004, and a hazardous child labour list was drafted in 2011. Child labour is included in the Child Care and Protection Act, and a bill on Occupational Safety and Health is being drafted. In 2010 the ILO, through the Tackling Child Labour through Education (TACKLE) project supported the Ministry of Education in the review of the National Education Policy, as a result of which a clause addressing child labour was added.

In 2010, the Ministry of Education, the Jamaica Teachers Unions, the NGO Caribbean Sports Reach and the Jamaica Football Federation, with the support of the ILO Tackling Child Labour through Education (TACKLE) project, launched an initiative in the community of Maverley, training and orienting counsellors, teachers and sports coaches on child labour and how to respond to it.

Methodology:

This initiative was conceived to use football as a means of raising awareness of child labour and changing attitudes to bring about changes in behaviour. The advantages of using football in the fight against child labour are many. Football not only brings joy into the lives of children, but it is also a sport that can help them acquire life-skills and greater self-esteem. For children whose mental or physical health has been damaged by child labour, football can support the healing process and provide them with a safe and friendly environment in which to develop fully. Football is also an activity that favours inclusiveness and non-discrimination, thereby reaching out to all children regardless of race, gender, religion, and level of ability.

This initiative was organised in conjunction with the 2010 World Day against Child Labour. The NGO Caribbean Sports Reach, working together with the Jamaica Football Federation, the Ministry of Education, KSADA, Insports, and the Jamaica Teachers' Unions, identified schools in the community with high levels of poverty and crime and a deteriorating social and physical infrastructure.

Guidance counsellors and physical education teachers from twenty three schools as well as football coaches from the surrounding communities attended a two-day workshop on

child labour in June 2010. The workshop built awareness and knowledge on child labour and introduced the participants to the mentorship programme as well as relevant tools, including the ILO-IPEC Supporting Children's Rights through Education, the Arts and the Media (SCREAM) methodology and the Information kit for teacher, educators and their organisations. Media were invited to a press event to mark the conclusion of the workshops and the launch of the clinics, and also to observe and report on the clinics. Around 2,000 flyers were produced and distributed in schools and communities to advertise the clinics and highlight child labour issues.

Following the training, the guidance counsellors identified children in or at risk of child labour. The children were enrolled in community football clubs run by the Kingston and St Andrew Football Association. The clinics were held twice weekly for a three-month period, on Wednesdays after school and on Saturday mornings, times at which children would typically be working on the streets selling goods and services. 290 children aged 10-16 attended the football league clinics. During the clinics, the coaches used the SCREAM methodology to raise awareness of the dangers of child labour as well as to impart life skills with the aim of bringing about changes in behaviour, focusing on the principles of respect, conflict resolution, setting goals and the importance of staying in school. Based on their needs, children were referred to guidance counsellors and other social services but this was done on an ad-hoc basis as there is no formal referral process for children in or at risk of child labour. Several community meetings were held during which parents were informed about child labour and children's rights. One month after the programme ended, guidance counsellors followed up with the children's parents/guardians to assess changes in attitudes and behaviour vis-à-vis child labour.

Challenges:

The roots of child labour in Jamaica are associated with cultural and social practices and attitudes, and this explains the success of the initiative by engaging social, sports and cultural leaders to influence parents.

Lessons learned:

This good practice demonstrates the importance of engaging community members who have access to children in or at risk of child labour and who are in a position to have a positive influence. Significant learning is the greatest understanding of the potential of sports coaches to influence standards and values in tightly knit urban communities and how this can be

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harnessed. Community members respond to coaches in a very different way than they do to counsellors or social workers. The coach and the sporting events involved are able to draw the attention and interest of parents or guardians who may otherwise not be easily reached. Parents that do not attend a parents and teachers association meeting are more likely to go to a match in which their child is playing. Coaches thus enjoy a wide sphere of influence and tend to be viewed as somewhat separate from the school establishment. They enjoy the respect of the community and when coaches raise an issue community members stop to listen.

Next Steps:

Just like community mentors trained on child labour issues, football coaches are able to influence standards, values and behaviours in high-risk communities, not only for the limited duration of the clinics, but also beyond it by integrating what they have learned into their daily work. Counsellors, teachers and coaches can identify, respond to and refer cases of child labour. Children were given the opportunity to stay in the community football clubs and remain in contact with the mentors. Football coaches continued to use the SCREAM methodology to raise awareness and impart life skills to children during future sports programmes.



COLOMBIA

Strengthening family projects to improve the living conditions of communities in emerald mining areas

Period of implementation: 2009 –2011

Where: Colombia

Main focus: Social Protection

Lead organisation: International Organisation for Migration (IOM)

Website: <http://www.oim.org.co/>

Results: Identification and referral of 300 families from the mining sector to psychosocial care; selection of 147 families for support actions, with direct impact on 338 children and adolescents; improvement in the quality of educational services, including the training of teachers and increased awareness among children and adolescents in 14 educational centres and 13 community houses.

Context and objective:

Boyacá is on the top of the list of Colombian Departments with the highest rates of child labour. The situation is especially critical with regards to children and adolescents engaged in mining activities, which is recognized as one of the worst form of child labour by ILO Convention 182, ratified by Colombia by Law 704 of 2001. One of main sources of income in the Boyacá region is emerald mining, which is mostly performed by children and adolescents. The target population of this project are children and adolescents living in the municipalities of Muzo and San Pablo de Borbur working in small scale mining, and those at risk of engaging in the worst forms of child labour, as well as their families. The overall objective of this project is to strengthen and support these families in restoring their rights and improving their living conditions.

Methodology:

The project was implemented through three strategic lines of action:

- » Psychological care, which included the identification and inclusion of vulnerable families and their children in the network of psychological care, according to the inclusion and care guidelines designed by the Colombian Institute of Family Welfare (ICBF). Psychosocial workshops were conducted with the beneficiary families on issues such as strengthening emotional bonds, abused children, prevention of drug use, domestic violence, working environment, sexual exploitation, strengthening values, and life-skills. Furthermore, recreational activities were conducted with children and adolescents.
- » Family production initiatives, through which new forms of income generation other than mining were identified jointly with the community. Through this initiative, business and investments plans were tailored to the needs and interests of 147 families. These efforts were complemented by workshops on income generation, customer services, teamwork, associations and cooperatives, motivation, and basic accounting (among other areas).
- » Quality improvement of educational services in 14 educational centres and 13 community houses in the area included two workshops with teachers, in which the causes and consequences of child labour were discussed and tools and techniques for its prevention were provided. Workshops were also held with students from different grades to discuss issues regarding the implications of child labour as well as with parents to emphasize and raise awareness of the importance of their roles as parents.

Challenges:

The main challenge lies in changing cultural patterns. Child labour is widely accepted by a large portion of the community as part of the development process of children and adolescents and is not seen as a violation of their rights. Workshops, lectures, visits, recreational activities, and other interventions with families were essential for the efforts to change these cultural patterns.

Lessons learned:

The project demonstrates that partnerships between private and public institutions as well as with international organisations enhance social progress by generating projects for the communities. It is clear that strong local management, coupled with social mobilisation are key aspects that help to strengthen the strategy, in addition to giving a sense of ownership.

Next steps:

Increased commitment, capacity and awareness among local authorities and other actors (including families and children), promotes a longer-term impact with successive changes in socio-cultural patterns..

National Strategy for the Elimination of Child Labour in Colombia

Period of implementation: 2010

Where: Colombia

Main focus: Social protection, education and social mobilisation strategies to support working children and their families

Lead organisation: International Organisation for Migration (IOM)

Results: In Santa Rosa del Sur Bolivar, 355 children were identified and assisted by the project; in San Martin and Barranco de Loba, 71 children and adolescents received psychosocial support, which was also provided to 130 families; 240 families benefited in Nariño; strengthening of the National Strategy for the Elimination of Child Labour in Tolima and support for 300 families of working children; 201 civil servants belonging to 25 regional government agencies attended online training.

Context and objective:

The Colombian Family Welfare Institute (ICBF) and the IOM brought together technical and financial resources in order to generate new strategies of assistance to children and adolescents involved in the worst forms of child labour. Activities related to institutional strengthening, assistance to children and adolescents, development of new methodologies, and decentralization of the national strategy for the eradication of the worst forms of child labour were developed in the regions where the problem is more serious, such as Tolima, Nariño and Bolivar. In those areas, dropout rates reached 20.6%, and there are children engaged in agricultural activities, commerce, industry, and mining. The objective of the initiatives is to strengthen and support the families of working children at risk, for the restoration of their rights and improvement of their living conditions.

Methodology:

In partnership with the Colombian Family Welfare Institute (ICBF), the private company Telefónica and the Colombian Federation of Municipalities, the IOM developed an integrated approach with the following dimensions and initiatives:

1. Identifying working children and their families and establishing a baseline, along with the development of technical committees, promoting the activation of the Committees for the Elimination of Child Labour (ETI) in the municipalities;
2. Intervening to transform the cultural patterns that legitimize the worst forms of child labour, especially exploitative labour in small-scale mining;
3. Implementing sensitisation actions and other commitments;
4. Promoting with families the monitoring and construction of PLANTINFA, which established the promotion of adequate levels of development in the areas of housing, health, nutrition, recreation, communication, and education;
5. Providing support and assistance to families and including them in ICBF programmes;
6. Strengthening families as units by restoring parental processes of protection, communication and conflict resolution based on affection, mutual respect and justice;
7. Accompanying families and linking them to spaces and programmes available in the region implemented by the RED JUNTOS programme;
8. Following up the families assisted by services or programmes for the restoration of their rights, especially in the areas of education, health, nutrition, creative use of free time, by offering the parents of working children opportunities for formal job contracts, vocational training for youth and adults, training courses for families on trade and literacy, and supporting them in completing primary and secondary education;
9. Offering children flexible educational models such as learning circles and accelerated learning processes, and coordinating with the Ministry of Education and the Secretariat of Education to search mechanisms to stimulate the retention and return of children to school;
10. Providing recommendations and guidance on innovative methodologies in line with the interests and needs of the children and adolescents and their families;
11. Providing technical support for tutors, monitors and participants in online training, along with strengthening the institutional management capacity related to the strategy to eliminate child labour.

Challenges:

The main challenge lies in changing cultural patterns, since the population understands child labour as a mechanism to develop values for children and adolescents and not as a violation of their rights. To overcome this challenge workshops, lectures, visits, recreational activities, and interventions with families were held, which helped transform cultural patterns in families and communities that previously legitimized the worst forms of child labour.

Lessons learned:

The key to the project is joint coordination between public, private and international co-operation, thus ensuring a direct positive impact on the target population, with long-term results.

Next Steps:

Efforts will be made to build commitments and regional political awareness to: make financial resources available; recruit professionals in the field who are strongly committed to community service, thus ensuring long-term relationships; train and continue to monitor the initiative; and promote dialogues and community engagement in changing cultural patterns to eradicate the problem.



BOLIVIA

Programme for the Eradication of Child Labour and Protection of Adolescent Workers

Period of implementation: Since 2003

Where: Bolivia

Main focus: Social protection and education for children working in sugarcane harvesting with private sector participation.

Lead organisation: Municipal Autonomous Government of Santa Cruz de la Sierra

Website: <http://www.santacruz.gob.bo/>

Results: Thanks to the *Proyecto de las Escuelas Móviles* (Mobile Schools Project), 360 of the 955 school-age children found in settlements of sugarcane workers were reintegrated into the educational system; establishment of mobile, medical, dental and nursing care clinics carrying out actions to promote, prevent and assist sick people in the workplace in four provinces (12 municipalities) where the settlements of sugarcane workers and their families are located; construction of schools and houses for teachers, supply of school materials; libraries, and potable water network installed; agreement with entrepreneurs in the sugarcane

sector for the transport of children from the settlements to the closest educational units, engaging about 200 entrepreneurs in this process; campaigns for issuing birth certificates to more than 3,500 children under 12 years old; home improvements, basic services available, personal assistance in education, healthcare, and granting of the benefit of the mother-child insurance, the mother-child binomial.

Context and objective:

Bolivia ratified Convention 138 on minimum age and Convention 182 on the worst forms of child labour in 1997 and 2003 respectively, and was a party in the in the Convention on the Rights of the Child in 1990; in addition, it provided for the elimination of CL in the Political Constitution of the State. The region of Santa Cruz has 11 sugarcane producing municipalities out of the 56 where this crop is found. Many families move to those areas in the harvest season, in search of livelihoods. In adverse conditions they temporarily migrate to offer their labour, but due to insufficient pay they decide to bring their families with them to work as “helpers” in order to increase their income. This displacement causes children and adolescents to live in inadequate social and environmental conditions, without any guarantee of their fundamental rights, leading them to ultimately drop out of school to join the harvestings crews.

The Municipal Autonomous Government of Santa Cruz, the Municipal Labour Office, UNICEF, the Bolivian Institute of Foreign Trade (IBCE), the *Asociación para Erradicación a la Pobreza* (Association for the Eradication of Poverty - APEP), the *Fundación Infancia Digna* (Dignified Childhood Foundation - INDI), the sugarcane producing municipalities of Saavedra, Montero, Fernández Alonzo, Minero, Portachuelo, and Okinawa, and sugar producers like UNAGRO, Guabirá and Santa Cecilia established, in 2010, the inter-institutional network “*Hagamos Equipo*” to protect the rights of children and adolescents and eradicate child labour in the sugarcane regions of Santa Cruz. This was done through the companies’ commitment to corporate social responsibility, the strengthening of rights protection institutions and inter-institutional networks, and the implementation of the *TRIPLE SELLO* (TRIPLE SEAL): free of forced labour, free of discriminatory labour and free of child labour. The campaign for the certification of sugarcane producers free of child labour was launched in October 2011, and through it 383 sugarcane producers and 480 properties were certified.

Methodology:

The Inter-institutional Sub-committee for the Progressive Eradication of CL (SCIEPTI) was established on 1st July 2003, with the aim of:

- » Progressively eradicating child labour in the sugarcane industry;
- » Boosting public policies at national level to solve the poverty issue in the family unit of sugarcane workers.

During 2003 and 2004, the *Jefatura Departamental de Trabajo* (Municipal Labour Department) and SCIEPTI, together with CODAPE, organized a campaign to disseminate the plan in regional capitals and implemented PENEPTI. The Municipal Autonomous Government of Santa Cruz, through the Social Policy Service (SEDEPOS - Santa Cruz) has participated in the Municipal Sub-Committee for the Eradication of Child Labour since its creation in July 2003), focusing on its mandate and institutional competences and working towards eradicating one of its worst forms of child labour, i.e., sugarcane harvesting. With the participation of the Ministry of Labour and the Municipalities of Montero, Minero and Saavedra, the NGOs COPADE, PASOC and PRONANFA prepared an inter-institutional POA for the progressive eradication of Child Labour in the industry.

In 2005, following a Mid-term Evaluation of PNEPTI, the Ministry of Labour, UNICEF, the ILO, the Municipal Precinct, and CIEPTI prepared the 2006-2008 national triennial plan for the progressive eradication of child labour. The plan was implemented by the Ministry of Labour, UNICEF and SCIEPTI.

In 2007, UNICEF and SCIEPTI tasked the *Fundación Hombres Nuevos* with strengthening education in sugarcane producing municipalities in the region of Santa Cruz.

From 2008 to 2010, through an agreement between the Municipal Government of Santa Cruz and UNICEF, a component for the progressive eradication of child labour was included in the Annual Operational Programme implemented in co-operation with SEDEGES, UNICEF, SCIEPTI and the Municipal Social Policy Service (SEDEPOS). In a strategic partnership APEP, INDI and the *Asociación Española para la Enseñanza de Ciencias de la Tierra* (Spanish Association for the Teaching of Earth Sciences - AEPECT), a Plan for the Eradication of Child Labour was implemented, based on the full protection of rights and the strengthening of protection entities.

The rules of the Triple Seal were established by the Standardization Board: free of child labour (27 November 2008), free of discrimination (18 December 2008) and free of forced labour (23 July 2009). In 2011, more than 480 sugarcane producers were certified with the Triple Seal “free of child labour”. The Inter-institutional Co-operation Agreement for the Rights of Children and Adolescents was signed on 13 April 2012, under the motto “All children

with their rights guaranteed by 2025” contained in the Social Agreement for the Rights of Children and Adolescents in the region of Santa Cruz.

Challenges:

The information system is insufficient, as also are the infrastructure, equipment and materials for developing the programmes. Throughout this experience, the work environment at the political decision-making level, mainly in the municipalities, has faced permanent changes both of authorities and technicians, thus affecting the progress of the plan.

Lessons learned:

Inter-sectoral work is necessary to improve basic services in the settlements of sugarcane workers. Much still needs to be done in the field of education, and inter-sectoral collaboration must be sought for overcoming many obstacles such as the terrible conditions of access to sugarcane plantations and the insufficient number of physicians, teachers and other professionals.

In some places the gender approach was taken into account and women began to receive equal pay for equal work. However, there are still many places where women are not accepted in certain types of work or, when accepted, they do not receive equal pay.

Next steps:

The interrelation of each and all of the institutional and personal actors enables objectively achieving sustainability of the experience, through dialogue for the same objective: the well-being of children in dignified, humane and free conditions..



PERU

Protecting domestic child workers from abuse and exploitation

Period of implementation: 2008 to 2012

Where: Peru

Main focus: Social mobilisation for adolescents involved in child domestic labour

Lead organisation: Asociación Grupo de Trabajo Redes- AGTR (Network Labour Group Association).

Website: <http://www.gruporedes.org/>

[http://www.gruporedes.org/userfiles/file/Publicaciones per cent20AGTR/AGTR2010 per cent20- per cent20TID per cent20Percepciones per cent20de per cent20ni per centC3 per centB1as, per cent20ni per centC3 per centB1os per cent20y per cent20adolescentes.pdf](http://www.gruporedes.org/userfiles/file/Publicaciones%20AGTR/AGTR2010%20per%20TID%20Percepciones%20de%20ni%C3%B1as,%20ni%C3%B1os%20y%20adolescentes.pdf)

Results: Adolescents more able to identify and understand their rights; improved school performance and family relations; families supporting the improved school performance of their children, committed to improving relations with their children and starting action to remove their daughters from work or improve their working conditions; establishment

of strengthened groups to protect girls in a situation of domestic child labour; community support and recognition.

Context and objective:

Although Peru has boasted a sustained economic growth for a decade now, social inequality still persists. Informality rules most of the economic activity. One of the worst scenarios is that of child labour, especially domestic child labour (DCL). According to the ILO and the National Institute of Statistics (INEI), in 2001 there were 110,000 children and adolescents engaged in this activity, of whom 79% were girls. Child labour in Peru has its roots not only in poverty but also in the fact that child labour is considered a formative phase, and in the case of domestic work for girls, a learning process about gender roles. Often parents, employers and girls/boys do not recognize that what they are doing is work, and thus it becomes “invisible”. Additionally, in the case of boys and girls engaged in DCL, which is carried out in low-income urban areas, their employers are usually neighbours and/or relatives in a better economic situation.

The work of the Network Labour Group Association (AGTR) is focused on DCL, with a working team comprised of female workers and former domestic female workers as well as professionals, students and volunteers. Its objectives include: 1) raising awareness of the psychosocial consequences of DCL by disseminating the results of a survey on the issue; 2) developing project organisation and management skills among groups of adolescents currently and formerly engaged in DCL in Lima, Cajamarca and Cuzco; 3) promoting good care practices offered by adolescents currently and formerly engaged in DCL to more than 500 boys and girls in a situation of DCL: after school tutoring and recreational activities; and 4) creating spaces for the discussion of policies on the prevention and protection of children in a situation of DCL with public agencies and civil society.

Methodology:

The initiative was developed around the following dimensions:

1. Multinational partnership coordinated and advised by Anti-Slavery International (United Kingdom), with the participation of six countries: Philippines, Togo, Tanzania, India, Costa Rica, and Peru.
2. Research into the psychosocial consequences of DCL based on comprehensive interviews with 404 boys and girls between 12 and 17 years old, in 2009.

3. Establishment of a permanent Advisory Committee for the project with the participation of adolescents currently and formerly engaged in DCL to act in their communities, with the aim to develop organisation skills among other adolescents.
4. Mini-project through small subsidies to groups of adolescents currently and formerly engaged in DCL, with the aim to provide good assistance practices to children engaged DCL (children's library, play centres, Sunday tutoring, integration and recreational activities, workshops on their duties and rights, as well as visits to families and employers to promote communication and fair treatment).
5. Incidence-related activities to improve regulations and the implementation thereof as well as to promote the protection of children engaged in DCL through radio programmes, meetings with authorities and community leaders and participation in CDL discussion spaces.

Challenges:

Implementing actions with the employers of child and adolescent engaged in DCL.

Lessons learned:

It is import to take time for planning activities, especially when these involve partner organisations and, since all have to follow the same orientation and criteria when developing the activities planned. Another lesson learned related to the Advisory Committee refers to the need of being careful when defining the selection criteria and the profile of committee member. A stricter screening process will ensure that adolescents and young people stay in the project for a longer period of time.

Next steps:

The project's approach considered the involvement of the community, authorities, local leaders, the girls themselves, adolescents, and young people currently or formerly engaged in DCL, as a way to ensure sustainability of the results and continuity of the activities. On the one hand girls, adolescents and young people currently or formerly engaged in DCL state that they see themselves as the voices of the beneficiary population. The communities involved, with their authorities and leaders, are fully committed to supporting actions to benefit girls and adolescents in a situation of CDL. Lastly, the Government got involved to guarantee further improvement of the regulatory framework and national plans of assistance to girls and adolescents in a situation of CDL, particularly in the regions that were excluded from this experience.



PARAGUAY

Abrazo Programme: National programme for the reduction and the elimination of child labour.

Period of implementation: Since 2005

Where: Paraguay

Main focus: Full social protection to working children

Lead organisation: National Secretariat of Childhood and Adolescence of the Government of Paraguay

Website: <https://www.facebook.com/paraguaysnna>

Results: Number of families in the Programme: 3,304; number of beneficiary children: 6,061 (target exceeded); families benefited by the Solidarity “Bono”(bonus): 1,912; families benefited by the Solidarity Food Basket: 1,193; out of 6,061 beneficiary children, 5,262 were engaged in child labour in the streets or public spaces. Of these children, 4,958 - or 94% of the total - have no records of being back in the streets. The other 799 children were engaged in other forms of child labour. Of these, 464 - or 58% - are no longer engaged in child labour.

Context and objective:

The *Abrazo* Programme was born from a request to the Paraguayan State of a need recognized by civil society and highlighted by both the media and international co-operation. Paraguay met the demand by implementing the Programme for the progressive reduction of child labour in the streets in an agile manner, coordinating efforts and knowledge that were gradually incorporated by government authorities. The Programme, which started in April 2005 and has been operating uninterruptedly to date, has survived different governments as an effective response to a very complex situation with possible solutions in the long-term. Over time the *Abrazo* Programme has gained importance in the eyes of the State and become one of the main programmes in the public policy proposal, having secured the support of the authorities, which translated into an increase in its budget, expansion to other sectors of the country facing the same problem and the extension of its intervention to other forms of child labour considered hazardous. The *Abrazo* Programme was born as a response of the State to a social demand that needed to be met.

Methodology:

The first three components were organized when the Programme was first implemented: work in the streets, open centres and work with families. Subsequently, and on different occasions, the programme went through reviews and technical reformulations with the aim, especially, of improving the family support system by adding other components such as adolescent protection networks. The same happened to the centres, which were diversified into open, protection and community centres, pursuant to the children's ages and the technical intervention strategy. The benefits granted by the programme are focused on the full protection of children: the families receive basic food baskets and the *bono solidario* (cash allowance) according to their quality of life index, upon signature of a term of co-responsibility.

Challenges:

- » Consolidation of the *ABRAZO* Programme as a State policy;
 - » Decentralization for its implementation;
 - » Greater support to families for income generation;
 - » Coordination with other institutions with a view to achieving the minimum social standards established;
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- » Expansion of the adolescent care experience;
- » Extension of the programme to other forms of child labour;
- » Greater emphasis on prevention;
- » Strengthening the community *Abrazo* Programme;
- » Overcoming the cultural acceptance of child labour in society, where it is often seen as a means for the child's development and learning process.

Lessons learned:

Gradual extension of the programme to other forms of child labour, starting from the implementation of pilot programmes with the support of the ILO. Among these interventions is the action programme in the landfill of Encarnación, which was declared free of child labour thanks to the joint work of civil society, the private sector and the local government. The same can be said of the intervention in brick kilns in the city of Tobati, in which the community and empowerment component was vital for the establishment of a community centre and the development of community activities for the prevention of child labour in brick kilns.

Next steps:

The indisputable factor to ensure the future of the programme entails decentralizing it to local governments and strengthening the empowerment community approach.





ARGENTINA, BRAZIL AND PARAGUAY

Programme to Prevent and Eradicate Sexual Exploitation of Children and Adolescents in the Argentina-Brazil-Paraguay Tri-Border Area (ESCI)

Implementation Period: 2001-2005.

Where: Municipalities of *Puerto Iguazú* (Argentina), *Foz do Iguaçu* (Brazil) and *Ciudad del Este* (Paraguay)

Main focus: Social protection, education & training, legislation and inspection against commercial sexual exploitation in trans-national frontier regions

Lead Organisation: Departments of Labour and/or Social Development of the Governments of Brazil, Argentina and Paraguay

Website: <http://www.oit.org.br/node/338>

Results: Increased offer of professional qualification courses, school reintegration, medical and legal assistance, and introduction of young people into the labour market, thus benefiting

hundreds of families; increased search for help from Reference Centres for the recovery of children victims of commercial sexual exploitation as well as of the aggressors themselves in search of treatment and specialized support; dismantling of criminal networks associated with commercial and sexual exploitation of children; criminal investigation of politicians, entrepreneurs and police officers suspected of being involved in these illegal activities; signature of a term of commitment between hotel owners and the Office of the Regional Labour Superintendent to combat sexual exploitation of minors; ratification by Paraguay of ILO Convention 138 on minimum age for employment.

Context and objectives:

The tri-border area is marked by the presence of organized crime and international trafficking in drugs, weapons and human beings; there is also a tendency to criminalize migration in general and the tri-border area in particular.

The rights of children along the Brazil-Argentina-Paraguay tri-border area are often violated. In addition to commercial sexual exploitation, children and adolescents are trafficked for other purposes, such as slave labour and trafficking in human body organs, and used as carriers of smuggled weapons, drugs and goods.

The Programme to Prevent and Eradicate Sexual Exploitation of Children and Adolescents in the Argentina-Brazil-Paraguay Tri-Border Area (ESCI) arose in this scenario towards: identifying legal gaps and proposing agreements among those countries; helping to gather and analyse reliable and relevant information about commercial sexual exploitation of children and adolescents; strengthening public and private institutions to formulate and implement actions to eradicate the problem; providing assistance in the areas of health, education, psychosocial and legal support to sexually exploited children and adolescents; and contributing to devising prevention mechanisms and policies.

Methodology:

The ILO has sought to encourage dialogue among the three countries to reach possible solutions by giving special attention to preventive actions, mainly with the siblings of sexually exploited boys and girls.

Moreover, the ILO and its partners worked directly with the local authorities and organized civil society to establish mutual processes of knowledge, exchange of experience and joint actions.

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In general, the Programme created an inter-institution network to identify, protect and fully assist children and adolescents in that situation. It also counted on processes of social clarification, liability and punishment of offenders, social reintegration of marginalized children and adolescents, and establishment of a prevention and social surveillance culture.

Challenges:

Absence of specific domestic laws against human exploitation and efficient ways to punish those involved in this practice, mainly allurers and “clients”; hindrances to crime investigation and punishment of offenders, given the lack of specialized prosecutors and judges; absence of accurate statistics related to the problem, which hindered measuring and combating it; difficulties in controlling the border areas, considering the huge number of people who cross them every day; silence on the part of sexual exploitation victims, who often did not report the abuses they suffered, either for fearing the reaction of their exploiters or out of shame.

Lessons Learned:

Awareness that it is possible to get the State away from its centrality, so that society can act in view of available, current and potential resources; conclusion that commercial sexual exploitation of children and adolescents is an activity widely related to poverty and organized trans-national crime and, therefore, greater co-operation between Brazil, Paraguay and Argentina is needed to find joint solutions and means to prevent and tackle the causes of this crime; importance of the creation and action of protection networks involving governments, civil society and international organisations to change this reality and offer protection to all minors along the Tri-Border Area.

Next Steps:

Although the project was implemented from 2001 to 2005 as such, since then it has become a public policy implemented by the countries in the region. The Tri-Border area in *Ciudad del Este* (Paraguay), *Foz do Iguaçu* (Brazil) and *Puerto Iguazú* (Argentina) is currently a hallmark in terms of humanity, solidarity and development towards a better, fairer and more harmonious future for the current and next generations of children and adolescents. Moreover, it is worth mentioning the ILO proposal to facilitate action in the punishment area, which consists in executing a trilateral agreement between Brazil, Argentina and Paraguay. In addition to mutual legal assistance in criminal matter, the agreement would allow public policies to be coordinated in the areas of social assistance, health, education and human rights.



VIETNAM

Prevention of and Removal and Rehabilitation from child labour in tourism services and other hazardous sectors

Period of implementation: May 2011 to Sep 2013

Where: Vietnam

Main focus: Social protection, education and legislation on child labour in markets and streets in tourist areas

Lead organisation: Provincial Department of Labour, Invalids and Social Affairs of Lao Cai

Results: 600 boys and girls (at least 50 per cent are girls) under 18 were provided with the necessary social protection services. They were protected and/or removed from hazardous work and provided with general education and vocational training, in addition to other alternative type of support suitable for the youths and/or their families. Accommodation and meals were provided to 200 children at school through community-based classes, which significantly reduced dropout rates. Furthermore, 80% cent of the students trained found suitable jobs, and 300 poor families had access to credit and loan-management training and were put in contact with companies in order to sell their products; at least 80% of local

tourism service providers were trained in the national legislation on child labour - 250 officials/ staff from local government agencies and other partners were trained.

Context and objective:

The programme is a government initiative under the Provincial Department of Labour, Invalids and Social Affairs of Lao Cai focusing on social protection, education and training, legislation, and community inspection, with the objective to contribute to the prevention and progressive elimination of child labour in Vietnam among children and adolescents engaged in tourism related activities and other identified hazardous sectors. It started in May 2011 and ended in September 2013, covering the Sapa district, a well developed tourist region. The increased number of tourists in the region has brought economic benefits in the form of new jobs and businesses, but also impacts on the multi-ethnic population, such as child labour resulting from school dropout. The initiative gathered as partners the Lao Cai Provincial People's Committee (PPC), the Department of Labour, Invalids and Social Affairs (DOLISA) of the Lao Cai province, the State management agency for local education and training, the Ministry of Culture, Sports and Tourism, the Hoa Sua Tourism Vocational Training School, the NGO Vietnam Rural Industries Research and Development Institute (ViRi), State information management agencies, district and community People's Committees, the Vocational Training Unit, the Industry and Trade sector, the Women's Union, the Bank for Policy and Social Affairs, the Trade Union, the Agriculture and Rural Development sector, and Farmers' Associations.

According to the Beneficiary Baseline Survey conducted by the Institute of Labour Science and Social Affairs (ILSSA), there are 538 children working as street vendors, helpers in restaurants, hotels, karaoke, luggage porters, firewood carriers, as well as in other activities such as agriculture and livestock and making straw mats. The majority of the children surveyed were in age group 5-14 years, often following a sibling or a parent who were either underemployed or not economically active. Of this total, 67.66 % had either never attended school or dropped out of school. During the peak production season, the average work hours for children was 7.43 hours per day.

Methodology:

The conceptual framework of the programme encompassed the relevance of the social, economic, political and cultural characteristics as well the context of tourist areas; the multi-dimension engagement of the people's committees as well as of the labour, education

and training, culture and tourism sectors, the women's union, the mass media, NGOs and others was present in all project activities, from the baseline survey on child labour and development of the action programme to implementation of the project and oversight and monitoring of its activities. It also entailed the inclusion of child labour issues on the local socio-economic development agenda, poverty reduction, education, culture, and agriculture in order to mobilise resources for the project.

The project was developed through the following stages:

1. Training courses on child labour and the design, monitoring and evaluation of the child labour programme were offered to local organisations. Participants achieved a better understanding of the concept of child labour including its causes and consequences, international and national legislation, worst forms and how to eliminate them and develop an action programme using the log-frame (project planning methodology based on objectives).
2. A baseline child labour survey was conducted and presented with the participation of local staff, with a view to getting feedback and inputs for developing both the action programme and the awareness raising policy.
3. A participatory workshop to formulate the action programme was held with local authorities, representatives of the labour, education, health, tourism, trade and industry sectors, NGOs, banks, the mass media, etc. Participants identified the status and causes of child labour in their areas - the target groups - as well as who would support the project and how it would be supported besides the management and monitoring mechanism.
4. The draft of the action programme was presented in a local meeting to gather more inputs from different stakeholders and their commitment to implementation of the project.
5. A workshop was held with the participation of all implementing agencies to define specific activities, their timeframe, budget, target beneficiaries, etc.
6. Employees of the implementing agencies and community collaborators were trained in how to identify target children and use the system for preparing reports and monitoring direct beneficiaries of the project. The system uses a computer-based application for profiling and updating data, as well as for assessing the progress of the project's impact on children and their families, in addition to all related activities conducted in project sites under the programme.

7. The information on the profile of working children and their families was logged in the monitoring system according to their working status, schooling and assistance needs.
8. Consultations were held with the children and their parents, so as to identify their problems and how to support them in education and/or vocational training and household economics. Local authorities, other implementing agencies, service providers at the vocational institution, local employers, bankers, agricultural extension, women's union, and farmers' association also participated in the meetings and pledged to provide the necessary support. Separate meetings as a follow-up to the consultations were held with key local service providers.
9. Separate agreements were made with each service provider in accordance with the specified action plan, including their activities, target group, number of beneficiaries, budget, and monitoring plan.

Challenges:

The bilingual teaching programme faced challenges relating to institutional settings and staff training, such as lack of training materials in different languages; high level of poverty among the ethnic minority population; early marriage as a cultural tradition, especially among adolescents - mostly arranged by parents against their children's will.

Lessons learned:

The programme was developed and implemented to promote strong government ownership and leadership in preventing child labour and protecting children via institutional settings and the establishment of a network of partner institutions. Actual local needs were met to ensure that stakeholders contributed resources to the initiatives, and priority was given to the integration of said initiatives into local activities and priorities.

Next Steps:

The initiatives were integrated into government policies, priorities and initiatives in areas such as education, poverty reduction and vocational training. These activities were built upon the leadership role of the local government and with the close collaboration of other institutions. The model also incorporated initiatives aimed at the inclusion of ethnic minorities and at addressing challenges related to household income generation.

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PHILIPPINES

Rights of domestic child workers: advocacy, support and social mobilisation

Period of implementation: Since 1995

Where: Philippines

Main focus: Mobilisation and advocacy of the rights of domestic child workers

Lead organisation: Samahan at Ugnayan ng mga Manggagawang Pantahanan sa Pilipinas (Association and coordination of domestic workers in the Philippines)

Website: <http://www.oncan.org/SUMAPI/SUMAPI.htm>

Contact: <https://www.facebook.com/SUMAPI>

Results: Contribution to the adoption of the convention and subsequently promulgation of national legislation prohibiting child labour in the Philippines; promulgation of the Magna Carta for Domestic Workers; improvement in access to education by child domestic workers, educational assistance in both formal and non-formal education; 20,000 domestic workers reached out in parks, schools, churches, and villages; 8,000 members nationwide with more than 40 core groups in seven areas (Cebu, Bacolod, Iloilo, Dumaguete, Batangas, Davao, and the National Capital Region).

Context and objective:

The Philippines is still one of the leading sources of domestic workers in the world. Every year 2.2 million Filipinos leave the country to work abroad. A huge percentage of Filipinos working abroad are domestic workers. In 2010, 28% of newly-hired Filipino workers were domestic workers. A National Statistics Office (NSO) 2011 Survey on Children in the Philippines showed that out of the 29 million Filipino children (aged 5-17 years old), about 5.5 million were working - at least one out of five. Almost 3 million of them were in hazardous child labour situations such as in mines, factories, and in the streets. The Samahan at Ugnayan ng mga Manggagawang Pantahanan sa Pilipinas or SUMAPI is a national association and coordination of domestic workers in the Philippines. Organized in 1995 with the support of the Visayan Forum Foundation Inc., SUMAPI started as a support network for abused domestic workers that were found during outreach activities. The Philippines has achieved significant progress in terms of advancing the cause of domestic workers; policies effectively protect the various rights of domestic workers. The focus of SUMAPI lies in the scope and organisation of its actions, first by presenting itself as a peer support group. It went on to launch advocacy campaigns that generated interest in its agenda and focused on building the capacity of its members to understand and promote the issue.

Methodology:

SUMAPI primarily serves as the voice of domestic workers in local, national, and international advocacy initiatives. Throughout its existence, SUMAPI has pioneered creative approaches in reaching out to domestic workers nationwide and bringing programmes and services closer to the sector. It has also helped protect its members against abuses and facilitated actions to remove them from exploitative conditions, especially child domestic work. Most importantly, the organisation has successfully advanced the promulgation of the Magna Carta for the sector.

As mobility and invisibility of the sector is a major challenge since domestic workers remain within the household (with minimal opportunities for exposure to information about their rights and the social services available to them and access to outside assistance in situations of abuse and exploitation), SUMAPI developed strategies and approaches for organizing the sector.

One of the strategies activated is a collective call to “find your fellows, together”. This strategy involved using a friendly approach to gain the domestic workers’ trust and convince them that the organisers are serious in the efforts to help them. Thus, outreach activities were done in

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places where domestic workers feel comfortable and are typically friendly – parks, churches, malls, and villages, and usually on days when domestic workers are off-duty.

SUMAPI strongly believes that domestic workers themselves should be involved in all undertakings of the organisation. They should be allowed and encouraged to speak and share their thoughts, views, and opinions. Thus, SUMAPI promotes highly participatory activities and uses consultation mechanisms.

SUMAPI adopts as a policy the development and enhancement of sustainable relationships between employers and domestic workers, leading to better treatment of them. It is very important that employers allow their domestic workers to participate in the activities conducted by SUMAPI and its partners. It facilitates educational training to make domestic workers aware of their rights, recognize their worth and their significant role in society. This equips them to identify their issues, raise their concerns, and demand their rights.

SUMAPI has had an active participation in local and international campaigns for policy formulation such as Convention 182 on the Worst Forms of Child Labour, adoption of the ILO Convention 189 on Decent Work for Domestic Workers, and drafting and promotion of the Magna Carta for Domestic Workers in the Philippines. It was the only domestic workers' group in the Philippines involved in the consultations held for preparation of the Philippines' response to the ILO law and practice survey. It is an active member of the Technical Working Group on the Philippine Campaign on Decent Work for Domestic Workers (TWG), and as such it has organised and participated in various national, regional, and local consultations across the country. SUMAPI led the campaign at both the national and international level.

In addition, SUMAPI has been successful in providing direct services to domestic workers, especially those that protect and advance their well-being. It facilitates more lucrative employment opportunities and educational assistance, especially to child domestic workers. It also operates a hotline-based and referral-based rescue and rehabilitation programme for distressed domestic workers. It has devised and activated a one-stop shop model where domestic workers can access basic services and programmes from various institutions called the Kasambahay (Domestic Worker) Desk. The desk provides for all the programmatic services and interventions. It operates on a partnership mobilisation and referral protocol. This model has been strongly advocated and is included in the implementing rules and regulations of the Magna Carta for Domestic Workers as a local government mandate.

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Challenges:

Like other organisations, SUMAPI suffers from difficulties to raise funds. The organisation continues to grow and is reaping the results of the work done for decades with the passage of the Magna Carta. However, SUMAPI does not have enough resources to sustain its growth.

The Law (Batas Kasambahay) is a success in itself, but the Philippines experience in the implementation of laws is a threat to the measure. The challenge of ensuring strict implementation of the law is evident. Even during the crafting of its implementing rules and regulations, concerns over conflicting measures, funding and sustainability options, and diverse directions in terms of interpretation were made clear.

The personal and sensitive characteristic of the issue poses a strong challenge in terms of engaging employers. There has been great blockade in advancing the cause, especially at the legislative front. The engagement of non-traditional partners, especially those who have enough clout to influence is necessary. As a result, various churches and academic institutions were enlisted in the campaign and the programme.

Lessons learned:

The combination of the organisation of domestic workers with the support of multi- sectoral partners, the strong local organisation of SUMAPI and follow-up in the legislative area is a proven good practice that changed the landscape of the domestic labour sector in the Philippines.

Next Steps:

For the future, it would be important to document the experience of SUMAPI in organizing domestic workers, engaging partners and promoting policies, using the training curriculum as a model for service providers and other stakeholders, institutionalizing programmes and services into government structures, strengthening international support, and developing programme for sharing and learning among countries about its field experience.



NEPAL

Child Workers - CWIN: integrated approach to address child labour

Period of implementation: Since 2011

Where: Nepal

Main focus: Integrated approach, social mobilisation and social protection to address child labour in tourism-related services

Lead organisation: Child Workers in Nepal (CWIN - Nepal)

Website: <http://www.cwin.org.np/>

Results: Permanent child labour monitoring unit established and operating in the three municipalities in Kathmandu Valley, with designated staff for monitoring and reporting cases of children working in the restaurants/hotels; majority of the children working in restaurants in the Kathmandu Valley informed about their safety and protection through educators; child workers encouraged to seek available support and services through the Child Helpline 1098; at least 500 children who used to work in restaurants are receiving support for their social reintegration, such as emergency support, rescue through the Child

Helpline 1098; return to the family; health and counselling services; 150 adolescents who used to work in restaurants empowered and able to seek opportunities for self-reliance and social reintegration or to start micro enterprises after removal from exploitative work; at least 150 children under the age of 14 who used to work in restaurants reunited with their respective families; funds allocated by all three municipalities for continuous monitoring of and support for child workers.

Context and objective:

According to ILO/IPEC statistics (research by IREWOC-2010) there are approximately 2,600,000 working children in Nepal, of whom 60% are between the ages of 6 and 14 years. 1.7 million Nepalese children work in economically active areas, whereas 900,000 work without any payment. Although the Government of Nepal has ratified 18 international conventions and several regional conventions to help protect the rights of the child (including the UN Convention on the Rights of the Child and ILO Conventions) and enacted the Children's Act of 1992 and its by-laws of 1994, violations of children's rights continue to occur throughout the country.

Children working in roadside restaurants or tea shops are common sights in Nepal. Poverty profoundly affects families, compelling these children to move out of their villages to nearby towns or cities in search of work to support their families back home. The parents of these children face hardships in the villages and cannot even meet their basic needs such as food, clothing, shelter or healthcare. They do not prioritize the education of their children as they believe that education does not bring immediate results. Instead, children are often encouraged to take on adult responsibilities and contribute to the family income.

Initially, children used to come to the cities from surrounding villages. However, the current situation is becoming more and more complex, as a result of the diversified profile of working children in terms of cast and ethnicity, including migrant children from nearby regions of India.

According to a survey conducted in nineteen districts of five development regions in Nepal, it is estimated that there are 71,767 children working in 20,505 tea shops and restaurants throughout the country. The survey also found that although the average number of working children per district amounts to 770, in the Kathmandu district alone there are 14,787 child workers. Many children and employers are not aware of child rights and labour laws. As a result, children become victims of physical, mental, and economic exploitation, as well as extensive working hours without breaks, often with no education or health support.

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The project was developed to be implemented on close collaboration with municipalities, thus strengthening Municipal Child Protection Committees for them to promote adequate actions that guarantee that government rules, regulations, policies and laws are implemented as required. The authorities responsible for enforcing these policies and laws in the area of child labour, as is the case of children working in restaurants are the Central Child Welfare Board (CCWB), the District Child Welfare Board (DCWB), and the Municipality Child Protection Committee (MCPC). Child Workers in Nepal (CWIN) is a member of both the CCWB and the DCWB, and is providing ongoing support for the development of their respective strategies. The MCPCs serve as the government body for monitoring child labour issues. However, to date MCPCs have been established in only a few municipalities. The overall goal of the work of the CWIN is to contribute to the elimination of child labour in the Kathmandu Valley. An important first step towards such goal will be establishing Municipal MCPCs in the municipalities of this region and setting up a child labour monitoring unit focusing on children working in restaurants and teashops.

Methodology:

The initiative is carried out in an integrated manner, engaging all key stakeholders (i.e. political parties, trade unions, civil society, children, and local bodies such as guardianship councils in the Municipalities), all of which were trained on child protection, child rights and child labour issues.

Before the start of monitoring, a wide awareness campaign was organized, reaching out to working children and adolescents, their employers and customers in the restaurants and tea shops. Following this campaign, an increased number of calls were made to the Child helpline for rescue and support of child and adolescent workers, and calls were responded to.

The set-up of monitoring units was followed by complementary and coordinated efforts that included: monitoring visits, removal of children from exploitative situations and support actions for sustainable social reintegration through the Child helpline system.

The overall approach is divided into the following three phases:

1. Advocacy and emergency response, including:
 - a. Advocacy of interests within the Kathmandu Metropolitan City (KMC) and municipalities around the issue of restaurant child workers in favour of a specific unit to address the issue, as well as for the inclusion of clear protection measures in the national child protection policy and in the new child rights bill;

- b. Periodic meetings with the CCWB and line ministries (Ministry of Labour, Ministry of Women and Ministry of Social Welfare);
 - c. Establishment of a multi-stakeholder task force, including political parties, trade unions, business community, civil society and municipalities;
 - d. Joint implementation by the CWIN and the Nepalese Government of the Child Helpline 1098; and
 - e. Mobilisation of social workers around the issues of monitoring and supervision of restaurant child workers.
2. Monitoring visits and Children's Empowerment, including:
 - a. Training of municipal and KMC staff in field monitoring and how to refer cases to relevant services/organisations;
 - b. Provision of necessary resources and equipment to the municipalities, including computers, furniture, and remuneration for field work and reporting;
 - c. Training of 100 restaurant child workers (over the period of one year) in the area of life skills, child labour exploitation, HIV/AIDS, and sexual abuse, using methods such as painting, dance, theatre;
 - d. Referral to collaborating centres for education and vocational training as well as for social reintegration and family reunions;
 - e. Coordination with child clubs or youth clubs where children and adolescents can enjoy their right to participate.
 3. Municipal commitment to allocating resource for child protection and periodic MCPC meetings.

Challenges:

In the absence of elected Mayors and guardianship councils, the temporary arrangement for making political decisions consists in an all-party joint committee. Thus, to establish the Municipal Child Protection Committee and set up the monitoring unit, all political parties have to agree with and approve the proposed initiative. To overcome these challenges and promote consensus among all parties, the CWIN approached the members of the political parties with capacity development and awareness activities related to child rights and child protection, focusing on child labour and the specific situations of child and adolescents working in small hotels and restaurants. This resulted in a gradual acceptance and approval of the initiative.

Lessons learned:

The establishment of a multi-stakeholder taskforce with representatives of trade unions, hotels and restaurants, municipal staff, and NGOs working in the area of child labour was an important factor, as it generated a sense of ownership among the different stakeholders. Evidence of this initiative shows the importance of engaging the children and adolescents themselves in these kinds of interventions, by building trust relations between child and adolescent workers and support agents (such as social workers). When these children are provided with information, they have the possibility of accessing services and tools that enable them to choose alternatives and thus escape the situation of child labour and/or other forms of exploitation.

Next steps:

With regards to the long-term outcomes of this initiative and the next steps, the initiative promoted the engagement and participation of authorities and other stakeholders, including law enforcement agencies. Furthermore, all municipalities covered by this initiative have allocated resources for its continuity, which will be central for the sustainable and ongoing development of the initiative.

Freedom of association: Unionizing freed bonded workers

Period of implementation: 2008 -2010

Where: Nepal

Main focus: Organizing workers to protect children from exploitation

Lead organisation: General Federation of Nepalese Trade Unions and Independent Trade Union Congress of Nepal

Website: <http://www.gefont.org/>

Results: 3,000 people from former Kamaiya and 2,000 people from Haruwa or Charuwa joined a national trade union – having never previously belonged to any trade union, thus ensuring minority groups new local and national allies to advocate their needs. A total of 43 Vigilance Committees were established, with some 300 members in total; due to trainings and awareness raising campaigns on minimum wages, labour rights and laws in Nepal, the minimum wage for many agriculture workers and other informal economy workers increased; 11 Vigilance Committees were created in three eastern districts while 27 committees were established in five other districts;

Context and objective:

A cabinet decree of 2000 abolishing bonded labour in Nepal was followed by a law enforcing it in 2001 (the Kamaiya Labour Prohibition and Regulation Act, which was passed by Parliament by an overwhelming majority). It outlawed all forms of bonded labour, but principally the Kamaiya (bonded labour) system, primarily found in the western Terai districts, and the Haruwa and Charuwa systems (also bonded labour) in the eastern Terai districts. In the Kamaiya system, landowners or moneylenders provide loans to families, usually in exchange for a child member who is sent to “work off” the debt as a household “servant”. In the Haruwa and Charuwa systems the landlord gives a poor family a small parcel of land in exchange for services. In this arrangement, wives or other family members (including children) are sent to the landowner for agricultural work (manual work), which is sometimes remunerated though insufficiently. These unwritten arrangements are interpreted as a contract between a landowner and the workers, although they bear no time limit. Thus, the obligation of providing services is often passed on to the next generation due to a family’s alleged inability to pay off their loan or land debt, and it is up to the landowner to release them from the obligation. Despite the innovative legislation and the Government’s “rehabilitation package” (which experienced heavy delays), the practice of bonded labour continued. This was attributed partly to the lack of alternative options for families to borrow money or earn income. To assist

Nepal in eliminating bonded labour, the ILO, with funding from the United States Department of Labour, initiated the Sustainable Elimination of Child Bonded Labour (SECBL) Project in December 2001.

The SECBL Project's first phase, which involved a comprehensive package of socio-economic activities focused on the five western Terai districts - Dang, Banke, Bardia, Kailali and Kanchanpur - where the Kamaiya system was largely practised. Ending in August 2005, the SECBL-I Project was evaluated as successful in bringing real change and removing children from that practice. The success led to the development of a programme to address the Haruwa and Charuwa bonded labour systems in three eastern Terai districts (Dhanusha, Siraha and Saptari) that had been ignored by the Government when it first set out to free bonded workers. A similar comprehensive package of socio-economic activities was launched from early 2008 to June 2010 in the three eastern districts; the SECBL-II Project also strengthened the work that was done in the five districts of the first phase, specifically targeting gaps and including workers linked to the Kamaiya system.

Methodology:

Both phases of the SECBL Project aimed for the removal of all working children. Also in this phase an adult family member was selected for specific training and the creation of a micro- enterprise as a way to generate income, which was also an alternative to child labour. The project worked with 13 implementing partners, ranging from government agencies, non-governmental organisations, technical education institutions and trade unions.

Workers in the informal sector, including agricultural workers, make up the majority of the workforce in Nepal's Terai region, a plains area that runs along the lower portion of Nepal and is known as the "grain barn" because most crops are farmed there among grasslands, savannas and forests. The workers have long been subjected to various forms of exploitation by the landowners (including handing over their children as servants), local money lenders and even government authorities. Until 2003, there was no tradition among the workers of self-organisation or standing up to landowners, nor had there been any organised structure that spoke out on their behalf.

The extremely poor families of the Terai region often fall into a trap of dependency on landowners largely because of their lack of educational and financial skills and inability to increase their income. Most families in the region are involved in agriculture, but they bear the cost of seeds, fertilizers, planting, weeding, harvesting, and threshing and then, in the end,

deliver the landowners' share at his home. To cover these expenses, they need help from the landowner, who then imposes the bonded labour system in exchange. The daily wage they earn is usually lower than the national minimum wage, and women are paid less than men.

Additionally, most do not understand the perils of child labour. If their children are to be protected and educated, parents need to improve their income-earning capacity. This requires access to a channel that will help them change their socio-economic situation. The ILO Sustainable Elimination of Child-Bonded Labour Project capitalized on the link between collective and individual empowerment and helped extreme poor families understand the disparity between the national wage and the local wage structures and the benefits of joining a trade union, including improving their wage level.

To unionize agriculture workers to bring about changes in wages paid, the ILO SECBL Project entailed the following.

- » To train the trainers to conduct seminars with both landowners and workers, the NTUC-I and the GEFONT trade unions acted as trainers in their district offices, with the help of ILO Nepal staff. Some trainers were also sent to the ILO International Training Centre in Turin, Italy, for a course on promoting the fundamental principles and rights at work, with a particular focus on the ILO Declaration (1998) that covers all ILO Core Conventions.
- » The trainers then worked with the implementing partners (NGOs) in organizing meetings to sensitise and ultimately organise agricultural and other informal economy workers. The meetings took place within each targeted village and involved 20-25 people at a time; the discussions looked at national labour standards, Nepal's labour law and workers' rights (including the right to be paid a decent minimum wage) as contained in the Constitution. They also discussed children's rights (particularly to an education) and the negative effects of child labour. To reach the workers, the unions and NGOs relied on the contact they had with the groups of former bonded workers, such as the Haruwa-Charuwa Forum and the Kamaiya Society. The SEBL Project worked with NGOs to establish these groups and later the trade unions intervened to guarantee the workers' rights.
- » The trade union trainers then worked with the District and Village Development Committees in the project areas to set up a subcommittee for monitoring payment of the minimum wage as well as the incidence of bonded labour. The 38 sub-committee members then participated in a two-day training to learn about their roles and responsibilities for monitoring, including sending monthly reports to the district trade union offices and working with the local NGOs (the project's implementing partners) focused on bonded labour.

- » The trade union trainers then formed a Vigilance Committee in each settlement (a cluster of more than 300 families of former bonded workers), consisting of agriculture workers, social activists (trade union members affiliated to agriculture-based NGOs), the Village Development Committee secretary, and representatives of women and youth groups. The purpose was to engage them as a kind of village watchdog for monitoring the level of the wages paid and mediate between employers and workers in dispute cases. The Vigilance Committee reports to the trade union and the district authority responsible for labour standards. Each Vigilance Committee now monitors or conducts awareness-raising campaigns on: i) children's rights protection and protection against child labour (children younger than 16 are not to be employed); ii) equal wages; iii) domestic violence; and iv) the various child protection mechanisms now in place.
- » The trade union trainers organised monthly meetings in the districts, villages and settlements to discuss wages and child labour situations. The district meetings include government authorities and NGO staff; the village meetings involve the Village Development Committee and the Vigilance Committee; and in the settlements the trade union trainer meets with community members in general (mothers and landlords specifically) as well as with NGO staff. The purpose is to promote regular dialogue on the labour situation to both address issues and convince villagers and officials that these issues are of an ongoing relevance; these are issues that include the community to sustain community-based protection "systems".

During the project period, the trade union trainers also organized coordination meetings with implementing partners and other relevant organisation staff to keep them up to date on wage payments and situations in the villages, in order for them to respond to problems promptly, which served to reassure the communities of the project's commitment to improving local conditions.

Challenges:

The SECBL Project worked within an unstable political environment, with security concerns flaring periodically, to reach what was considered remarkable achievements. The unstable political situation and conflicts were managed with a "no harm" approach adopted by all UN agencies. Although it was difficult to reach bonded workers because they were working most of the time, discussions with them were held in the late evening, after they had left work.

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Lessons learned:

Social dialogue is essential for convincing landowners to pay a minimum wage and ensure equal pay for female and male workers. Social dialogue was used as a tool to analyse the issues of wages and production. Organised workers now have more bargaining power. Due to the empowerment of workers through the trade unions, it became feasible to push the agenda among landowners.

Next Steps:

Sustainability depends on a competent institution developed through joint efforts. The SECBL Project was successful in establishing a workers' institution (organisations of former bonded workers, such as the Haruwa-Charuwa Forum and the Kamaiya Society), in developing members' capacity and in coordinating with governmental and non-governmental organisations..

Protecting children in rural communities through a support system

Period of implementation: 2008 – 2010

Where: Nepal

Main focus: Social protection and income generation for families in bonded labour

Lead organisation: United Youth Community Nepal

Website: <http://www.unychnepal.org.np/>

Results: The groups were formed mainly by mothers gathered in a revolving credit scheme to meet emergency needs or start micro-enterprises; a total of 196 self-help (collective) groups consisting of more than 3,000 women from the Kamaiya, Haruwa and Charuwa families were formed; a total of 61 Child Labour Monitoring Committees were formed in the eight project districts of the SECBL-II project; there were nearly 200 women's groups when the project ended; awareness levels of AIDS, women's rights and human trafficking also increased; women discovered that group solidarity is an effective tool for controlling or preventing many social vices (alcoholism, gambling, domestic violence and early marriage).

Context and objective:

A cabinet decree of 2000 abolishing bonded labour in Nepal was followed by a law enforcing it in 2001 (the Kamaiya Labour Prohibition and Regulation Act, which was passed by the Parliament by an overwhelming majority). It outlawed all forms of bonded labour, but principally the Kamaiya (bonded labour) system, primarily found in the western Terai districts, and the Haruwa and Charuwa systems (also bonded labour) in the eastern Terai districts. In the Kamaiya system, landowners or moneylenders provide loans to families, usually in exchange for a child member who is sent to "work off" the debt as a household "servant". In the Haruwa and Charuwa systems the landowner gives a poor family a small parcel of land in exchange for services. In this arrangement, wives or other family members (including children) are sent to the landowner for agricultural work (manual work), which is sometimes remunerated though insufficiently. These unwritten arrangements are interpreted as a contract between a landowner and the workers, although they bear no time limit. Thus, the obligation of providing services is often passed on to the next generation due to a family's alleged inability to pay off their loan or land debt, and it is up to the landowner to release them from the obligation. Despite the innovative legislation and the Government's "rehabilitation package" (which experienced heavy delays), the practice of bonded labour continued. This

was attributed partly to the lack of alternative options for families to borrow money or earn income. To assist Nepal in eliminating bonded labour, the ILO, with funding from the United States Department of Labour, initiated the Sustainable Elimination of Child Bonded Labour (SECBL) Project in December 2001.

The success of the SECBL Project's first phase led to the development of a programme to address the issue of bonded labour in other districts and the SECBL-II Project was then launched. Both phases of the SECBL Project aimed at the removal of all children from work. An adult family member was also selected for specific training and the establishment of a micro-enterprise as an income-generating scheme that would provide an alternative to child labour. The project worked with 13 implementing partners, ranging from government agencies, non-governmental organisations, technical education institutions, and trade unions.

The local leaders had no idea of how to prevent the use of children as bonded workers or of their contribution to household income. Neither were they in a position to deal with the socio-economic and political implications of changes. Within the communities there was no perception that children would be more productive and earn more if they were educated first. And there was no tradition of child protection or joint work by the community to protect children.

Indebted parents, landowners, the communities' own hierarchical social system, School Management Committees, Forest Users' Committees, and local government bodies would all be affected by the withdrawal, prevention, rehabilitation, and integration into school of bonded child workers. None of these actors were prepared to deal with the change the project proposed, let alone to provide the support, co-operation and joint action needed.

Methodology:

The following strategy was initiated during the second phase of the SECBL Project.

- » Prior to the launch of SECBL activities within the communities, the project staff worked with The Friends of Dhanusha (one of the implementing partners) to adapt the ILO Start and Improve Your Business (SIYB) training package to the Nepalese context, through translation but also with appropriate language and changes in various examples.
- » Then the implementing partners conducted a household survey to determine the socio-economic status of the families with bonded child workers.

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- » Despite the resistance of traditional leaders and groups to take responsibility, saying it was not their job, the implementing partners convinced the traditional community chiefs and other community leaders of the perils and law-breaking as well as rights-violation implications of bonded child labour; the national legislation and penalties (fine and imprisonment) were particularly emphasised. The information led to a change in attitude among the chiefs and leaders, which triggered shifts in other people's perceptions and eventually led to acceptance of and participation in new social structures, such as the Child Labour Monitoring Committees and women-initiated collective business ventures, and greater support from existing mechanisms, such as the Child Rights Protection Forums, youth clubs and children's clubs, the School Management Committees, the Forest Users' Groups or the Village Development Committees.
- » Then the project implementing partners conducted a series of dialogues with community members to explain the project, its purpose and the need to remove children from work. Local groups were mobilised to help implementing partners convince families to enrol their children in school.
- » PLA courses were organised, involving up to 30 members per group, who were mostly mothers, to acquire life skills. At the end of the course, participants usually organised themselves into self-help groups, also referred to as collectives. They also set up a savings scheme and a revolving credit scheme, which members and other people in the community who were not PLA graduates could draw from to develop individual livelihood enterprises, such as vegetable farming or raising pigs, goats or poultry. The collectives set up various types of businesses (making plates, lentil snacks, candles, spices or furniture or other farming activities in lands leased by the project).
- » It was the training, activities and discussions that took place during the PLA course that strengthened the principles of solidarity and mutual trust among the members of the group. The SIYB courses introduced entrepreneurship and business managing skills. All that in turn helped influence local mindsets in terms of their social responsibilities towards children.
- » At the same time as the PLA courses were initiated, the implementing partners worked with two trade unions (Nepal Trade Union Congress-Independent and General Federation of Nepalese Trade Unions) to promote fundamental principles and labour rights, including informing workers on minimum wages and equal wages for men and women for the same work.

- » Fifteen months after the project had started and just after the first PLA courses had been conducted, the implementing partners worked with each target village to set up a Child Labour Monitoring Committee. At that point, communities were highly sensitised to children's rights and protection and a sense of inclusion among people traditionally excluded from community cohesion had been established.
- » Each Child Labour Monitoring Committee consisted of 7-11 members, including the community leader, other influential leaders, a former child worker, a teacher, a social activist, PLA graduates, and members of the newly-formed collective initiatives. Members were selected through a meeting of the community.
- » Once the Child Labour Monitoring Committee had been formed, members attended a three-day training course followed by a two-day refresher seminar (about three months later) to learn more about child labour issues as well as their duties, responsibilities and working procedures. The training also included group mobilisation, gender issues, violence against women and children, and identification of resources. Terms of reference was developed for the Child Labour Monitoring Committee.
- » A monitoring committee of three Child Labour Monitoring Committee members was designated to keep track of the child labour situation in the communities. The monitoring committee produces a quarterly monitoring report and submits it to the Child Labour Monitoring Committee with recommendations for prevention, withdrawal or referral child workers.

The project staff then worked with the existing Child Rights Protection Forum (in the Haruwa and Charuwa districts) to strengthen its capacity to tackle children's rights issues. The Forum helped to carry out decisions made by the Child Labour Monitoring Committee within villages. Forum members also received training on group mobilisation, gender issues, violence against women and children, and identification of resources to support Child Labour Monitoring Committee initiatives in the villages.

Challenges:

The major challenge during the implementation was gaining the support of the traditional structures, which was eventually overcome through a series of meetings with each group and its leaders and discussion of their roles to change the lives of the people living with them in the same community.

Lessons learned:

The social changes that the project intends to bring about during its implementation period can be achieved more rapidly by mobilising social capital, such as traditional groups and institutions already present in the community.

Next Steps:

The essential factors to ensure sustainability include perception by the local community that the action under the project belongs to it, institutional development, relations with governmental organisations, and capacity building of the institution so that it can operate independently.



SRI LANKA

Mainstreaming child labour into the child protection agenda

Period of implementation: 2011 - 2013

Where: Sri Lanka

Main focus: Mainstreaming child labour into the integrated social protection of children

Lead organisation: District Secretariat, Ratnapura, Department of Labour and Human Resources Development

Website: <http://www.labour.gov.lk/>

Results: Ratnapura District prepared a Child Development Plan with 15 standards (besides strategies and activities) for achieving a child labour-free district by 2016; on the occasion of the World Day against Child Labour, the district chief declared the goal of making the district a child labour-free zone by 2015, by reviewing and refining the strategy in the period 2015-2016 to ensure sustainability; the interventions are in line with the national commitment to achieve zero tolerance by 2016 and are reflected in the Government's first step towards that target by raising the compulsory school attendance age from 14 years

to 16 years as of June 2013; in Ratnapura District, wide awareness was achieved and local capacities were improved: in a two-month period, 575 village administrators were trained (made aware); 500 public health midwives (family health workers) were trained; the ILO national consultant spoke to more than 100 plantation managers about reducing child labour; a longer training activity was organized with the district management team and the team in charge of fighting child labour, which will be the driving force for reaching target by 2016 ensure its sustainability.

Context and objective:

In 2006, Sri Lanka undertook to eliminate the worst forms of child labour by 2016. In 2010, with ILO technical and financial support, the Ministry of Labour Relations and Productivity Promotion developed Sri Lanka's Roadmap 2016 on the Elimination of the Worst Forms of Child Labour, in consultation with the National Steering Committee on Child Labour, which is composed of the ministries concerned, employers and workers organisations, and civil society organisations. At the Child Labour Conference in The Hague in 2010, the Government of Sri Lanka, represented by the Minister of Labour Relations and Productivity Promotion, presented the country's concept for the Roadmap 2016 and pledged that the Government would use a portion (30%) of the ministry's national budget to implement the National Decent Work Policy and Action Plan to achieve the 2016 target.

Sri Lanka's Roadmap emphasized a "mainstreaming strategy" recognizing (in line with ILO Conventions No. 182 and No. 138) that the responsibility for prevention and elimination of the worst forms of child labour extended beyond the Labour Ministry and its departments to other organizations engaged in topics such as child development, women empowerment, judicial and legislative reforms, tourism, agricultural development and agrarian services, youth, security and penitentiary authorities such as the National Child Protection Authority. He also recognized that organizations at the provincial, district and national level should provide support related to education, training and employment, and social protection to families, in addition to other social services.

Methodology:

Provincial and national data on working children, child labour and hazardous work was available in Sri Lanka as a result of the child labour survey conducted in 2008-2009, with the support of the ILO/IPEC Statistical Information and Monitoring Programme on Child Labour (SIMPOC). This special survey collected data on many aspects of child labour, its types and

hazardous forms. The report did not include district statistics, which was a challenge for advocating and promoting the action at the district level.

With no external or even adequate national funding to support a national approach to reduce child labour, the Ministry of Labour and Labour Relations decided to focus on one area with a large number of child workers to pilot the ILO-recommended mainstreaming strategy. A national consultant was hired to plan and implement the approach (and eventually advise the district players). To first identify the district and then convince its administrative officials to agree to piloting the strategy – and even to invest their own district resources the ILO hired a statistician to take existing provincial data and break it down by district. Several districts with a high incidence of child labour were identified, among them Ratnapura (particularly in tea and rubber tree farms). Moreover, Ratnapura also had a recent history of a successful relationship with the Labour Ministry and the ILO in a youth employment programme (therefore, a dynamic relationship already existed). The data indicated there were 4,000 child workers and that 15% of the population was vulnerable to child labour exploitation – a manageable problem with a tremendous positive impact. Once development and social protection actions were highlighted, the District Secretary adopted the strategy, with funds from the national budget earmarked for child protection responses.

Once there an agreement to pilot the ILO mainstreaming strategy was reached, the first step was to guide all district administrative employees (planning managers, district administrators and committee members) and social partners in the many facets of the child labour problem, the solution and urgent to put it into practice, the legal basis, and what the mainstreaming strategy meant in operational terms.

Next, at the request of the District Secretary, the employees of sector departments drafted action plans integrating activities to reduce all forms of child labour and not just the worst forms, pursuant to the national Roadmap. However, what came up was the overlapping of efforts and a double, even triple (or more) focus on the same children assisted, with plans that did not seem to be efficient and that should be better integrated. Sector representatives then jointly developed a cross-cutting and harmonised district plan to fight child labour, which counted on the technical support of the ILO to strengthen the Child Development Plan.

The partners involved reviewed the district Child Development Plan line by line, with the aim of integrating the various activities for reducing child labour from the child labour-reduction plan into the existing child protection structures and strategies. The development plan was focused on 15 “lines of action” instead of on results, with redoubled efforts towards child protection. Each line of action was coupled with strategies and activities for achieving

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them. For monitoring and evaluation purposes, indicators were included in each result and a common monitoring and evaluation matrix was designed.

To promote advocacy by the children and for the children, the Ratnapura project worked with the Girl Scouts to sensitise them and promoted a competition to create the logo of the fight against child labour. The reduction of child labour was included under child protection badge work (statistical surveys, nature and type, with the preparation of reports, exhibits and dialogues with authorities, etc.). Also, one of the pillars of the Girl Scouts General Assembly was the elimination of child labour.

The Ratnapura district administrators asked employers to sign a commitment not to employ child labour. With the technical support of the ILO, the Planning Unit of the District Secretariat is building a database outlining who will do what, how to obtain, store and synthesize data and information systems at different levels. The unit's team is consulting with the communities about their vulnerabilities in order to build a set of indicators to identify vulnerable children.

Challenges:

- » Recognition that child labour is a violation of rights: In an environment overwhelmed with agendas and demands, including child labour on the agenda is not easy, even with the Roadmap of The Hague and commitment at national level. Many authorities and officers did not recognize child labour as abuse. This was largely overcome through training and steadfast advocacy, using examples of negative impacts and case studies of the investigation of complaints carried out by the Ministry of Labour.
- » Resource problem: When no donor funding became available to implement the national Roadmap, the Ministry of Labour and Labour Relations and the ILO decided to start with one district and encourage it to use its existing budget to cover a new Child Development Plan. These resources, however, are not sufficient to provide the level of support needed within the next five years and take the strategy district-wide and to other districts. There are also specific services that children and their families will need to sustain the impact beyond the initial mainstreaming intervention. Among these are special tuitions and psychosocial support to keep these children in school; support for training and employment links for adolescents, who can improve household income; support for employers in implementing work improvement programmes; support and training for stricter law enforcement.

- » Keeping the interest alive: It is necessary to remind all players involved that eliminating child labour and reducing child abuse is feasible and depends on a continuous flow of good ideas as well as continuous monitoring. This motivation and support is important to keep everyone focused on the goal, particularly in view of bureaucratic processes that can be frustrating.

Lessons learned:

The greatest benefit of the strategy is that all types of child abuse and aspects of child protection can piggy-back on the process towards reducing child labour.

Expertise is required for obtaining reliable data, as it is not always easy to find child workers, especially by interviewers who have not been trained in the area. The survey of vulnerable children conducted in Ratnapura by District Child Development and Women's Affairs teams (which included questions on the child labour situation) did not result in much information because the interviewers had not been appropriately trained. The investigation on child workers and other abused children needs to be strategic and child-sensitive and use alternatives for discovering hidden cases.

Internalizing the mainstreaming practice depends on training and review of its basic principles (What is the nature of the enterprise that may use child labour? How does one target social protection in a systemic way? How does one rescue child workers in a systemic way and rehabilitate them in an effective way?). Collaborative work between departments can be a challenge and there has to be institutional and structural support, including training for the work to be effective and uneventful. Governance issues and inefficiencies can create bottlenecks to systemic changes, which should be timely assessed and addressed.

The collection of reliable data to support indicators should have an evaluation matrix that provides the necessary clarity on causes, characteristics and consequences, and should be applied regularly with the support of managers, who often times are not familiar with this type of practice.

While some mainstreaming strategies such as sensitisation and training are general and applicable to all sectors and contexts, others are more specific to a sector and context. Within a harmonized or mainstreamed plan, specific strategies for a sector, a context or a type of vulnerability (street children, physically challenged children, etc.) are critical and support the unified vision.

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Mainstreaming is most effective when the issue is internalized into organisational values and culture so as to be seen as value added to the mandate, the work and the achievements of each agency or organisation and not merely an add-on.

Next Steps:

The Sri Lanka Roadmap for the Elimination of the Worst Forms of Child Labour by 2016 is treated as an integral part of the Government's National Development Strategy, which makes it "mandatory". The leadership of the Ministry of Labour and the National Steering Committee on Child Labour and their robust action to integrate child labour into existing and already-funded development programmes could leverage a large part of the resources from agencies' budgets for reaching the 2016 target. This will enable child labour issues and concerns to be identified and addressed together with other development issues (poverty reduction, education, social welfare, decent work, youth employment, public service media) through various processes. This integrated approach will ensure sustainable and impacting actions.

Continued ILO support will assist with reaching some of the hard-to-reach children and families and will support the development of strategies and services that will help adolescents to cross the bridge into the formal systems. ILO support through pilot interventions helps to establish links to the decent work issues and programmes so as to guarantee a sustainable impact and make child labour prevention and elimination part of the employment cycle because child labour seldom leads to a skilled workforce or decent adult work.



PAKISTAN

Creative youth lead the media campaign against child labour

Period of implementation: 2012 -2013

Where: Pakistan

Main focus: Social mobilisation and awareness

Lead organisation: ILO - IPEC Combating Abusive Child Labour (CACL-II) Project

Website: http://www.ilo.org/islamabad/info/public/pr/WCMS_191085/lang--en/index.htm

Results: Good knowledge base on the issue of child labour established in universities; 21 visual products (documentaries, short films and cartoon films) were produced, most of them for ILO use and distribution; a major visibility event was organised in Islamabad on 1 July 2013, with prizes awarded to the students who had produced the best media and with the presence of: the Ambassador of the European Union Delegation to Pakistan, the Federal Secretary for Overseas Pakistanis and Human Resources Development, the Resident Coordinator and Humanitarian Coordinator of the United Nations, the President of the Employers Federation of Pakistan, the Secretary General of the Pakistan Workers

Federation, Heads of UN agencies, foreign diplomats, members of civil society, media personnel, and university students.

Context and objective:

Focusing on two districts (Sahiwal and Sukkur) in Pakistan's Punjab and Sindh Provinces, the ILO/IPEC CACL-II Project organized a wide range of interventions that included the development of a district education plan, the establishment of a child labour monitoring system, and coordination with social safety nets. Direct interventions included non-formal education for children aged 5-14 years and literacy and vocational training for children aged 15-17 years. The families of working children were referred to micro-credit institutions and provided with the necessary training to start their own small businesses or other income-generating activities. The district model also included intensive social mobilisation with the overall goal to sensitise the future generation of media professionals to their role in defining the social change agenda in general and to the movement against child labour in particular. Opportunities were offered to mass media students to conduct research studies and produce visual media products (video documentaries, short films, cartoons, multi-media graphics) on child labour. The products looked at the drivers of child labour, its consequences and impacts on development issues such as poverty, education, law enforcement, socio-economic development, cultural barriers, and social standards. The results will be used as a way of mobilising the country to achieve the goal of ending the worst forms of child labour by 2016 and to develop a collection of quality media products on child labour as well as actions against child labour for recording and further dissemination.

Methodology:

The CACL-II Project staff sent letters to the head of the mass communication department in Pakistan's universities (Bahauddin Zakariya University, Multan; Fatima Jinnah Women University, Rawalpindi; Greenwich University Karachi; Islamic International University, Islamabad; Lahore College for Women University; University of Peshawar; and University of Sindh, Jamshoro), explaining the overall project and its knowledge base component and the plan to support students' development of visual products. Seven universities formally agreed to participate.

- » Once the mass communication department agreed to take on the collaboration project, the faculty selected three groups of students, each with five to seven students, totalling 21 students per participating university.

- » A half-day orientation session on child labour issues was conducted with faculty members and students from the selected universities. The briefing session for students was conducted in consultation and coordination with the media faculty of each institute. The CACL-II team provided several reference materials, including ILO publications while the faculty organised the orientation workshop. The briefing included working sessions for the development of concepts for making short-duration (6-10 minutes) media products on various aspects of child labour.
- » The students could work in one of three categories: 1. video documentary; 2. short films or docudrama; 3. cartoon or animated film. They would be judged by local media professionals and the best in each category would be awarded a certificate and a trophy. The students were also guided on the ethics to follow: sexually abused children were not to be identified as such, facial identities needed to be protected and parental permission was needed for any child to be included in the film. They would have two to three months to produce the visual product.
- » Each group chose three topics and made a story outline, which they presented to the faculty for approval. Then the head of the mass communication department, a media professor and a member of the CACL-II team reviewed them and chose one topic per group.
- » The students began their research and drafting a script. The CACL-II team reviewed the script to ensure that it had not gone off track from the child labour theme and that its focus was appropriate for the desired target group (whether the general public, communities, employers, workers or children). Once the script was approved, the students started shooting with financial support from CACL-II Project, and guidance by the faculty.
- » Once the products were completed, they were judged by a three-member panel of local media professionals, and the best in each category were selected.
- » Promotional highlights of those three products were presented during a public event in Islamabad in July 2013, with participation of the European Union Ambassador to Pakistan, the UN Resident Coordinator, representatives of UN agencies, senior officials of government ministries, university faculty members, students, the media, and the general public.
- » Copyright of the products is jointly held by the production team and the ILO. A media package was created containing all 21 visual products developed by the university students.

Challenges:

Initially there were procedural difficulties to involve universities. They each had different policies on collaboration with international organisations. Some mass communication departments wanted to participate in the project but their university policy would not allow them to collaborate with an outside organisation. To all universities, child labour was a new subject, which was not covered in their curricula and thus the project included a half-day orientation on the subject.

The conflict with academic schedules required flexibility; the initial two to three months schedule for production was extended to up to eight months.

Most of the groups chose a difficult theme that required them to engage in field situations that were new, challenging and sometimes dangerous. One of the groups was chased by the local mafia. An all-female group chose to work in a red light district, which required them to be there at night. Some students had conflicts with employers. While they didn't have experience in this type of work initially, the project provided technical support, and in the end the experience helped them to grow as media professionals.

Keeping some students on the child labour track required constantly monitoring the process. In some cases, the group started with child labour but ended up with a drug addiction, smoking or alcohol abuse story line. The scheduled review of the work done helped to bring the focus of the story line back to child labour.

Lessons learned:

- » The timing of the project collided with scheduled exams and study periods and required extending the production deadline. A careful review of university schedules helps in planning the production timeline.
- » Students can do creative work with a small budget, in this case \$1,500.
- » University faculty commitment is important for the success of the standards.
- » The best final products were produced in the institutions with the strongest faculty commitment to the project. The public universities appeared to have greater appreciation of the financial support and the opportunity provided to their students.
- » Several other departments participated in the project, although they did not guide their students.

- » To initiate the project, the CACL-II Project's technical adviser submitted the proposal only to the head of the mass communication department but later realized that the collaboration of the university vice chancellor would likely make for a stronger commitment. Collaboration at that level would likely ensure that the project became a product of the university and wider attention would be paid to the results.
- » In the long run, child labour will not be fought only with the creation of non-formal education or vocational training centres and the removal of children from exploitation. Multi-faceted strategies are needed and one of those is to support "non-traditional" activists groups, such as primary school teachers by raising awareness of child labour; in 20 years, thousands of children will likely benefit.

Next Steps:

A relatively small financial commitment and interest in developing social justice awareness among the future generation of media professionals are all it takes to sustain this approach. Now the partner mass communication departments know how to organise a valuable learning experience and can approach other organisations and development partners as well as the ILO (such as health or human rights-oriented groups) to help them reach a larger group of the population on specific issues. These projects help support the classroom experience and students' exposure to issues of social importance.



CHINA

Awareness Raising Campaign - Promoting Safe Migration

Period of implementation: Since 2011

Where: China

Main focus: Raising public awareness of human trafficking

Lead organisation: All-China Women's Federation (ACWF)

Website: <http://www.womenofchina.cn/>

<http://www.preventtraffickingchina.org/page/>

Results: Quality IEC resources were created with clear and relevant anti-trafficking messages, targeted to specific local circumstances of young women. Materials distributed included desk calendars, wall calendars, mobile phone bags, notebooks, and Xiao Wei books, thus illustrating the choices a young person faces when deciding to migrate. Furthermore, several video and radio shorts were created, focusing on self-protection and awareness of travel and trafficking risks for youths; research conducted revealed that from 4,947 questionnaires delivered 10% of respondents were unaware of forms of trafficking such as forced overtime work or forced work in harsh conditions; 33% were unaware of new anti-trafficking measures such as the national DNA database; and over 60% did not know that they could report abuse to the

labour department; each campaign reached more beneficiaries than the number outlined by the project proposal document: in total, more than 1,135,000 people.

Context and objective:

Every year tens of millions of migrant workers cross China in search of work. As the current generation of youth matures, this number is only set to increase. Yet with migration comes risks, and young migrants, women and girls in particular, are vulnerable to exploitation. Young migrants are vulnerable to trafficking and labour exploitation due to several factors. Firstly, many potential young migrants are left-behind children; that is, their parents have migrated for work and they have been left in the care of grandparents or other relatives. In addition to limited economic opportunities in rural areas, many young people see migration as an escape, do not see the value of continuing education, and lack the structured home environment to deter them. Secondly, many young people refer to informal networks for both information and contacts for work, rarely approaching official channels for information, and lastly, many young migrants are ignorant of their workplace rights, channels through which they can seek redress, and lack the life skills and awareness to discriminate between legitimate and illegitimate opportunities.

Publicity, advocacy and awareness raising campaigns held by the CP-TING project seek to address these issues, educating migrant parents and prospective young migrants in both sending and receiving provinces before they migrate. By empowering and equipping young migrants with life skills and rights awareness, official channels become more accessible by providing information on trafficking issues and where to find help, thus significantly reducing young migrants' likelihood of falling into the traps of migrant labour exploitation.

Methodology:

Over the course of the CP-TING II project, three major awareness campaigns were held in both the provinces of origin and destination. The aim was to reduce the considerable knowledge deficit among migrant women and children. The following campaigns were held: 2011 'Spring Rain' Campaign; 2011 'Preventing Trafficking, Safe Migration and Employment Security' Summer Campaign; and 2012 'Spring Festival' Campaign. The timing of these campaigns is significant. The Spring Rain and Spring Festival campaigns held between January and February (2011 and 2012 respectively) correlated with peak returning periods for migrant workers, as they return to their families for the Spring Festival. Similarly, the Preventing Trafficking, Safe Migration and Employment Security Summer Campaign was conducted in

August, a peak travel period during the summer when many newly middle school graduates migrate for the first time in their lives.

During peak travel periods, the majority of migrants travel long distances by bus or train, and when home they spend time in public areas such as parks and town squares. Because of that, awareness campaigns were conducted on trains, at bus and railway stations and town squares. Similarly, awareness raising campaigns were also conducted at schools during registration days thus guaranteeing access to migrant parents and to youths likely to migrate.

With a strong focus on young women and girls, these campaigns were conducted in partnership with national, local and provincial Women's Federations. Women's Federations are an active and enthusiastic partner, providing local knowledge and mobilising volunteers for advocacy activities. Furthermore, partnerships were forged with the Ministry of Railway and bus and train station staff, providing a strong, positive basis for future collaboration.

Campaign activities were conducted in collaboration with local partners and volunteers. Volunteers were recruited from local women's federations, train or bus stations (staff), and trained in advocacy. This helped build local capacity by harnessing knowledge and presenting official channels in a more accessible and familiar way.

During the Spring Rain campaign, public awareness campaigns were conducted at bus and railway stations in Fujian by volunteers from Women's Federations, who distributed information as well as educational and communication materials (IEC) to young migrants and answered questions. Some volunteers had been victims of trafficking, thus adding credibility to the advice they gave. Activities involving questionnaires and surveys were carried out on trains, at waiting areas and specific stalls. This helped to raise awareness and provided the project with a better understanding of local views towards trafficking issues.

The message was further communicated through banners, posters and radio spots. Similar activities were conducted during the Spring Festival campaign in various locations in Hunan. This campaign extended beyond transportation hubs to town squares, setting up stalls for consultation and distribution of materials, as well as the use of public television screens to broadcast anti-trafficking advertisements.

The Spring Rain campaign also included public legal consultations by local volunteer lawyers and referral services to legitimate employment agencies were provided via a street stand during the campaign period. This strategy was replicated in Henan during the Preventing

Trafficking Summer Campaign. Stalls distributing IEC information were set up during registration days at various schools, reaching both parents and children.

At the close of most campaigns, a meeting was held for sharing experiences and lessons learned. In these, stakeholders from all levels were invited to share their thoughts. This type of meeting consolidates the gains of the project and provides an opportunity for actors to influence policy in general.

Challenges:

In the case of left-behind children, the time period of the campaign is one of the only valid windows to gain both parties' attention. The campaigns targeted youths likely to migrate for work, particularly left-behind youths, migrant parents, and young migrant workers. Given their higher risk factor, young women and girls were given priority. Campaigns spread awareness among parents and children of the risks of trafficking, their rights, and how and where they can seek help.

Lessons learned:

The success of the Spring Festival campaign can be attributed to its effective mobilisation of local resources. Depending on the awareness raising activity conducted, volunteers from the partner institution were selected and trained accordingly.

All projects emphasized grassroots face-to-face interaction. Making official information channels more accessible and humane was an essential component for the success of awareness raising campaigns as well as for overcoming barriers and encouraging communication.

Next Steps:

The majority of the models used in these campaigns are replicable both in China and outside China. Taking advantage of local knowledge, building the capacity of local partner institutions and conducting awareness raising activities with these stakeholders is a simple but effective model.



JORDAN

Challenge of Syrian Refugee Child Labour

Period of implementation: Since 2012

Where: Jordan

Main focus: Integrated protection of displaced and refugee children from a conflict environment

Lead organisation: International Programme on the Elimination of Child Labour (ILO-IPEC)

Website: <http://www.ilo.org/ipec/Regionsandcountries/arab-states/jordan/Resources/lang-en/index.htm>

Results: Awareness and dissemination of Standard 12 on Child Labour of the Minimum Standards for Child Protection in Humanitarian Action among national actors and international organisations involved in humanitarian action for child protection; awareness of national policies and legislation relevant to child labour elimination raised among national and international humanitarian actors; coordination and collaboration between national and international actors addressing child labour among Syrian refugees and vulnerable Jordanian populations improved, and institutional linkages established; pressing issue of child labour – Syrian and Jordanian – highlighted in the media and among the general public as well as donors

and international communities to assist in future resource mobilisation and programming; child labour further reinforced in UN Regional Response Plan on Syria; resources directed towards building knowledge and addressing knowledge gaps, particularly in terms of the profile of Syrian refugee child workers, to better inform future interventions; identification of needs and expectations of Syrian refugees and why classic child labour interventions are not having the intended effect, associated with the need to develop more innovative and creative interventions and to support action within host communities in Jordan, so as to ensure that these will not be negatively impacted; management of knowledge about humanitarian child protection actions that had limited targeting in previous crises and therefore demand better preparation for future problems; establishment of Jordan as a pilot country to test 9 of the Minimum Standards for Child Protection in Humanitarian Action, including Standard 12 on Child Labour, and contextualisation of these standards in the impact of the Syrian crisis on the country.

Context and objective:

Since early 2012, the gravity of the Syrian crisis has deepened, thus destabilising core governance safety structures within the country. The crisis has also impacted considerably on neighbouring countries taking in refugees. In Jordan, for example, over half a million Syrians have found refuge in the country out of nearly 2 million who have fled Syria. The numbers continue to grow. A particular characteristic of the Syrian refugee population is its vulnerability as there are many children, women and elderly. The majority of Syrians have settled in urban and rural areas outside refugee camps, and this phenomenon has led to growing tensions between host and refugee communities, thus underlining the need for long-term strategies to provide services and livelihood options to vulnerable local communities.

Socio-economic issues arising among Syrian and host communities, including the growing incidence of child labour have not been adequately addressed. Estimates from the Ministry of Labour put the figure of Syrian child workers in Jordan at over 30,000. Anecdotal evidence indicates that this is a conservative estimate – but it still means that the overall child labour population in Jordan (estimated at 33,000 in 2007) has more than doubled in less than 18 months. Children work in a number of sectors, primarily: agriculture and urban informal sector activities, including construction, services, street vending, begging, portering, etc. More recently, there has been evidence of young Syrian refugee girls being employed as domestic workers. In agriculture, entire families work on farms, often to ensure food security.

Among the contributing factors of child labour among Syrian refugee children are high levels of poverty, lack of food security, high levels of unacceptable accommodation, and high rents.

Some families have opted not to send their children to school due to the indirect costs associated with schooling, overcrowded classrooms, differences between curricula in Syria and Jordan, limited availability of Syrian teachers, bullying, and discrimination. In addition, disruption to schooling in Syria due to the violence has meant that some children have not been able to attend school for up to two years. Some refugee families also hope that they will be able to return to their country very soon and therefore there would be no point in their children attending school in Jordan. Significant numbers of youth of working age also have no access to formal vocational and skills training, apprenticeships or work.

Addressing child labour among Syrian refugee children requires:

- » Improving coordination and collaboration among national partners involved in institutional efforts to address child labour and humanitarian institutions responsible for developing and delivering programmes to support Syrian refugees.
- » Developing appropriate prevention interventions, particularly through advocacy and awareness-raising.
- » Ensuring non-discrimination of any kind in the implementation of policies and programmes targeting vulnerable children within national borders.
- » Strengthening the monitoring and follow-up side of child protection systems in both refugee and host communities.

Methodology:

In this case, in Jordan there was neither a clear methodology nor planning, and many elements of this practice simply emerged out of necessity, driven by the ILO-IPEC project in Jordan, which recognised the need to address this growing problem at a very early stage. The new Standard includes key actions under the headings of “Preparedness”, “Response” and “Measurement” (indicators and targets, monitoring and evaluation) as well as guidance notes for practitioners. These notes are meant to assist national and international actors in planning child protection responses in emergency situations and need to be adapted to different scenarios, settings, environments, etc.

The existence of an ILO-IPEC project to support policy-level interventions and the piloting of the new National Framework to Combat Child Labour have ensured the presence of technical expertise to support the national and humanitarian actors as well as an advocacy and sensitisation platform. However, this will not always be the case, and that is why it will

be so important to document the experience in Jordan, particularly during the piloting of Standard 12.

In order to try and build knowledge, consensus, coordination and knowledge-sharing around the issue and with the strong support of the Emergency Child Protection Working Group, ILO-IPEC organised three consultations (April, May and July 2012) with national and humanitarian actors on the emerging problem of child labour among Syrian refugee children. While some important recommendations emerged from these discussions, without a strategic plan of action, available resources and clear leadership, these were unfulfilled. Subsequently, this approach was validated by the guidelines in Standard 12. At ILO-IPEC's suggestion, the National Committee on Child Labour also invited representatives of the main humanitarian agencies – UNHCR and UNICEF – to present child protection activities for Syrian refugees and the challenges faced by increasing numbers of working Syrian refugee children.

Special mention should be made of another ILO-IPEC initiative in Jordan in this good practice, as it was once again validated by the new Standard 12 and reinforced the meaningful participation of national actors. On 26 August 2013, a consultation was organised between the national actors involved in the implementation of the National Framework to Combat Child Labour and key national and international humanitarian actors engaged in child protection to discuss the coordination between national and humanitarian referral mechanisms. The objective would be to ensure that national actors were informed on how to refer Syrian refugee children found working to humanitarian services and that humanitarian actors provided information on the employers of Syrian refugee children and referred Jordanian children to the national system.

In order to follow-up and strengthen these coordination and information-sharing mechanisms, the Ministry of Labour established a Technical Sub-Committee on Syrian Child Labour under the auspices of the National Committee on Child Labour.

Challenges:

- » Limited understanding of existing national efforts to address child labour and coordination with national monitoring and referral mechanism (the national child labour policy has only recently been established in Jordan, in August 2011, and is not yet fully operational across the country).
 - » Limited sharing of knowledge and capacity between national and international actors in terms of referral mechanisms for Syrian refugee children and provision of available services.
-

- » Attitudes of Syrian refugee families towards education for their children in Jordan.
- » Poverty levels among Syrian refugee families were compounded by the fact that they do not have the right to work and therefore maintain a family income for survival.
- » Differences in attitudes, cultural tolerance, policies and legislation on child labour between Syria and Jordan.
- » Significant increase in workloads for labour inspectors, teachers, social workers, etc. directly related to the influx of Syrian refugees.
- » Lack of humanitarian and national responses to child labour among Syrian refugees, particularly due to limitations on humanitarian funding.
- » Pre-existing economic and labour market crisis in Jordan, with a negative impact due to the high number of refugees entering the country.
- » Need for more effective and efficient coordination and collaboration among humanitarian actors and between these and national actors.
- » Need for leaders and projects dedicated to the issue of child labour elimination among Syrian refugees and to include this activity as a cross-cutting issue in child protection interventions, thus reinforcing integration efforts.
- » Need for a strategic framework and plan of action to better coordinate and target activities to address child labour among Syrian refugees

Lessons learned:

This process has been a unique learning experience for all concerned: national and humanitarian actors. In addition, as the Minimum Standards for Child Protection in Humanitarian Action were not published and disseminated until around May 2013 – over 12 months since the Syrian crisis began to impact on neighbouring countries – it had not been possible to benefit from some of the preparedness actions that could have avoided some of the challenges that emerged subsequently. Therefore, the main lessons learned include:

- » Ensuring review and application of the Minimum Standards for Child Protection in Humanitarian Action, particularly Standard 12 on Child Labour, referring to key actions for preparedness in particular.
- » Prioritising child labour in the emergency working group on child protection that will be established in crisis situations.

- » Ensuring that any emergency action is directly linked to existing child protection mechanisms, programmes, systems and structures – no matter how recent or untested – and that national partners responsible for child labour policies, legislation and programmes are fully integrated into the humanitarian response, particularly the ministries of Labour (labour inspection), Education, and Social Development.
- » Ensuring significant support for national partners around humanitarian action and providing adequate capacity-building for their full and meaningful involvement and participation (meetings conducted in the national language and relevant documents translated).
- » Conducting comprehensive reviews of initiatives existing at national, regional and district levels that would be relevant for addressing child labour, avoiding duplication of efforts and resources and strengthening buy-in, support and therefore sustainability and further development of existing systems and structures, including data and knowledge management, such as child and family protection databases.
- » Mapping, as early as possible, the critical needs and expectations of refugee populations, and also the regional profile of migration. For example, in Jordan and Syria families have been crossing borders for generations for a variety of socio-economic and cultural reasons, including trade and employment. Therefore, not all Syrians in Jordan are refugees and they do not all share the same needs and expectations. Expectations and needs also differ depending on whether refugee populations are inside or outside the refugee camp.
- » Acknowledging that access to funding and possibly income-generating activities may be central to the survival of families and, if so, building an advocacy policy platform around access to such activities to reduce the impact of the poverty cycle and, therefore, reliance on children's income.
- » Assessing socio-economic, cultural and political sensitivities within the host country and ensuring that every effort is made to accommodate these, and working through diplomacy and advocacy, particularly with the line ministries responsible for the humanitarian response.
- » Integrating child labour elimination as early as possible into humanitarian response plans, ensuring allocation of resources and the development of a plan of action, including roles and responsibilities, that link into any existing national action plan.
- » Developing an emergency response plan within organisations that have the mandate to tackle child labour, including but not only the ILO. This should include flexible and rapid

response resources (human and financial) to ensure that minimum standards can be met as quickly as possible and appropriate support and assistance structures and systems are set up to underpin the overall humanitarian response. Once these emergency structures are in place, this would allow more time to assess the situation on the ground in more detail – causes and consequences in particular – and develop an appropriate long-term response plan. The lack of an immediate response in Jordan has allowed the problem to become more deeply entrenched and therefore much harder and more costly to be addressed once programmes actually start.

- » Keeping in mind an important mantra: Communication, Coherence, Coordination and Capacity!

Next Steps:

For the future, humanitarian action, systems and structures will need to be linked to existing national systems and structures, where relevant and possible, as well as to political commitment and support at national and international level, plus building or strengthening an environment conducive to addressing child labour in the host country, for access to resources – human and financial – within the humanitarian response plan.



UKRAINE

Comprehensive Reintegration Programme for Children Victims of Trafficking

Period of implementation: 2009 – 2011

Where: Ukraine

Main focus: Reintegration of children victims of trafficking

Lead organisation: International Organisation for Migration (IOM) / Implementing partner: NGO “Suchasnyk”.

Results: 227 minors Victims of Trafficking (VoTs) were identified and assisted by means of reintegration, leading to improved conditions in terms of their health, education, social skills, outlook for the future and prevention from falling back into trafficking and exploitation; enhanced capacities of staff of specialized NGOs, state shelters and children’s homes, as well as families with enhanced capacities to work with the most vulnerable children.

Context and objective:

Despite significant efforts in Ukraine to fight human trafficking in the past decade, the phenomenon remains a serious challenge for the country. Notwithstanding the existence of a legislative and institutional base, the mechanisms for identification, referral and assistance of children victims of trafficking (VoTs) need to be further developed, and the reintegration of children VoTs remains a challenge due to its complex and long-term nature. Growing numbers of children are being identified by service providers, and with that, the need to strengthen referral and assistance mechanisms as well as of training most service providers becomes a pressing issue.

Children are commonly trafficked for prostitution and other forms of sexual exploitation, forced labour and other forms of economic exploitation as well as for participation in criminal activities, begging, and even organ theft. Most minors are subject to sexual exploitation, even when they are trafficked for other purposes.

The consequences of trafficking in children are very severe (including a wide range of medical, psychological and social factors), requiring long-term rehabilitation and reintegration actions, as well as careful monitoring of their situation upon completion of the reintegration process.

In response to these challenges and in support of existing efforts by the government of Ukraine and others, the IOM implemented a project aimed at strengthening the existing mechanism of identification and referral of and assistance to children VoTs in Ukraine, through capacity building and the establishment of service provider networks, while maintaining the scope and quality of the existing services of direct assistance to children VoTs. The overall focus of the project lies within the 3P areas: **p**rotection and reintegration, **p**rosecution and criminalization, and **p**revention, mobilisation and training.

Methodology:

3P is a multi-disciplinary approach that aims to respond to the complex nature of child trafficking, focusing on the following activities: reintegration assistance to children VoTs; comprehensive healthcare; training for providers of immediate services; capacity building/ training and establishment of networks for relevant law enforcement agencies in the fight against trafficking in children; institutionalization of best practices related to interviews with children VoTs within the procedural system for the crime of trafficking; monitoring of state juvenile facilities; activation of existing mechanisms for the protection and referral of children VoTs; overview and analysis of legislation on assistance to children VoTs;

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development and organisation of conferences on cases/"situation of cases"; and monitoring and evaluation.

The project targeted the whole system of identification and referral of children VoTs in Ukraine, aiming to strengthen the existing mechanisms and address the existing gaps. Five regions in Ukraine were selected as pilots. The rights and interests of children were the guiding principles of all activities carried out under this project.

Direct assistance services were provided free of charge, under the principles of confidentiality, informed consent and gender-sensitivity. The assistance package offered to VoTs is holistic and customised at the same time. In consultation with their legal guardians, the reintegration plan is developed for each child and followed with the guidance of the respective case handler (NGO teams). The package includes voluntary return to Ukraine; airport reception upon return to Ukraine; medical care, both general and specialized provided at the IOM's Rehabilitation Centre in Kyiv as well as in the regions of Ukraine; escort and travel assistance to the final destination within Ukraine; overnight accommodation while in transit; legal assistance on civil issues; legal advice/representation for victims who are witnesses in criminal cases; retrieval of lost documents such as passports and identification documents; reintegration grants to support the victims for the first three months after their return; income-generating grants and employment counselling as appropriate, grants for vocational training, as well as other forms of individual assistance.

Progress was monitored and evaluated on an ongoing basis to ensure that both efforts and funds were targeted at the most vulnerable areas. This was done through the exchange of information with project partners and associates, as well as with other relevant stakeholders; media monitoring after major events; adequate follow-up of participants regarding the effectiveness of training and relevant actions undertaken by them, including analysis of pre- and post-event surveys; in-depth interviews, quarterly follow-up and other activities; monitoring and analysis of available statistical data, particularly on the identification and referral of children VoTs; and monitoring of assisted children VoTs conducted as part of the reintegration programme. Several monitoring measures were launched to assess the influence of the project, such as monitoring of law enforcement in cases involving children VoT and monitoring of juvenile facilities. Five comprehensive monitoring visits were conducted with the implementing partners, in co-operation with the relevant state agencies in the regions of Ukraine, for all stakeholders involved to become familiar with the general conditions of the fight against child trafficking, as well as for assessing both the progress and impact of the project.

Challenges:

The administrative reform launched in Ukraine in December 2010 brought to light several challenges for the project, since the work of governmental partners was interrupted, which occasionally resulted in the loss of sensitised and trained staff. To overcome this challenge, the IOM re-established relations with new departments and appointed official representatives in key ministries to continue co-operation in the fight against child trafficking. Furthermore, to avoid the risk of overlaps/duplications and ensure optimal synergies, 'cross-fertilization' and cost effectiveness, a participatory approach was adopted based on ongoing communication and coordination with other relevant stakeholders and existing projects.

Lessons learned:

The project used a mixed approach of top-down (from the larger/general scale to the specific scale) and bottom-up interventions. The lessons learned show that while the top-down approach ensures better coordination and participation of partners in project activities at local level, the bottom-up approach encourages local ownership of the project results as well as the adjustment of relevant efforts to local specificities and needs. Moreover, following implementation of this project, the importance of mobilisation and policy dialogue with the government became paramount for ensuring political support to the project. Therefore, a well developed negotiation strategy coupled with permanent consultations (formal and informal) is both necessary and beneficial.

Next steps:

The mechanisms of co-operation between state and non-state organisations developed under this project continue to operate after the end of the initiative. In particular, the mechanism of conference on individual cases aimed at providing assistance to children VoTs has been adopted as a regular practice at local level and does not require any additional funding for its continuous application. Furthermore, project partners continue to disseminate the best practices developed through the project at national level, and are currently planning to extend the activities of this project to other regions in Ukraine.



GLOBAL

Mobilizing a global civil society movement for combating commercial sexual exploitation of children: ECPAT's experience of effecting change from the ground up

Period of implementation: Since 1990

Where: Globally

Main focus: Social mobilisation, international agreements and monitoring of policies to address the sexual exploitation of children

Lead organisation: ECPAT International

Website: <http://www.ecpat.net/>

Results: A global civil society network to prevent and address CSEC monitoring government actions in the fight against CSEC; research and evidence based practices inform and improve prevention and response to commercial sexual exploitation of children at the programme and policy levels; children and youth participate safely with peers and

others in the fight against sexual exploitation of children; governments committed to taking action against sexual exploitation of children and demonstrating systematic progress in addressing the problem in monitoring reports; traditional and non-traditional stakeholders such as private sector (Tourism Industry, ICT Industry, etc.) establish mechanisms for co-operation in addressing the various manifestations of the commercial sexual exploitation of children and adolescents.

Context and objective:

The prevalence and tolerance of commercial sexual exploitation of children began to attract public attention in the mid-1980s, when some highly publicized cases exposed by local NGOs drew international attention to the way in which sex with Asian children was being transacted among adults for exploitation, which was described as a modern form of slavery. In 1988 the Ecumenical Coalition on Third World Tourism (ECTWT) launched a research project aimed at uncovering the facts regarding child prostitution in three Asian countries: Sri Lanka, the Philippines, and Thailand. The aim was to uncover and document the connections between tourism and the increase in child prostitution as a basis for further action. The results of the studies were presented at a consultation on child prostitution and tourism held in Chiang Mai, Thailand, in May 1990. The consultation ended with a determination to take action, and ECPAT was established initially as a campaign to “End Child Prostitution in Asia Tourism”, focusing on ending the ‘commercial’ aspect of sexual exploitation of children. The ECPAT campaign gained unprecedented support and attention beyond Asia. A wide range of organisations, academics, religious groups, the UN, and Government activists among other social actors participated in this process initially led by civil society.

In 1996, the First World Congress against the Commercial Sexual Exploitation of Children in Stockholm, Sweden was organized by ECPAT in partnership with UNICEF and the NGO Group for the Rights of the Child (currently Child Rights Connect) and with the support of other key partners such as the ILO. Through these central partnerships and the backing of the Governments of Sweden, Japan and Brazil as hosts, a total of three World Congresses against CSEC have been convened. A core element of this effort is permanent civil society participation in monitoring actions at national level, so as to facilitate the periodic review of actions taken by States for implementation of global commitments and compliance with key international human rights instruments relevant to the protection of children from sexual exploitation (CRC, OPSC, the related Human Rights Council mandates and enforcement of the Stockholm Agenda for Action and the Rio Declarations) which provide guidance on the

required action against sexual exploitation of children and adolescents. Active support of the civil society movement against CSEC and its engagement in monitoring the commitments of Stockholm (1996), Yokohama, Japan (2001), Rio de Janeiro, Brazil (2008) has led to increased State and non-State action in the fight against commercial sexual exploitation of children and adolescents across the world.

Methodology:

The sustained mobilisation of civil society organisations in leading actions against sexual exploitation of children and adolescents required multiple strategies and activities such as:

- » Development of civil society networks at the national level: Network development began with the mapping of national actors working in children's issues to identify those working in the fight against sexual exploitation and to establish the nature and scope of their work. Consultations established the interest and capacity of different organisations to work against CSEC.
- » Strengthen capacities for research, education and advocacy against commercial sexual exploitation of children: Situational analyses were undertaken by civil society organisations at the country level to generate in-depth understanding and evidence of the issue. These in-country analyses examined the socio-economic context, push and pull factors, prevalence and various manifestations of sexual exploitation of children, existing legal framework protecting children from sexual exploitation, the role of civil society, government, law enforcement and the private sector response. Based on the analysis of progress and challenges, concrete recommendations were made for programming and reform of national policies. These reports were extensively used for raising public awareness and influence governments to develop National Policies and Plans to combat Commercial Sexual Exploitation of Children.
- » Design and implementation of counteractions based on the different forms and modalities of commercial sexual exploitation of children: In the country analysis, regional and global processes were instrumental in highlighting the extent of the problem of CSEC and its various manifestations, including emerging issues. These high level processes and events helped to inform and guide the global response framework against the commercial sexual exploitation of children. The strategies focused on integrated cross-sectoral coordination and on co-operation, prevention, protection, recovery and reintegration of child victims. Alliances were formed between sectors, including law enforcement, travel and tourism industry, ICT Industry, religious groups, academia, UN agencies, and government agencies

to strengthen the multi-sector approach for the protection of children from sexual exploitation in all its forms.

- » Support for the participation of most-at-risk children and those affected by sexual exploitation: Children's safe and meaningful participation in the design and implementation of the programmes and policies affecting them were promoted through local NGOs with direct access to child victims of CSEC.
- » Increased capacities of multi-sector professionals in addressing CSEC, such as social workers, NGOs, teachers, health professionals, law enforcement, judiciary, private sector (travel and tourism, ICT): Conducting capacity building, providing training resource kits on protection of children from sexual exploitation in tourism, training guides on combating trafficking in children for sexual purposes, training the trainer guide, training guide for psychosocial rehabilitation of children who have been subjected to commercial sexual exploitation.
- » Strengthen the roles of civil society organisations to monitor progress against international and local commitments to protect children from sexual exploitation: At the national level, local organisations produce country monitoring reports that identify and analyse a country's progress and commitment to fighting CSEC. Contribution to Universal Periodic Reviews highlighting the issue of sexual exploitation and calling for specific recommendations for the States.

Challenges:

ECPAT's methodology was designed in response to some of the following challenges identified by civil society organisations, government actors, UN agencies, etc. in the area of CSEC:

- » Coordination and Co-operation: Exchange of information between and within countries of relevant stakeholders, lack of National Plans of Action against CSEC or for children in general and lack of effective data collection systems;
- » Prevention: High levels of poverty and other pressure factors that increase children's vulnerability to sexual exploitation, societal tolerance and impunity towards CSEC perpetrators, limited resources available/allocated to children's issues or to child protection, and lack of information to communities on potential dangers of CSEC;
- » Protection: lack of harmonization of legislation with international standards, limited implementation of the law and few prosecutions/convictions of perpetrators and lack of child-friendly procedures;

- » Recovery and Reintegration: Lack of coordinated efforts in recovery programmes for children, gaps in assistance and reintegration, and lack of rehabilitation services and treatment;
- » Child and Youth Participation: Lack of resources and sustainability in the participation of children in programmes, and limited access of children to decision making bodies, particularly those that are most vulnerable to and at-risk of CSE.

Lessons learned:

A key strategy of the campaign to end child sexual exploitation was the collaboration and partnerships between local civil society and other sectors concerned with children's issues, thus consolidating a global social movement for the protection of children from sexual exploitation.

As participation in the movement by actors from across the world grew and knowledge about the nature and spread of sexual exploitation of children increased, ensuring a high level engagement by governments to address these violations against children became a priority of the global campaign. National entities from all sectors began marshalling support among relevant government agencies calling for initiatives to solve the problem.

The need to establish guidance for better understanding the sexual exploitation of children and the planning and implementation of preventive and support actions for child victims with a view to their recovery and reintegration became more evident as the movement grew.

The different forums in which ECPAT takes part are a vital channel and platform for engagement and participation of the global community in a sustained process of exchange, analysis and systematic planning of initiatives to combat sexual exploitation of children worldwide.

Next Steps:

Continuation of the success of ECPAT's strategies relies also on initiatives such as the ECPAT's Youth Partnership Project (YPP), which seeks to ensure children's right to actively and meaningfully participate in social change and in initiatives against CSEC as legitimate social actors, partners and rights holders. These initiatives encourage the empowerment of adolescents at risk of or affected by CSEC to promote advocacy campaigns, lobby governments and sensitise society to the fight against CSEC. Besides, ECPAT International Assemblies, convened every 3 years, provide a platform for systematic analysis of implementation by the global network of the strategies for overcoming the sexual exploitation of children and adolescents.





Good Practices: Combating Child Labour in the World

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GLOBAL



BRAZIL

‘Growing Nicely’ Programme

Period of implementation: Since 1998

Where: Brazil

Main focus: Private sector engagement to eradicate child labour in tobacco production

Lead organisation: Interstate Union of Tobacco Industry - *SindiTabaco*

Website: <http://www.sindifumo.com.br/>

Results: The main result achieved through the effective action of the ‘Growing Nicely’ Programme was the 58% reduction in child labour in tobacco plantations, according to data of the 2010 Census, when compared to the 2000 Census conducted by the Brazilian Institute of Geography and Statistics (IBGE); currently, 20 scholarships are provided to children of tobacco growers at the *Família Agrícola* School, whose main differential is the use of the Alternation Pedagogy approach.

Context and objective:

In Southern Brazil, tobacco is grown in 656 municipalities in the states of Rio Grande do Sul, Santa Catarina and Paraná. Tobacco is grown in an area 327,000 ha large by 165,000 integrated producers and involves 626,000 people in rural areas. In 1998 all Union member companies signed a pact for the eradication of child labour. The initiative led to the launch of 'The Future is Now!' Program, aimed at eradicating child and adolescent labour in tobacco plantations and encouraging the education of the children of tobacco growers. In 2008, 'The Future is Now!' was expanded through the creation of a Social Network formed by private and public agents and representatives of the tobacco industry, to discuss and strengthen preventive actions and tackle child and adolescent labour. In view of the results achieved by the Programme, the new legislation in force and extensive discussions about the subject with producers and other industry and society agents, a strategic plan was drafted expanding the horizon of the Programme, with broader objectives, reaching rural adolescents and youths more consistently and promoting initiatives targeted to children. All this growth and maturation efforts gave rise to the 'Growing Nicely' Programme.

Methodology:

The 'Growing Nicely' Programme became a joint and systematic action to prevent and eradicate child and adolescent labour in tobacco growing by raising awareness among integrated producers and society, as well as through social projects promoted by associated companies, with the approval and participation of public and private organisations, both national and international. The project is developed through:

- » Political Coordination to strengthen strategic partnerships and alliances with public and private organizations.
- » Training and Professional Development to promote activities for the field teams of the associated companies, which then become facilitators and multipliers.
- » Communication to:
 - ▶ Adopt measures for clarification and awareness among integrated tobacco growers.
 - ▶ Disseminate the programme.
 - ▶ Produce knowledge on topics related to the rights of children and adolescents through analytical-theoretical instruments for socio-economic evaluation.

- ▶ Define integrated communication policies and strategies between the programme and companies.
- » Social and Educational Development to:
 - ▶ Develop vocational training actions through partnerships to complement formal education, with a focus on the entrepreneurship of rural youths.
 - ▶ Develop educational, cultural and social extra-curricular activities for the children of integrated producers, thus enabling the full development of their skills, preparing them to exercise their citizenship and training them for employment, in line with the school, the family and the community.
 - ▶ Mobilise sufficient technical and financial resources to leverage and strengthen educational projects conducted by public schools and social organisations.
 - ▶ Promote measures to strengthen and monitor the quality of the pedagogical process and participation of the children of integrated producers so as to ensure equal access to and permanence in the school.
- » Private Social Investment to align and integrate educational and social projects of the associated companies with the mission and objectives of the 'Growing Nicely' Programme.
- » Political coordination for seeking support, mainly from municipal administrations, and formalisation of partnerships.
- » Sensitisation of Integrated Tobacco Growers to the value of incentive to education.
- » Support for Educational Programmes and Projects by encouraging social programmes and projects aimed at eradicating child labour.

Challenges:

Maintain awareness among integrated tobacco growers of the negative impact of child labour on the physical, psychological and social development of children and adolescents and of the importance of education for the future of their children.

Lessons Learned:

The positive result of a social programme depends on the coordination and mobilisation of partners. The 'Growing Nicely' Programme has achieved good results because it succeeded in attracting to its actions some entities that for long had engaged only in inspection. Today,

partnerships with these agents enables promoting more consistent activities of sensitisation and systematic reduction of labour among adolescents under 18 years of age in tobacco plantations.

Next Steps:

This is a social responsibility practice promoted by a Brazilian economic sector and, therefore, can be applied in other sectors facing the problem of child and adolescent labour in rural areas. The programme will be sustained by awareness actions enabled mainly by the synergy between the organization promoting the programme and other partner organizations.



EL SALVADOR

Experience to prevent and eliminate child labour in the sugarcane industry in El Salvador

Period of implementation: Since 2002

Where: El Salvador

Main focus: Private sector actions to prevent and eliminate child labour in the sugarcane industry

Lead organisation: Fundazúcar

Website: www.fundazucar.org

Results: 85% decrease in the number of children engaged in child labour in sugarcane plantations; fulfilment by most sugarcane producers of their responsibilities to prevent and eradicate child labour in sugarcane plantations; public sector partnerships allowed private companies to have the support of public policy and, in turn, contribute to its implementation; engagement of agricultural engineers, foremen, communities, schools, children, adolescents, and families in the sensitisation plan; standardization in the structure of monitoring activities;

more flexible inspection procedures, which enabled the list of prohibited activities to be considered in the process during the sugarcane harvest season; creation of the zero tolerance policy on child labour.

Context and objective:

In 2002 an Agreement was signed between the Association of Sugar Producers, the Government of El Salvador and the ILO, establishing specific commitments by the parties to intervene in the sugarcane industry and develop a programme to demonstrate the feasibility of eradicating child labour in sugarcane plantations. A complaint by an international NGO, in 2004, about the presence of child labour in the sugarcane industry made clear the importance of placing the topic high on the industry's agenda. The sugarcane industry then developed the initiative to prevent and eradicate child labour through a partnership between Fundazúcar, the ILO, the Ministry of Labour, the Ministry of Education, and the National Council for Childhood and Adolescence (CONA).

Methodology:

The initiative was developed with sensitisation actions to the problem, with control measures on its presence in the value chain, partnerships with the public sector to inspect and oversee the workplace and provide education and productive alternatives for children, adolescents and their families. That became visible to different actors in sugarcane zones (businesses, target communities, community leaders, teachers, and institutions). The presence of child labour in sugarcane production chain creates conditions that affect the lives of children and adolescents, ignoring regulations concerning the safety and protection of their rights, thus exposing producers to financial and legal penalties.

Partnerships between the public and private sectors, mainly between FUNDAZUCAR, the Ministry of Labour and the Ministry of Education, coordinated efforts and ensured that the responsibilities of each actor were leveraged and supported. The Code of Conduct for the Sugarcane Association of El Salvador was also created thus formalizing commitments for the prevention and elimination of child labour and allowing a broad understanding of what is expected of the companies. The Zero Tolerance Policy to Child Labour was established in procurement contracts, with a clause on the presence of children in sugarcane cutting sites. Monitoring programmes were developed for sugarcane harvest seasons with the aim to identify the incidence and recurrence of child labour in hazardous activities, with the participation of community members and the Ministry of Labour and Social Welfare of El Salvador.

Challenges:

The cultural roots of child labour in sugarcane producing communities.

Lessons learned:

The capacity of the Ministry of Labour to perform its functions in the sugarcane industry favoured both the relevance of its work and the partnership with the sugarcane industry.

Recognition of the presence of child labour in the formal sector and in its value chain allows companies to take on specific responsibilities related to the prevention and eradication of child labour.

Next Steps:

Making the prevention and eradication of child labour a decision of the entrepreneurial leadership favours the assumption of a long-term commitment that requires investment, respect for the agreed policies and the establishment of strategic partnerships with the public sector, meaning that the action goes beyond direct assistance to children identified in child labour.

Achieving the goal of zero children and adolescents working in the sugarcane industry requires also an awareness plan and an ongoing effort to advance progressively in the transformation of the cultural patterns that legitimize child labour, by conducting field audits every two years and finding real income generation alternatives for young people.

To replicate this practice, it is also important to start from the conviction that it is possible to prevent and eliminate child labour in the industry and summon all mills in the country, establish partnerships with the public sector, at least with the labour and education portfolios, have a diagnosis of the situation of child labour that enables understanding the problem, and defining the actions that should be taken and the actors that need to be involved.



CHILE

Growing up protected: A Handbook for the Protection of Child Workers

Period of implementation: Since 2010

Where: Chile

Main focus: Private sector mobilisation and education to prevent accidents among working adolescents

Lead organisation: Chilean Safety Association (ACHS)

Website: www.achs.cl

Results: 40,000 ACHS member companies, 8,000 educational institutions and 10,000 adolescents benefited by knowledge dissemination through the handbook; sensitisation and development, among a significant number of entrepreneurs, of a culture of prevention and reduction of accidents involving adolescents 15 to 17 years old, providing them with a better understanding of their job-related rights and duties.

Context and objective:

Developed by the Chilean Safety Association (ACHS), the private company managing social insurance against the risk of injury, accident and occupational disease, the project proposes an initiative that seeks to promote compliance by employers with legal work conditions for adolescents between 15 and 17 years old, prevent accidents and diseases that may occur with working adolescents and raise awareness of the protection of the rights and responsibilities of young workers in Chile. The Growing up Protected initiative has produced and disseminated information through a Handbook and a website to mobilise business leaders in different sectors of the Chilean economy.

The project was the result of two national agreements: one from 2008 prioritising child labour, which was signed by the President of Chile, Chilean business leaders, union leaderships, the Minister of Labour and the ILO; and the joint statement by the Confederation of Production and Commerce (CPC) and the Ministry of Labour to promote public-private partnerships in pursuit of the eradication of child labour. After the signature of an agreement letter by ACHS, in 2010, a Handbook was developed on the protection of young workers, based on evidence of a significant number of accidents recorded in Health Centres, in partnership with the Innovacom Agency (content and design), the Confederation of Production and Commerce (CPC), the Global Chile Agreement, Corporate Social Responsibility - CSR, the National Youth Service (SENAME), Technical Schools of the National Agricultural Society (SNA), and the Lyceum of Technicians of the Industrial Development Society (SOFOFA).

Methodology:

40,000 copies of the Handbook for the Protection of Adolescent Workers are available to members, and its contents present the background of adolescent work in Chile, their work conditions, the social context, the legislative framework to eradicate child labour and create the necessary conditions for the protection of adolescent workers, the testimony of 12 social and civil society stakeholders in Chile, recommendations for employers to ensure good work conditions for adolescents, reference materials, and the list of activities considered hazardous. The initiative distributed the handbook in both printed and electronic formats and holds awareness meetings with business leaders. Explanations on how to access and use the Handbook, examples of how to protect adolescent workers, suggested actions and statements by various stakeholders on the issue can be found at <http://manualcrecerprotegido.achs.cl>.

Furthermore, the ACHS has developed a strategy for analyzing accident reports presented by Health Centres and which are sent annually to employers on the international day against child labour.

To disseminate the information and promote access to the website, direct contact is made with adolescents in educational institutions (including technical colleges of business associations). At least five schools have been contacted through real time messages, thus allowing greater interaction among and participation of adolescents across the country. To reinforce the strategy of promoting rights and responsibilities, each year, on the 12th of June, during the day against child labour, educational messages emphasizing the rights and responsibilities of both adolescents and employers are sent to the schools.

Challenges:

The actual number of adolescent workers reported by ACHS member companies does not match the data provided by Labour Inspection offices; to date, no strategy has been developed to characterize adolescent workers, and the only information available about them is that contained in the accident reports produced by the ACHS Health Centres; limited technical and financial resources.

Lessons learned:

Analysis and follow-up reports on accidents involving adolescent workers produced by the ACHS health centres demonstrates the size of the problem and the urgency of taking measures to address it; direct communication between entrepreneurs and adolescent workers boost the creation of a culture of protection in the employment context.

Next Steps:

The main factors for the initiative to continue are the institutional strength of the ACHS, its close link with industry, the decision to maintain an awareness strategy to reduce accidents among adolescent workers, and the goals of the ACHS strategic plans. Technical assistance has also been provided to Paraguay for the adaptation and development of the Growing up Protected Handbook in that country. For the future and to replicate it, it is crucial to have information on the profile of adolescent workers, strengthen interagency and intersectoral coordination and continue training in prevention and protection.

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ECUADOR

Network of Enterprises for an Ecuador Free of Child Labour

Period of implementation: Since 2012

Where: Ecuador

Main focus: Private sector participation

Lead organisation: Project for the Eradication of Child Labour of the Ministry of Labour Relations (MRL). Website: <https://www.inductionone.com/redempresas/http://trabajoinfantil.mrl.gob.ec:8081/infantil/>
http://www.unicef.org/ecuador/policy_rights_24886.htm

Results: 15 companies among the largest 500 in the country, from different production sectors, with the support of the Ecuadorian Social Responsibility Consortium (CERES) and of the Global Compact Network; 85% of the companies adopt Zero Tolerance Policies as regards child labour; 90% of the companies have mapped, jointly with their main collaborators and suppliers, strategies to prevent and eradicate child labour; more than 6,000 collaborators,

including distributors and suppliers, certified in knowledge of the legislation and sensitized to the harms of child labour.

Context and objective:

In July 2012, with the support of UNICEF, the Project for the Eradication of Child Labour of the Ministry of Labour Relations (MRL) established the Network of Enterprises for an Ecuador free of Child Labour, a public-private partnership in which participating companies work to include the eradication of child labour among their objectives and, mainly, to take this approach to their production chain. By doing, so they have succeeded in impacting on suppliers, collaborators, clients, and distributors for the same objective. Companies participating in the Network are committed to making specific efforts to comply with management indicators related to the prevention and elimination of child labour in their production chains and sub-chains, including: developing corporate policies and management systems that ensure compliance with the legislation on child and adolescent labour; raising awareness among all their collaborators and groups of interest of their co-responsibility on the topic; developing within their territories of influence social responsibility actions that promote the enrolment and permanence of children and adolescents in school; offering decent work conditions to their adult workers, in order to improve the living conditions of their families and thus prevent child labour; preparing management transparency reports that promote similar good practices in other companies.

Methodology:

The operating model of the Network of Enterprises enables obtaining quantifiable results through effective compliance with indicators jointly developed by Network participants. The goal is to achieve the prevention and elimination of child labour not only among companies, but mainly in their production chains, thus allowing the impact and reach of the initiative to be much greater. Companies have developed social responsibility strategies and many voluntarily join the United Nations Global Compact. These elements encourage them to promote “good practices” for the elimination of child labour, which are not restricted to the company’s environment but can be transferred along the production chain both backward, to suppliers, or forward, to distributors, as applicable. For the proper operation of the Network, several commitments and indicators have been established, as well as the expected impact.

UNICEF and the MRL play the role of facilitators in the implementation of the operating model. UNICEF provided financial and technical assistance by hiring a consulting firm specialized in

social responsibility that follows up the companies and offers: Technical support to facilitate compliance with the indicators developed as well as follow-up and monitoring. Additionally, these institutions design supporting tools for sensitisation to the topic and communication, so as to facilitate the training and sensitisation processes in the production chains of partner companies.

Monthly workshops of the Network are held with the aim to inform on the progress and coordination of strategies. In this sense, remediation initiatives are developed and shared with Network partners for the exchange of good practices associated with the elimination of child labour.

Challenges:

Responsibility, which is shared with Enterprises and the State in the fight against child labour in Ecuador, requires matching efforts, which in turn require permanent training. This led to the development of an online training tool that allows companies to obtain their certification.

Lessons learned:

Good practices were produced and coordination initiatives are developed among Network partners for the purpose of sharing these good practices related to the prevention and elimination of child labour and remedying the cases identified.

Next steps:

The incorporation and commitment of at least another 30 companies with this common goal is expected to occur by 2014.



PAKISTAN

Codes of conduct: Employers bringing order to child labour elimination in the informal sector

Period of implementation: 2010 – 2012

Where: Pakistan

Main focus: Private sector engagement

Lead organisation: Employers' Federation of Pakistan

Website: www.efp.org.pk

Results: 15 employers associations at the district level in Punjab and Sindh provinces in nine sectors committed to end the use of child labour in the informal sector; the associations developed and signed a code of conduct, whose enforcement is being monitored by the Employers Federation of Pakistan, the district government and the Provincial Child Labour Units; a worker now may report a case or the population can file a complaint. The codes of conduct give the district government a mechanism for holding employers accountable. Dissemination of the codes by the media helped involve the general public in monitoring; the Employers Federation of Pakistan prints and distributes the codes of conduct to employers in other districts, aiming for distribution in all 104

districts of the country. Other district governments and employers associations are already using them.

Context and objective:

Children working in Pakistan's informal sectors, including agriculture, are typically treated harshly, often subjected to hazardous work and made to toil in poor to appalling conditions while deprived of education and training opportunities. It is a common custom, and in many respects an accepted way of life. In a country like Pakistan, in which a large portion of employers in the informal sectors have a low level of schooling, there is likely little awareness of the laws to protect children. Also, in such an environment many employers believe that employing children is a form of protection that keeps them from starving and that, therefore, they are actually helping them. It was because of this way of thinking as well as of the situation of working children that the ILO Combating Abusive Child Labour (CACL-II) Project (with funding from the European Union from 2008 to 2013) was created in a district in Pakistan's Punjab and Sindh Provinces. As just one strand in the braid of interventions to tackle the problem (ranging from establishing Provincial Child Labour Units to non-formal education centres to district-level rapid assessments), the project set out to work with employers' groups to change their mindsets.

Methodology:

Working in Sahiwal District of Punjab Province and Sukkur District of Sindh Province, the CACL-II Project relied on the results of the rapid assessments carried out in those districts to point to the informal sectors where child labour was prominent, such as auto repair workshops, brick kilns and even farms.

- » The project team and Federation representatives organized cluster-level orientation meetings with the informal sector employers. These were casual encounters with around 30–50 members at a time, in their respective business hubs;
- » “Key employers” were identified for their ability to influence other employers after attending the training workshops that were organized next;
- » A representative of the association was asked to sign a Memorandum of Understanding stating that employers would comply with ILO Conventions No. 138 and No. 182 and not employ any child younger than 14 in any form of work and younger than 18 in hazardous work. This was considered the first stepping stone to collaboration. Nine MOUs were

signed between a private association and the Federation, with representative of the district government and the ILO signing as witnesses (who were process and accountability observers).

- » The key employers whose associations signed the MOU were then included in a series of half-day formal workshops held in the evening, with technical presentations on labour laws, ILO Conventions, the Convention on the Rights of the Child, and how to improve their workplace occupational safety and health (OSH) conditions, specific hazards, psychological stresses, and the long-term impact on the child's health and well-being. The workshops involved 40-50 employers per group. District government officers also attended.
- » A total of 30 employers, including a cotton-farming village, offered to turn their workplace into a model workplace, to demonstrate to other employers how to comply with the laws and how to better treat children (the process is ongoing, with only 15 completed so far). The employers who participated in the workshops were provided with a user-friendly brochure to be distributed to other employers.
- » Each employer covered the expenses for renovating their workplace. OSH specialists from the Centre for the Improvement of Working Conditions and Environment (CIWCE) inspected the 30 workplaces and suggested infrastructure improvements, such as fixing the electrical wiring or drainage, adding ventilation or windows and more lighting, cleaning or painting the walls. The workers were provided with protective gear and safety equipment, and posters with explanatory diagrams were hung on the walls for quick reference. In the model of the cotton-farming village, the entire community, including women and children, were oriented to use safe farming methods in their regular farming activities. During the post-intervention training, various techniques of rapid participatory assessment, including role play, were used to educate the communities of illiterate farmers on specific technical aspects, such as handling fertilizers, pesticides and modern protective gear.
- » The final workshop focused on developing a code of conduct for each of the nine sectors singled out due to the preponderance of child labour. During the workshops, the content was detailed while the group offered comments and inputs. Nine consultations were conducted with the employers' representatives from each group to finalize the project and adapt it to their sector. The final codes were then signed by the respective employers association and the EFP, with district government authorities and ILO representatives as witnesses.

- » Each code contains basic facts and terminology, a brief explanation of each relevant law and definitions of child labour in Pakistan and then a description of the hazards for children and young workers in that particular sector.
- » A matrix then describes each task typically carried out at the worksite in a particular sector, the main hazards involved and guidelines for the employment of children and young workers for that task. The code ends with an action checklist to assess if a workplace is in compliance with the legal requirements and if it is child/youth-friendly. Employers are encouraged to allow young workers to complete the checklist.
- » Individual compliance is checked by each association. The Employers Federation of Pakistan monitors compliance. The district government is aware of the commitments and also acts as a monitor. If an individual employer violates the code, each association has its own punishment system.

Challenges:

The initial plan for the codes of conduct intended to include a punishment system within the association. The associations, however, were reluctant to agree to this approach. A change was made and each association could decide how to handle violations. Some chose to rely on a system to warn employers and cancel their membership after three violations. Some opted for a cash fine, which would be used towards the association's welfare activities.

The general public and informal sector employers were largely unfamiliar with the country's labour laws. It was challenging to make them aware of their legal obligations. Key employers, who then reached out to other employers and the general public coupled with the organisation of casual get-togethers initially in the evenings helped overcome this challenge and brought the employers closer to the project by changing their attitudes.

Lessons learned:

It is very difficult to mobilise informal sector employers in a country with a literacy rate below 50%. Most informal sector employers have no awareness of labour laws and international commitments. Mobilizing them requires resources, time and money.

Most, if not all, informal sector employers need to work every day. Reaching out to them with a project or training activity requires flexibility and willingness to conduct activities when it is most convenient to them, which may be in the evenings.

Relying on influential and literate employers helps reach out to other employers in a more efficient and expedient manner.

A public response is critical because it is individuals who will report violations. If there is public response, systems will be created and used. There are a variety of existing systems, but they lack a responsive public and, thus, are essentially gathering dust.

Next Steps:

Success depends on the commitment of the local employers associations and their understanding of the principles of corporate social responsibility. During preparation of the codes of conduct, involving all partners, mainly the Employers Federation of Pakistan and the district government authorities did make a difference. They are now aware of the commitments each association has made and have become the backbone of a social control system. Furthermore, the public has to be informed through involvement of the media. When communities are aware of commitments to change, they will exert pressure for the fulfilment of commitments and thus join that social control system.

Ergonomic carpet loom for adults only

Period of implementation: 2003 – 2006

Where: Pakistan

Main focus: Improving working condition for adults to eliminate the exploitation of children

Lead organisation: Centre for the Improvement of Working Conditions and Environment (CIWCE), Labour and Human Resource Department, Government of Punjab

Website: www.ciwce.org.pk

www.clrc.org.pk

Results: Children cannot work on the new loom; child labour was reduced in the households of the 30 model worksites; all the families provided with a loom are sending their children younger than 15 years to a non-formal education centre; around 26,000 working children and their siblings were enrolled in a non-formal education centre; 30-50% increase in productivity and earnings of the households participating in the 30 model worksites; the results of the 30 model worksites indicated a sharp reduction in the health conditions of adults; young people older than 15 years are now learning the craft in a safe and healthy work environment; carpet businessmen and international organisations welcomed the new loom and are exploring the possibilities of disseminating the model not only in Pakistan but in other countries where carpet weaving is carried out; more than 700 non-formal education centres were established in ten districts of Punjab; the success of the loom project boosted the fight against hazardous child labour in other sectors thus improving the working conditions of adults as well as their productivity and health, such as in the case of the highly dangerous fodder-chopping machine; CIWCE, which conceived the idea, received the Tech Award for Innovations Benefiting Humanity as well as the Grand Prize from the Tech Museum of Innovation in San Jose, California, USA in 2005 (from among 80 countries and more than 560 innovations), and two years ago won the 50,000 rupees Presidential Award in recognition for its work.

Context and objective:

Hand-knotted carpet weaving is an ancient craft that millions of people across modern-day Central and South Asia rely on for their livelihood. In Pakistan, a major producer of such carpets, it is a common source of income for rural families. There are approximately 300,000 looms in Pakistan – a third of them in Punjab Province. These looms, however, have hardly changed in design since the sixteenth century, when the craft was introduced in South Asia. Although they produce beautiful rugs, the wooden looms are hazardous: weavers need to squat or sit on their toes for long hours; the wooden boards they sit on tend to bend due

to moisture, making the weavers' posture even more uncomfortable. The wooden rods and a metal pipe used for changing the warp threads for knotting often hit a weaver in the head when entering or exiting the loom. During the winding of the finished carpet on the roller, the heavy metal fastening chain sometimes snaps and hits the person rolling the carpet in the head, teeth or face. Also, the looms typically are installed in dark and dingy rooms with poor lighting and ventilation. After years of working in this condition, many adults suffer debilitating health issues and low productivity because they cannot remain long on the loom and thus they bring in their children to work (taking them out of or never enrolling them in school) so that they can fulfil their contracted orders.

ILO involvement in Pakistan's carpet sector dates back to 1995, at the onset of the IPEC country programme, which came at the request of the then Pakistan Carpets and Manufacturers' Association to respond to the international consumer pressure on child labour involvement in carpet-making. The ensuing action programme to fight child labour in the carpet industry established a successful multilateral public-private partnership as well as the piloting of multifaceted response strategies, which have since become standard practice. Key actors in this partnership were the Punjab Department of Labour and Human Resources Development, the then Pakistan Carpets Manufacturers' and Exporters' Association, the NGO Bunyad (BLCC) and ILO-IPEC. Pilot action at the time was based on results of rapid assessments and consultations. In 2001, the Centre for the Improvement of Working Conditions and the Environment of the Punjab Labour and Human Resource Department (with funding from the European Union through ILO/IPEC) surveyed weaving households and found that 80% of the workforce was female and 60% (at 100,000) were children. While 78% of the parents were illiterate, only 8% of the children were enrolled in school. Another study on the health and safety conditions that CIWCE also conducted (with ILO/IPEC Carpet Project funding) found that carpet weavers were suffering from frequent health problems related to pains in their bones and joints as well as respiratory ailments due to bad working posture, long working hours and a poor work environment. Carpal tunnel syndrome was widespread among weavers, and some children suffered from bone deformities due to bad working posture. Many of the weaving families were in debt. From both studies it became clear that the poor design of the carpet loom was the major cause of health problems, low productivity and thus a huge contributing factor to whether children took up weaving or went to school.

Methodology:

As a recipient of ILO/IPEC technical support and grants over the project's five years, the Centre for the Improvement of Working Conditions and the Environment focused either on

eliminating child labour or on the hazardous conditions of certain workplaces. Along with the innovative concept of dangerous machines, CIWCE set up model workplaces in various sectors to improve safety conditions and to provide workers aged 15-17 years with a safe environment in which to learn vocational skills. Based on the findings of some studies on weaving families as well as on health and safety conditions, the CIWCE team recognized the weaving loom as a central part of the problem, compounded by it being a fixed structured in a typical home environment (dusty and dark) and set out to make it more suitable for adult work:

- » CIWCE prepared a funding proposal for ILO/IPEC for the development of an ergonomic loom, and an engineer was hired to work with the safety and health technical team.
- » The team approached steel manufacturers from the local markets and with the aim to encourage them requested a proposal for manufacture of the loom for the government centre and to encourage the long-term production of the looms to be freely placed on the market as a new business.
- » The team talked with weavers, both in households and large factories, and began experimenting with models, testing and modifying them repeatedly. The loom was extensively tested to see its acceptability by poor and illiterate families.
- » This new technology replaced the wooden loom with a portable steel pipe-frame loom on which the weavers do not have to sit on the ground; instead, they sit on a chair and can even weave while standing. Actually, the height was set for an adult's body, making it difficult for children to weave. Foot and arm rests were added so that weavers can stretch their back while working. The loom is portable and can be assembled in other rooms of the house to suit the weaver's comfort. The wooden rod for changing the warp side was replaced by a locking gear, thus eliminating the cause of head injuries. The chain winding for the finished carpet replaced by a gear winding mechanism that eliminates the chance of facial injuries during winding.
- » After repeated trials 30 looms were ordered to be tested in model worksites (in both households and factories) in three districts. The households chosen were recommended by the communities and were those with children involved in weaving but with parents willing to send them to school.
- » After setting up looms in 30 worksites (mostly homes), the CIWCE staff informed the adult weavers and contractors of the needed for health and safety measures, such as improving lighting and natural ventilation and whitewashing the walls to enhance lighting. They were introduced to the new loom and practical methods for reducing hazards. The

families were provided with dust masks and mats (which can be easily cleaned with a damp cloth) and first-aid kits.

- » The ILO/IPEC Carpet Project provided the looms and transferred first-time ownership to the weavers. An information campaign targeted at the weaving families, contractors and community leaders was held to make them aware of the health and safety risks to children.
- » An NGO monitored the worksites and the school attendance of the children. Many children, mostly girls, had never attended school and were enrolled in a non-formal education centre.
- » A year later the CIWCS team conducted a follow-up survey and hired a physician to conduct physical examinations and an assessment of aches and pains.
- » Community meetings on hazardous child labour were organized in areas where carpet weaving was more common, during which video testimonials were shown poignantly illustrating the negative impacts on children's health. Many parents removed their children from weaving after hearing the reports on health impacts.

Challenges:

Carpet weaving is largely a family industry, and introducing a new machine requires demonstrations and sensitisation; people need to be convinced of its productivity. In Pakistan, the model worksites over time demonstrated the impacts on health and the improvement in adult productivity; the weavers' testimonials about their increased incomes and reduced health issues had the biggest impact.

Many employers failed to understand the usefulness of the new loom and were not concerned about health problems, or rather chose to believe their workers were healthy. Contractors especially were ambivalent on the issue of children working in weaving, saying that it was not their responsibility that families were engaging their children in carpet production. They were not employing children, they said. They thought the new loom was an unnecessary luxury. The first contractors to adopt the new loom in carpet manufacturing were those with highly-skilled workers. Once a loom was set up in a village, neighbours came in to watch and talk with the weavers, and upon hearing about improvements in comfort and income, they became convinced. They began lobbying for a new loom from their contractors. Testimonials and videos of people using the loom helped to convince employers – they were first moved by the improvements in the quality of the finished product and then by health improvements. But it took demonstrating the improvements – they had to see to believe.

Lessons learned:

It is possible and timely to modernize old designs, old technology and old traditions. And this can be done without much investment to improve the health and productivity of weavers.

In the highly conservative Pakistan (and in areas of high illiteracy rates), many people prefer old ideas, even if they are hazardous. Introducing new ideas requires changing mindsets, which was done by showing the economic benefit: higher production rates (safety improvements were not impressive enough to convince many users). In the end, money won over safety. The money factor – increased productivity and income – must be emphasised. This remains a challenge for many technological improvements.

Including the local market products in the consulting and piloting stages helped to create the sense of ownership of technological change on the local market and encouraged the long-term production of innovations.

There are many types of hazardous labour involving adolescents. Yet, if the hazards can be removed with minor modifications, the work can easily become safe, skilled, legally acceptable, and productive work for children of legal working age. There is no need to shut down businesses – making well organized change in the way they manage the business, discouraging the employment of young children and encouraging young people to learn traditional skills will be enough.

Next Steps:

The Punjab provincial government is considering allocating funds from its development budget to establish model worksites in five districts to promote the loom among carpet weavers and their employers. The main beneficiaries will be women weavers in poor rural households. The purpose of the project will be to assess the economic impact on household income and productivity and explore the possibility for large-scale adoption in cities where the expansion of the carpet industry would be promoted. The idea remains on the drawing board because weaving families or contractors or exporters were expected to contribute 30% of the cost of the loom and as yet no one is willing to commit. Part of the difficulty is that exporters do not want to be identified as employers (potentially of children), which technically would happen if they put up the 30%. The biggest problem is the market situation; if that improves, there is much potential for the new loom inside and outside Pakistan. Afghanistan, for example, has shown great interest in the new loom.

Improved fodder-cutting machine could protect millions of young livestock farmers (Pakistan)

Period of implementation: 2012 - 2013

Where: Pakistan

Main focus: Improving working conditions for adults to eliminate the exploitation of children

Lead organisation: Centre for the Improvement of Working Conditions and Environment (CIWCE), Labour and Human Resource Department, Government of the Punjab

Website: www.ciwce.org.pk

www.clrc.org.pk

Results: Farmers easily see the value and are asking for the new model; several associations have promoted its use among their members; the innovation in technology removed a major hazard confronting children daily while preparing food for livestock; the Government is considering a proposal to prohibit the sale of any fodder-chopping machine that has no safety protection; the Government will introduce a bill as soon as the improved *toka* machine is easily available on the market in the next two years.

Context and objective:

The recent ILO/IPEC investigation into the effect of work on children's health in Pakistan found that child workers in agriculture-related occupations (crop agriculture, cotton production, date palm farming, and livestock raising) in some ways appears safer than other occupations studied but it is not, especially considering its two serious hazards: pesticide poisoning and injuries to feet and hands from machinery. According to the report on the research in 10 occupational sectors, particularly distressing is the toll taken by the *toka* fodder-cutting machine, which has resulted in a large number of amputations. Although chopping fodder is a common rural household activity and many children work with the machine as part of their family chores, it is typical practice for commercial livestock farms (with more than 10 buffalo) to employ young men and task them with preparing fodder. Many cases of child workers with fodder machine-related amputation have been documented. Although Pakistan's child labour law prohibits the employment of children on a *toka*, enforcement is weak so that children and adolescents (both girls and boys) regularly operate them, mostly to help in household chores.

Methodology:

As a recipient of ILO/IPEC technical support and grants over the past five years, the Centre for Improvement in Working Conditions and Environment focuses on eliminating child labour, and for those of legal working age, eliminating hazardous conditions in workplaces. Along with the innovative change in the design of dangerous machines, the Centre has set up model workplaces in various sectors to improve safety conditions and to provide workers aged 15-17 years with a safe environment in which to learn vocational skills. Aware of the dangers inherent in the use of the *toka* machine, the CIWCE team in 2012 set out to make it safe:

- » The team hired an engineering student interested in working on a voluntary basis with CIWCE, who proposed safety components to modify an existing machine.
- » The team then installed five machines in model workplaces, benefiting around 50 workers. The new safety conditions included a chain-link fence around the machine to protect anyone from getting too close when it was in operation.
- » The machine was introduced to the provincial government, with requests for funding to promote it to the public. Considering that most government officials came from a rural background, it was easy for them to understand the need. The machines are to be distributed to the model farms set up through the agriculture department to teach crop diversification techniques and other innovations in addition to serving as a training venue for reaching as many people as possible.
- » The CIWCE team continues to organise workshops for employers and machine owners to demonstrate the safe technology and encourage the replacement of the hazardous machines, which eventually will be illegal. The team also promotes the technology, using images of young workers with an amputated arm or hand as an extra incentive through newspapers, television, brochures and local campaigns.
- » To encourage major manufacturers of traditional machines to produce the safer model, CIWCE offered to publicize their participation and steer consumers to their product (still in discussion stage). CIWCE has conducted at least ten OSH seminars in the project's two districts with the employers associations, who signed codes of conduct in agriculture and committed to not using child labour. CIWCE also has conducted an awareness campaign on these machines and other hazards, with participation of the local media.

Challenges:

The main challenge was keeping the safety modification simple but completely safe; there was a tendency to make it sophisticated when such a level of complexity was not needed or would not be practical. The designers maintained a simplicity standard and kept working with users until everyone was sure they had reached a simple and safe solution.

Most farmers want to avoid the hazard the old machine imposed, so convincing them of the worth of the new design was easy. In pockets where farmers are illiterate, the biggest challenge was changing mindsets through information. Also, providing the alternative option of the safety components rather than requiring farmers to buy a more expensive machine helped making the change. Once the first wave of change is made, it is likely that others will be convinced.

Lessons learned:

Removing hazards that affect children and adolescents, and even adults from workplaces can be simple and even inexpensive. Making workplaces safe can eliminate hazards without the need to remove children of legal working age from work, thus giving them the opportunity to learn vocational skills as apprentices.

Next Steps:

The law prohibiting the sale of a fodder-chopping machine without safety features would be a positive legal measure, but enforcement would need to be robust to ensure the widespread uptake of the new machine and possibly the replacement or modification of the dangerous machines.

Demand from consumers certainly will sustain the production and purchase of safer machines, but this requires informing consumers of cheap options. Many people do not know they have options.



GLOBAL

Child Labour platform - Global Compact

Period of implementation: Since 2010

Where: Global

Main focus: Mobilisation of the private sector

Lead organisation: UN Global Compact

Website: <http://www.unglobalcompact.org/>

Results: About 30 companies from the cocoa, cotton/garment, mining, and tourism industries participated in the working group of the Child Labour Platform; nine good practices were identified and described; a comprehensive publication containing business practices and the main lessons learned within the Child Labour Platform during its first year - inspired by the UN Guiding Principles on Business and Human Rights was prepared; recommendations for public procurements were developed in close co-operation with CSR Netherlands and the Stop Child Labour Campaign.

Context and objective:

The Child Labour Platform was established in 2010, following the Global Conference on Child Labour of May 2010, in The Hague, as a result of the commitment made by the Dutch Government to facilitate sharing of good practices and use of combined experiences of companies from multiple sectors, which were declared in the global Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016 as key components for accelerated progress towards the established goals.

The Platform is a multi-sector, multi-stakeholder forum for sharing experiences and lessons learned in eliminating child labour, particularly in the supply chain. It provides training and capacity support and link with global and local initiatives against child labour, in addition to fostering practical actions that can make a difference in affected communities.

At the request of the Dutch Government, The Sustainable Trade Initiative (IDH) coordinated the set up and the first year of the Child Labour Platform. As an initiative of the UN Global Compact Labour Working Group, the Platform was co-chaired by the International Trade Union Confederation (ITUC) and the International Organisation of Employers (IOE), and coordinated by the ILO and the Global Compact Office.

In October 2010, the Steering Committee of the Child Labour Platform formulated the following four overall objectives for the Platform:

1. To identify 10 good practices for reducing and eliminating child labour (in principle 2 in each of the five focal sectors) and make them available to the wider community via the UN Global Compact website.
2. To collect experiences in and learn from the implementation of good practices by 50 participating businesses in five sectors.
3. To formulate, by sector, practical business, investment and social procurement guidelines, based on the identified good practices and the combined experience of stakeholders inside and outside the child labour platform.
4. To stimulate implementation of these guidelines in government procurement and by the financial sector.

Methodology:

To guide the activities of the Working Groups of the Platform, the IDH developed a four-step approach, starting with a quick scan of practices of participants, peer learning in Working

Group workshops, development of good practices, and a final publication. One good practice was identified in relation to each of the nine elements of John Ruggie's 'UN Guiding Principles for Business and Human Rights', which allowed for the good practices to be applicable in multiple sectors (represented in and outside the Child Labour Platform). The following good practices were developed:

1. Child labour policy supported by operational guidelines.
2. Tailored training for key employees.
3. Building relationships with first-tier suppliers: supplier support and supplier relationship strategies.
4. Tracking performance of suppliers: involvement of external and internal stakeholders.
5. Collaborative action to address lower tiers in the supply chain.
6. Combining non-judicial and judicial channels for addressing child labour incidences.
7. When child labour is found: a remediation approach based on engagement with supplier, local stakeholders and affected persons.
8. Partnership approach to address the root causes of child labour.
9. Communication on performance and challenges.

The nine good practices were developed with the assistance of two human rights experts. A quick scan survey was processed among 17 companies, 12 interviews were conducted with participating companies, and several workshops were held around the content of the good practices.

Practical guidelines for business, investment and public procurement based on the lessons learned in the platform and outside the platform were developed. Furthermore, key points of attention and main lessons learned from the discussions in the Child Labour Platform were captured in a comprehensive Booklet. Based on the good practices and the booklet, practical guidelines for social procurement were further developed in co-operation with the Stop Child Labour Campaign of Hivos.

To stimulate the implementation of the lessons learned in the first year of the Child Labour Platform, the Booklet and other documents of the Child Labour Platform were disseminated to a wider audience, including through a series of IDH forums, such as the International Supply Management Congress held in Amsterdam on 16 December 2011; the UN World Tourism

Organisation in Berlin on 9 March 2012; and the Global Compact Netherlands & Germany Conference held in Arnhem on 25 April 2012.

In addition, other partners have also started using the booklet and other documents of the Child Labour Platform in their communication. The Stop Child Labour Campaign will for example use the booklet and the practical guidelines for public procurement within their network and at workshops/seminars they organise for their partners and potential new partners. The pension fund company APG will use the paper on the interpretation of the booklet in a financial context in its network as a discussion document, stimulating thinking and discussion on the topic.

Lessons learned:

The most critical condition for success is the active support of business partners and other stakeholders in the platform to contribute their knowledge and experiences of good practices in combating child labour and making this information available and accessible to other companies. Furthermore, the working group needs to be able to create engagement, authority and confidence of the stakeholders and of the wider group of participants to commit to the reduction and elimination of child labour.

Challenges:

The Child Labour Platform was originally set up as a business platform with multi-stakeholder elements. In the early stages of the Child Labour Platform it was highly important to gain commitment and create a 'safe' environment for companies to discuss the sensitive topic of child labour. After two initial meetings, other stakeholders (NGO's, unions, experts) were invited to participate as well.

Next steps:

In April 2012, the Child Labour Platform (CLP) was transferred to the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC). The visions for the near future is that the Platform will provide training and tools for member companies to help them address and prevent child labour in accordance with their respective obligations and corporate social responsibilities. The Platform will also offer opportunities for businesses to work jointly and collaboratively with the ILO and the UN Global Compact in different countries and communities to address the issue of child

labour, with an explicit focus on quality education to promote an adequate and productive school-to-work transition in favour of community development. The Platform will also further identify obstacles that businesses face in implementing the Global Compact Principle 5 (Businesses should uphold the effective abolition of child labour), based on the principles of the ILO child labour Conventions, catalysing practical – and, where appropriate, joint – solutions..





Good Practices: Combating Child Labour in the World

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TANZANIA

Child Labour monitoring system

Period of implementation: 2004

Where: Tanzania

Main focus: Strengthening and decentralization of policies and of the monitoring system

Lead organisation: Ministry of Labour and Employment

Website: www.kazi.go.tz

Email: ps@kazi.go.tz

Results: National Action Plan (NAP) and Child Labour Monitoring System (CLMS) for the elimination of the worst forms of child labour; public budget allocation started in the district of Urambo to promote the access of vulnerable children to secondary school and vocational training centres.

Context and objective:

Before the beginning of the International Programme on the Elimination of Child Labour (IPEC) in the Urambo district of the Tabora region, in Tanzania, there was no child labour monitoring system (CLMS) in place. As part of the Project's initial activities, the CLMS was introduced in 2004 for the purpose of identifying children engaged in child labour and offer them educational services. The IPEC Project, in collaboration with the tripartite partners, created a structure for monitoring child labour by establishing the first Village Child Labour Committee (VCLC), the District Child Labour Sub-Committee (DCLSC), the District Child Labour Coordinator, the National Child Labour Coordinator (NCLC), and the National Inter-Sectoral Coordination Committee (NISCC), with representation of various key actors from different ministries.

Methodology:

The actions were implemented at both the local and national level. At the local level, key actors in government districts were informed about the CLMS, data collectors were trained and other indicators were identified to integrate the CLMS into the local government database. VCLC members in the Urambo district participated in the quarterly observation of tobacco farms, with a view to identifying children engaged in child labour. Once identified, the children were removed from labour by the VCLC, in collaboration with implementing agencies and the district council, and referred to vocational training centres in the Urambo district and the Tabora region for appropriate integration into the education system. Copies of the information on working children were also submitted to the office of the District Child Labour Coordinator for documentation and analysis.

Challenges:

Several components of the NAP have yet to be integrated at either the district or national level into the policies of other ministries besides the Ministry of Labour. It is necessary to secure the allocation or resources from other ministries such as the Ministry of Education, the Ministry of Local Administration and the Ministry of Finance.

Lessons learned:

It was noticed that some members of the Village Child Labour Committees (VCLCs) were not very effective in monitoring child labour activities in their respective areas. It was further

noted that there was a high demand for incentives from some of the VCLCs, which became a determining factor for participation of the VCLCs in the child labour monitoring system (CLMS) of the programme. These factors therefore need to be taken into consideration in future initiatives and alternative ways to provide capacity building, training, skills, tools, and equipment for data collection for integrating and scaling-up the CLMS need to be explored.

The lessons learned also demonstrate the importance of ensuring strong and regular coordination between THE district and national levels of government to promote adequate coordination, monitoring and follow up across different levels of government.

Next steps:

In terms of implementation of the National Action Plan (NAP), some elements of the NAP integration are under way through various child labour interventions in 16 of the 128 districts. These elements include the allocation of resources for child labour interventions in those districts, the establishment of district database systems on vulnerabilities so as to incorporate the CLMS into district development plans, the adoption of bylaws covering the elimination of child labour, and the establishment of DCLCs and representation thereof in the District Council Management Teams. There is a potential for quickly integrating the CLMS into local governance institutions, as a result of the government effort to accelerate the decentralization process by building institutional capacity for local government operations.

In Tanzania the elimination of child labour is currently the third priority of the Decent Work Country Programme (DWCP) and is also featured in both the National Strategy for Development and Poverty Reduction (MKUKUTA) and the Strategy for Poverty Reduction (MKUZA). Any future national initiative will be included under Pillar III and will work within existing government structures and processes. Technical support will be provided by the ILO Office in Dar Es Salaam. The main counterpart for the Project will be the Ministry's child labour units in the mainland and the Ministry of Labour in Zanzibar. Project advances will be reported to the National Inter-Sectoral Coordination Committee (NISCC), which is the government's national child labour coordinating body.



ZIMBABWE

Coalition against child labour in Zimbabwe

Period of implementation: Since 2005

Where: Zimbabwe

Main focus: Social mobilisation and education against child labour

Lead organisation: Coalition Against Child Labour in Zimbabwe (CACLAZ)

Website: http://www.kubatana.net/html/sectors/coaOO2.asp?sector=LAB&year=2008&range_start=1

Email: caclaz@yahoo.com

Results: Increased awareness and sense of ownership in the community; 350 children reintegrated into school.

Context and objective:

According to a 2010 UNICEF report, 13% of Zimbabwean children are engaged in child labour, which is defined by the International Labour Organisation (ILO) as work that is mentally,

physically, socially or morally harmful to children and that interferes with their schooling. Zimbabwe's Labour Act prohibits employers from hiring a person less than 18 years of age to perform hazardous work, and the Children's Act criminalises the exploitation of children through employment. However, a study on child labour in Zimbabwe conducted by the Ministry of Labour together with international and local partners, including the ILO and UNICEF, released in June 2011, concluded that "the prevalence of the worst forms of child labour is on the rise and cause for concern". The report identified poverty as the main driver of child exploitation, along with "the breakdown of the family unit due to HIV and AIDS, as well as the inadequacy of the social services delivery system."

According to UNICEF, of Zimbabwe's 1.3 million orphans some 100,000 are living on their own in child-headed households. Many of these children are forced to abandon school and find work as street vendors or workers in tobacco farms, tea and sugarcane plantations and mines, in order to support younger siblings. The conditions for children working in farms are "particularly difficult", according to the report, as children are often exposed to bad weather, dangerous chemicals and the use of heavy machinery. Early marriage has also resulted in high school dropout rates among young girls, often as an effect of their engagement in child labour in their husbands' homes. The Coalition against Child Labour in Zimbabwe (CACLAZ) was established in 2005 by labour unions and a child rights organisation seeking to bring about a coordinated approach in dealing with the twin problems of child labour and low school attendance.

Methodology:

CACLAZ was formed to politically support and raise awareness of child labour issues on the national agenda of Zimbabwe. Zimbabwe, through CACLAZ, is working towards the elimination of child labour through the Child Labour Free Zone concept. Since 2007 CACLAZ has been tackling child labour in communities of selected Child Labour Free Zones (CLFZ). In 2010, CACLAZ participated in an international mission of a series of organisations from different African countries to India, which included Zimbabwe, Uganda, Kenya, Ghana, Ethiopia, and Morocco, where these organisations had the opportunity to see and learn from concrete examples of successful implementation of the territorial-based approach against child labour.

The key elements of the CLFZ concept in Zimbabwe are concentrated around the following:

- » Incubation Centres: As transitional camps or short-term (6-18 months) camps. Former child workers, who have been out of the formal school system for prolonged periods, receive orientation before being reintegrated into the formal education system.
- » School infrastructure development: The community is mobilized to build classrooms to replace the make-shift ones and hence improve the school environment.
- » School fees and uniform assistance: Strategic partnerships with organisations that support the children of poor families, particularly HIV/AIDS orphans, in paying school fees and purchasing uniforms as well as to mobilise the community to unlock resources to support their children.
- » Investment in social capital: To raise community awareness through School Development Committees, Ward Child Protection Committees, School Based Child Protection Committees, and Junior School Based Counselling Clubs.
- » Campaign against early marriage: Partnership with the Police Victims' Friendly Unit to enforce the legal prohibition of early child marriage (and child exploitation) and encourage schools to monitor the attendance of children at risk and report any cases of child marriage to the Police.
- » Access to enabling documentation: Assistance to children in the CLFZ who do not yet have a birth certificate in obtaining it.

Challenges:

The limited infrastructure of the schools is a disincentive for parents to send their children back to school and for good teachers to come to the district. In an attempt to overcome this challenge, CACLAZ has mobilised the community to build better classrooms. The community has in turn taken ownership of the cause and collectively provided the building materials and the labour required to build the classrooms.

Lessons learned:

The structure of the coalition has been one of the key factors for the success and strength of the CLFZ. Members complement each other's efforts, and the tripartite arrangement of the Progressive Teachers' Union of Zimbabwe (PTUZ), the General Agricultural Plantation Workers Union of Zimbabwe (GAPWUZ), and the African Network for Prevention and Protection of Child Abuse and Neglect (ANPPCAN) has guaranteed the performance of the coalition and the impact of the programme.

Next steps:

Building further on the pilot phase of the programme, CACLAZ aims to expand activities with the objective of having 1,000 children reintegrated into school by the end of 2014.



MALAWI

Documenting Emerging Good Practices of the ILO-IPEC SNAP Project

Period of implementation: 2012

Where: Malawi

Main focus: Social mobilisation, structural support to strengthen integrated public policies

Lead organisation: Government of Malawi

Website: <http://www.ilo.org/global/about-the-ilo/multimedia/features/malawi/lang-en/index.htm>

Results: Good practices and key lessons learned identified in nine strategic areas of the ILO-IPEC Project to Support the National Action Plan to Combat Child Labour in Malawi (SNAP), including the National Action Plan for Malawi; integrated area-based approach (IABA) to eliminate child labour; strengthening local action for community-based child labour monitoring systems (CLMS's) and community infrastructure programmes (CIP's); community regulation and service delivery in interventions; focus on the informal sector through workers organisations and market structures; and exchange visits.

Context and objective:

The efforts of the ILO International Programme on the Elimination of Child Labour (IPEC) to address issues of child labour in Malawi date back to the year 2000, including support for withdrawal and rehabilitation of children in commercial agriculture (2000-2005) and the development of a National Action Plan to combat child labour (2005-2008). The Plan aimed at mainstreaming child labour across sectors and roll out direct action projects at district and community levels to test models for withdrawing and preventing children from child labour through institutional capacity building, skills training, school mainstreaming and enhancing household food security. The implementation of (SNAP Malawi) 2009-2012 attempted to consolidate and expand these previous efforts. The overarching development objective of the project was to contribute towards the elimination of the worst forms of child labour in Malawi and consistently assist Malawi in reaching the global IPEC goal of eliminating child labour through the development and implementation of National Action Plans (NAPs) to fight child labour. Moreover, the SNAP Malawi Project aimed to improve Malawi's child labour knowledge base and institutionalize intervention models yielding good practices at the national level and shift the focus from targeted sectors of child labour to a more integrated area-based approach (IABA).

In line with the strategic focus of Malawi's SNAP Project, the overall objective of the documentation of good practices emerging from the SNAP Malawi Project was to: 1) share knowledge generated from lessons learned and good practices and feed it into the design of new projects or the next phase of a project; and 2) improve Malawi's child labour knowledge base and create good practice models for laying the foundations and costs of child labour free zones that can be replicated and scaled up throughout the country.

Methodology:

The methodology and scope in documenting the emerging good practices involved desk review of relevant documents, consultations with the Project Management Team and Implementing Partners, field visits to selected Implementing Partners, consultations during key meetings and presentation of good practices to stakeholders. Several independent elements, including: (i) rationale and/or theme for the good practice; (ii) background of the project in which the good practice emerged; (iii) achievements and results of the good practices; and (iv) lessons to be drawn from implementation of the good practices formed the basis for the identification and presentation of the emerging good practices.

Challenges:

The set-up of monitoring systems and the organisation of both communities and the informal sector through CLMS is a promising development in terms of increasing access to child workers otherwise hidden and improving the environment for those children employed in the informal sector. However, the development of a monitoring system within the informal sector as part of the national CLMS requires lasting incentives beyond time-bound programmes by workers and employers organisations.

Lessons learned:

Child labour interventions do not occur in a vacuum and become more effective when they build on what already exists for ongoing improvement and learning.

To create a framework for proper coordination mechanisms, laws and policies that bring positive change in public perceptions about children's needs and rights, National Action Plans (NAPs) should be integrated into national development policies and developed through consultative processes, with participatory, multi-disciplinary and transparent approaches involving key stakeholders at all levels of government (i.e. national, state and municipal/district levels).

Child labour is the result of a bigger picture and requires holistic approaches at national and international levels as well as at the level of families and communities to create and ensure sustainable change that meets the best interests of the children concerned.

With regards to Child Labour Monitoring Systems (CLMS), the study demonstrates that inspection functions to ensure compliance with the law should be separated from monitoring functions on the planning side, so that the Planning Unit of the lead Ministry is provided with an adequate space to champion the CLMS.

The study also shows that exchange visits have proven to be positive experiences in terms of the operations of district and community structures as well as partners in addressing development issues, including sustainability of structures through district plans and committees and involvement of communities and their leaders.

Next steps:

Expectations are that beyond the SNAP Malawi Project, future programmes and players in combating child labour in Malawi should be able to benefit from these practices.



DOMINICAN REPUBLIC

Local Committees, Provincial and Municipal Prevention and Eradication of Child Labour: A Local Joint

Period of implementation: Since 2005

Where: Dominican Republic

Main focus: Strengthening public management structures to mainstream the fight against child labour into public policies at local level

Lead organisation: Ministry of Labour

Website: www.set.gov.do

Results: Creation of 43 Local, Provincial and Municipal Management Committees reporting to the National Steering Committee to Combat Child Labour, to coordinate public policy and advance actions to prevent and eliminate child labour and its worst forms; protection of adolescent workers; greater decentralization of the national agenda against child labour and for the protection of adolescent workers; joint work between local representatives of different institutions and sectors to address the problem; establishment of a local dynamics in the committees based on recognition of the local context; greater consistency within the policy framework between different sectors and management levels.

Context and objective:

In 2005 the government of the Dominican Republic, through its National Steering Committee to Combat Child Labour established the Provincial and Local Committee for the Prevention and Eradication of Child Labour in all provinces and municipalities in the country where there was a representation of the Local Labour Ministry. The objective was to coordinate public policies and engage local institutions at different management levels in a comprehensive agenda of prevention and eradication of child labour and its worst forms, as well as of protection for adolescent workers. The initiative was developed in partnership by the National Steering Committee to Combat Child Labour, government representatives, employers, workers, civil society organisations, the ILO and UNICEF.

Methodology:

The local Committees are management and integration bodies within the national territory to address child labour, and also a platform to manage the National Strategic Plan for the Elimination of the Worst Forms of Child Labour between 2006 and 2016. Likewise, it was established that conditional cash transfer programmes and school support resources should be linked to social policies for girls, children, young workers and their families. The committees should then develop a Plan of Action that responded to the commitments of the country, based on The Roadmap to Make the Dominican Republic a Country Free of Child Labour and its Worst Forms by 2016, the National Strategic Plan for the Elimination of the Worst Forms of Child Labour from 2006 to 2016, the Plan of Action Against the Abuse and Sexual Exploitation of Minors in the areas of prevention, protection and assistance, besides the elimination of child labour. The committees are led by the local representative of the Ministry of Labour, which involves other departments, including inspection, social assistance and protection services. Their actions are coordinated and monitored technically by the Unit against Child Labour of the Ministry of Labour. The unit, in turn, is connected with inspection, which identifies children and adolescents engaged in child labour and their families, who are referred to social assistance and protection services.

Challenges:

Limitation of human, financial and infrastructure resources in government institutions at both national and local level; weakness in the institutional positioning of stakeholders in local contexts; implications regarding local ownership of the main actions to prevent and eliminate child labour.

Lessons learned:

The existence of a regulatory framework does not ensure an offer of services and actions according to the magnitude of the problem; local policies offer opportunities to strengthen national strategies, given that the actions are related to the conditions in local contexts; collective work involves learning how to engage and build consensus.

Next Steps:

The government will continue to strengthen the local committees, so as to give consistency to existing public policies at the different management levels. It will also encourage the creation of new committees in the territories where these have not yet been formalized and will monitor the processes to support the sustainability of the Committees.



ARGENTINA

Work is not a child's play

Period of implementation: Since 2011

Where: Argentina

Main focus: Integration of public policies to combat child labour

Lead organisation: Ministry of Labour and Social Security and Provincial Committee for the Prevention and the Eradication of Child Labour (COPRETI) of the Province of Santa Fe.

Website: http://www.santafe.gov.ar/index.php/plan_estrategico_provincial

Results: 500 children 0 to 5 years old, daughters of temporary rural workers and/or belonging to family agriculture in production areas benefited from the initiative; inclusion of the children's older siblings in the initiative.

Context and objective:

The prevention and eradication of child labour and of the worst forms of adolescent labour is one of the main goals of the Decent Work Agenda of the Province of Santa Fe. Santa Fe adopted the definition of the International Labour Organisation (ILO), according to

which child labour as “any economic activity and/or survival strategy, whether paid or not, carried out by children under the minimum age for admission into work or employment, or who have not completed mandatory education or who are under 18 years old if it is dangerous work”. In the Province of Santa Fe, Law No. 12967/2009 on the Promotion and Full Protection of the Rights of Children and Adolescents provides for a broad framework regarding the rights of children and adolescents between 0 and 18 years old. The Law also formally recognizes their rights and establishes criteria and actions to be adopted by the provincial government pursuant to the model of full protection of rights. This framework includes the operation of the Provincial Committee for Prevention and Eradication of Child Labour (CoPreTi), which is formed by several provincial and municipal government agencies, trade union associations, companies, and employers’ chambers, as well as by different non-governmental organisations (NGOs) concerned with child labour issues. This Committee is the only one of its kind in the country with a quadripartite nature, since it incorporates NGOs involved in the area, which gives it greater dynamism and a wider focus when making decisions.

To ensure better operation and meet completely different realities, the Committee works through two sub-committees: urban child labour and rural child labour. In this regard, the Government of Santa Fe promotes the development of public policies for employment generation and family strengthening aimed at guaranteeing the right of boys and girls to education and full development, as an articulating axis for the eradication of child and adolescent labour.

Methodology:

The survey enabled beginning to set priorities and relevant spaces where child labour (CL), including domestic work is still found, through accurate and observable indicators (labour, social, productive, educational or health system indicators). On this path, the comprehensive approach to childhood protection in agricultural areas occurs through Child Care Centres (CCI).

Early childhood protection follows a planning schedule based on the principles of access to healthcare (medical staff, nurses, nutritionists, paediatricians, social workers, psychologists), rest facilities (the CCIs are equipped with cribs and beds for all children on a compartmentalized way), games and recreation (all CCIs offer daily playful activities), body care and hygiene (care-providing mothers address particularly issues related to body care and regular personal hygiene habits). In the CCIs offering school support or after

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school programs, teaching assistants develop reading and writing spaces and help children with the homework they bring from associated education institutions.

Therefore, the general goal of the programme is to contribute to the elimination of Domestic Child Labour in labour- and family- intensive agricultural areas where cotton, sugar, strawberries, carrots, and potatoes are grown as well as in landfills in the Province of Santa Fe, in sectors with informal, labour-intensive rural activity. Each CCI was thought out and designed to be a tool focused on the territory in question. Its comprehensive intervention approach comprises an incidence plan that consists in defining the problems, goals, actions, and resources required for promoting a given change in public policies. Generally, the plan is expressed in a document that shows the change process pursued and enables focusing and prioritizing time, knowledge and available resources. Additionally, the notion of social care means understanding care in terms of social organisation and enables complementing the analysis of micro-social aspects by reviewing the role of social policies in regulating the relations, activities and responsibilities associated with care, as well as the way these strategies are organized.

Challenges:

To consolidate intra-governmental (at provincial, municipal and of community level) and national coordination for the effective implementation of strategies for the Eradication of Child Labour. To sustain and expand the spaces of social dialogue between government, capital and labour in medium term contexts for the eradication of child labour.

Lessons learned:

It is important to emphasize the rights approach applied to the notion of child care. In general lines, the rights approach is based on consideration of the conceptual human rights framework, which should be understood as offering a coherent system of principles that can be applied to development policies. Also, this approach is not restricted to women, but recognizes all people as citizens. In this regard, it means promoting the holistic and universal nature of child care. It implies understanding child care as a core concern of societies, which cannot be solved just by generating an increased supply of care - although this is indispensable - but by making responsibility, obligation and the resources required for care universal. Obviously, this will entail important cultural changes in the way the gender division of work and the very organisation of the labour world are understood.

Like the rights approach, the child care approach is based on the notion of citizenship and the duty of the State to enforce rights by coupling the need for involvement with the participation of society. Therefore, the notion of integration of social services is based on the recognition that guaranteeing a right without meeting all the other needs could compromise its efficacy and sustainability.

This notion is included in a protection paradigm that goes beyond the old discussion between universal and focused policies, by harmonizing the aspirations for human development, justice and equity, based on the obligation that the entire population should enjoy certain levels of socially defined well-being.

Next steps:

Rendering accounts is one of the next steps of the initiative, to give the main donors and decision makers a concrete measure of the progress and goals achieved in relation to projected results and impacts. Other steps include supporting operational management that feeds back the implementation of the organisation's projects and programmes, supporting strategic management by providing information on potential future opportunities and on the strategies that should be adjusted, creating of knowledge about the strategies that generally work in different contexts and facilitate the development of more effective strategies in the future and, finally, ensuring the empowerment that enhances the strategic planning skills of participants, among whom there could be people from the programme or other stakeholders (including beneficiaries).



MEXICO

Human Development Opportunities Program

Period of implementation: Since 1997

Where: Mexico

Main focus: Integrated policies of social assistance, education and health for families vulnerable to child labour exploitation

Lead organisation: *Coordinación Nacional del Programa de Desarrollo Humano Oportunidades* (National Coordination of the Human Development Opportunities Programme)

Website: <http://www.oportunidades.gob.mx/Portal/>

<http://evaluacion.oportunidades.gob.mx:8010/es/index.php>

Results: Decrease of more than 17.4% in the number of children (boys) dropping out of primary school, as a result of the Opportunities Programme in rural areas; young rural beneficiaries between 15-19 years with an additional one year of schooling on average, as compared to non-beneficiaries in 6 years of exposure to the Programme: 14% in all school grades completed; greater probability of attending secondary education in rural areas: girls 12-13 years old - 32.5% and 25.7%; boys 12-14 years old - 41.5% and 32.9%; 24% increase

in secondary school enrolment in rural areas – 28.7% among girls and 15.7% among boys; 85% increase in enrolment in the first grade of secondary education in rural areas and 10.1% in urban areas; decrease of about 40% in participation in the labour market among boys 12-13 years old from the beneficiary rural families; probability of working 35% and 29% less among boys 16-20 years old at the time of measurement (2003, corresponding to 10 and 14 years of age in 1997) among families participating in the Programme since its inception in relation to non-beneficiaries; decrease in men-women inequality from 83 women for 100 men enrolled in rural secondary school to up to 96 women for every 100 men enrolled in the period 2002-2003.

Context and objective:

The economic crisis of 1994-1995 aggravated the situation of poverty and the inequality already existing in Mexico. The country was facing an economic crisis that prevented public resources from being widely invested in social policies, coupled with poverty combat instruments that proved highly ineffective at the time, especially food subsidies. About one out of five Mexicans lived in a situation of extreme poverty and the scenario suggested that in the short-term the population living in that condition would increase and the situation of those affected by the phenomenon would worsen, thus encouraging the reproduction of an inter-generational poverty cycle. The situation described for 1995 demanded the formulation of policies in two fronts: firstly seeking economic stability and secondly formulating new social policies and reformulating the existing ones in order to improve the living conditions of millions of Mexican families living in a situation of poverty. Such was the initial analysis scenario that would lead to the creation of the *Programa de Educación, Salud y Alimentación* (Education, Health and Food Programme - PROGRESA), currently the Opportunities Programme.

Today, the Human Development Opportunities Programme (PDHO) aims at: Contributing to breaking the inter-generational poverty cycle by developing the educational, health and nutritional capacities of families that are beneficiaries of the Opportunities Programme". The Program intends to enable beneficiary families living in a situation of poverty to develop their capacities in education, health and nutrition, through a series of actions and strategies, namely:

- » Providing increasing educational assistance at all compulsory educational levels to children and young people from beneficiary families, thus stimulating regular school attendance and consequently the completion of said educational levels.

- » Ensuring access by beneficiary families to the *Paquete Básico Garantizado de Salud* (Guaranteed Basic Health Package) so as to encourage the use of preventive healthcare services and care for their own health and nutrition;
- » Providing assistance to beneficiary families so as to improve the diet and nutrition of all family members, with an emphasis on more vulnerable populations such as children, pregnant women and nursing mothers;
- » Promoting commitment to the Programme goals and the active participation of all members of beneficiary families by fulfilling the co-responsibilities associated with Programme interventions.

Methodology:

Between 1995 and 1997, extensive surveys were conducted on the poverty context in the country, and emphasis was placed on designing the most adequate strategy for developing instruments to fight it. A pilot programme was implemented in the state of Campeche to test the new poverty combat strategy, with encouraging results. Issues analyzed included: identification and selection of beneficiary families, how funds would be transferred to the families (cash on non-cash transfers) and the amount of these subsidies. The main operational guidelines for the development of actions under the Opportunities Program are:

1. Identification of beneficiary families: through an evaluation of their social and economic conditions divided into two phases: i) selection of locations, mainly marginalized areas; and ii) identification of each of the households, which entails an individual evaluation using a score system.
2. Characteristics of the subsidies:
 - a. Education component: enrolment, permanence and regular assistance in all compulsory educational levels for the children of beneficiary families; scholarships and subsidy for the acquisition of school materials; cash incentives for scholarship students in secondary education;
 - b. Health component: Guaranteed Basic Healthcare Package, which is a non-reducible benefit based on the *Cartillas Nacionales de Salud* (National Healthcare Booklet), varying according to the age, sex and event in the life of each person; better nutrition for the beneficiary population, especially to prevent and to overcome malnutrition among pregnant and nursing women; promotion of better self-care through information

campaigns on health, prioritising nutritional education, healthcare promotion and disease prevention.

- c. Food component: Monthly cash subsidies transferred directly to the beneficiary families, in order to contribute to improving the quantity, quality and diversity of their diet; monthly or bimonthly delivery of food supplements to pregnant and nursing women.
3. Cash subsidies: Bimonthly payment of cash subsidies through the banking system (commercial banks and savings banks, etc.) in the form of deposits in personal accounts.
4. Co-responsibility of beneficiary families: The main pre-requisites for families to receive the cash subsidy are:
 - a. Enrolment of children under 18 years old in all compulsory educational levels.
 - b. All members of beneficiary families must keep their medical appointments in health clinics, including the elderly, as scheduled.
5. Establishment of Community Promotion Committees: These are forums for the social organisation of benefit holders. They are formed by the words Education, Health, Nutrition and Surveillance members, chosen by the benefit holders themselves. The words contribute to the establishment of a link between beneficiary families and healthcare and education services and the National Coordination unit, to channel their requests and suggestions and strengthen the actions focused on nutrition, social control and transparency of the Programme.

The Operational Monitoring Model mutually agreed with the Health and Education Sectors and approved by the Technical Committee of the National Coordination enables obtaining detailed information on the status of the operation. The data collected inform decision-making processes and the detection of operational deviations, and contribute to the implementation of actions for the continuous improvement of the Programme's operational processes through the creation and the analysis of indicators.

Another very import monitoring and evaluation element is the Indicators Matrix, which is included in the performance evaluation system led by SHCP. The Indicators Matrix or the Logical Framework includes the indicators that summarize the main processes, activities and the expected results of programmes or projects. The values of these key indicators are informed on a bimonthly, quarterly, biannual or on five-year basis, depending on the nature of the data and the source of the information, which can be internal, as is the case of the

beneficiaries' registry in the Progres-Oportunidades programme, or external, like in the population census or the ENIGH household survey.

The evaluation of the long-term effects of the *Oportunidades* Programme is made through external evaluations carried out by consulting firms and academic institutions, both public and private, national and international, and their findings are used to make the changes needed to increase its effectiveness.

Challenges:

As the beneficiaries of the educational support get older, it becomes increasingly difficult to maintain them in school, since the scholarship no longer competes with a salary due to the economic needs of families that benefit from the PDHO.

Lessons learned:

The programme confirms the importance of formalizing inter-institutional coordination, thus guaranteeing the coverage of services to assist the target population of the intervention, ensuring the quality of the services provided, developing a monitoring and evaluation system before implementation of the intervention, ensuring the annual budget for the programme for the intervention to be sustained during the necessary time, generating medium-term impacts on the living conditions of the population assisted, and developing a regulatory normative framework that gives transparency and legality to the processes and actions of the intervention.

Next steps:

The Opportunities Programme enjoys consensus among the different political forces represented at the Chamber of Deputies, which year after year have approved the resources and coverage of the program. Specifically, some of the factors that help to explain the sustainability perspectives of the programme are:

- » Creation of abundant and easily accessible information.
- » Preparation of detailed Operational guidelines / Rules and strict fulfilment thereof; especially regarding the selection of beneficiaries.
- » Parliament engagement process, by providing information for Parliament members to have greater knowledge of the programme's operation and use of its financial resources.

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- » External impact assessment, which generates inputs for a more solid and objective decision making process, as well evidence on the achievement of its objectives.
- » Non-association of the Programme with political or party-oriented activities.
- » Suspension of subsidy payments in the period before federal or state elections. .



KYRGYZSTAN

Using a study on the health status of working children to influence policy

Period of implementation: 2006 -2007

Where: Kyrgyzstan

Main focus: Monitoring processes supported by health data to strengthen public policies on child labour

Lead organisation: Ministry of Health of the Government of Kyrgyzstan

Website: <http://www.med.kg/>

Results: 400 children aged 10-16 years and their families reached by awareness raising campaigns; knowledge base on child labour strengthened, with precise data about hazards and risks for children's health in agricultural work; regular medical examinations of working children undertaken by the Ministry of Health in municipal markets; two 15-minute documentaries on child labour in agriculture and child labour in informal economy were produced; meetings with parents in all schools held by the Ministry of Education to provide information on the risks children are faced with in the world of work and the value of education.

Context and objective:

Poverty remains one of the main underlying causes of child labour in Kyrgyzstan. The majority of children involved in child labour work as unpaid family workers in rural areas of the country. Kyrgyzstan relies heavily on agriculture, producing tobacco, cotton, maize, rice, potatoes, and vegetables. The southern part of Kyrgyzstan, including Osh, Jalalabad and Batken regions, is the major tobacco-growing area in the country. Apart from agricultural work, children of Kyrgyzstan are also involved in the mining of coal and gold, and cattle rearing.

Many children working in agriculture are exposed to the worst forms of child labour (WFCL). They are vulnerable to an array of hazards, such as carrying heavy loads, being exposed to dangerous pesticides and fertilizers and using dangerous tools. In tobacco fields many children are involved in tobacco spraying, curing and grading.

In order to stimulate political momentum toward the elimination of child labour, solid data on the conditions and hazards facing working children is an important component. Providing such information lays the groundwork for mobilizing policymakers as well as the general public.

The Action Programme “Health status and rehabilitation of working children in tobacco, rice and cotton fields in Osh and Jalalabat regions” aimed at strengthening the knowledge base on hazardous child labour through the provision of reliable data on the hazards and risks of child work in agriculture and, particularly, in cotton, rice, and tobacco plantations based on (1) a medical examination of working and non-working children; (2) a hygienic assessment of labour conditions; and (3) an awareness raising campaign among parents, children and the general public on hazardous child labour in agriculture.

Methodology:

In co-operation with the Ministry of Health and its local subdivisions, the NGO Positive Help undertook a comprehensive medical and hygienic examination of 300 child workers in cotton, rice, and tobacco plantations. In addition, the assessment covered 100 non-working children as a control group to compare the findings.

The study strengthened the knowledge base on child labour and provided precise data on the hazards and risks for children’s health of working in agriculture. The study also helped to examine more closely the relationship between children’s exposure to work hazards and the occurrence of work-related injuries. The information received was a crucial element in

advocacy and awareness raising campaigns following the examination. The study made it possible to obtain a profile of occupational risks to children and assess gender differences in these risks, and helped policy makers to justify moving the issue higher up the list of priorities.

The results of the study were presented to the members of the Coordination Council on Child Labour, which is headed by the Vice Prime Minister. Two 15-minute documentaries on child labour in agriculture and child labour in informal economy were produced using the findings of the examination. The documentaries focused on hazards and risks that children face in different types of activity in cotton, tobacco, and rice plantations, and showed the differences in the health status of working and non-working children. The documentaries have been widely used during different capacity building and awareness raising events.

Awareness raising events were organized as part of the Action Programme, covering 400 children aged 10-16 years from Osh and Jalal-Abad regions and their families. The interactive format of the meetings, using the results of the medical examinations and audiovisual materials on the differences between the health status of working and non-working children made a significant contribution to promoting active child participation in the fight against child labour. The problem was later raised and discussed in school debates with the participation of parents and local community members.

Furthermore, the findings of the medical and hygienic assessments of working children in agriculture served as a means of justification for developing a national list of hazardous types of work.

Challenges:

A key challenge consists in raising awareness of child labour and thus promoting action among key stakeholders. By producing and disseminating national data, the approach of this initiative proved to be notably more efficient than previous attempts of raising awareness with the help of data and numbers from other countries.

Lessons learned:

Assessments such as the ones carried out as part of this initiative create a good entry point for a broad number of interventions aimed at combating child labour.

Next steps:

Expectations are that the practice of undertaking comprehensive medical and hygienic assessments will be further replicated in other sectors at national level, as these assessments create a good entry point for a broad number of interventions aimed at combating child labour.





Good Practices: Combating Child Labour in the World

INDIGENOUS PEOPLE

330 AMERICAS

Guatemala 330

Panama 337

Paraguay 341



GUATEMALA

My rights are important - NUYATALIL (K'iché language) WOKLENA (Mam language)

Period of implementation: January 2010 to March 2013

Where: Guatemala

Main focus: Education to address child labour in indigenous communities

Lead organisation: Catholic Relief Services (CRS)

Website: www.crsespanol.org

Website: www.nuyatalilwoklena.org

Results: Over 6,300 boys and girls were withdrawn from child labour; over 3,000 children and adolescents were prevented from engaging in child labour; more than 500 teachers were trained in 180 schools; knowledge was passed on to education supervisors from six departments in Guatemala as well as to education officials in the central government; 180 people attended the six-month courses on Children's Rights and Child Labour, with the academic acknowledgement of the University of San Carlos in Guatemala.

Context and objectives:

The 2006 Living Conditions Survey (LCS) identified, in Guatemala, 966,000 working boys, girls and adolescents. Totonicapán and San Marcos are the departments with largest Mayan population, the highest levels of extreme poverty, malnutrition, service marginalization, and school dropout, repetition and age-grade discrepancy. Moreover, they have the largest number of child workers. Spanish is not the mother tongue of the families, and many seek work in other regions of the country or in the United States. The consequences of this migration movement are family break up, mono-parental families with women as head of the household, school absenteeism or dropout, and an economic movement within the informal sector, thus pushing children to work in order to help generate income for the family's subsistence. Many boys and girls are out of school because the contents they are taught fail to provide them with the skills they need to survive, are not available in their mother tongue or do not meet their immediate needs. On the other hand, schooling in Spanish also takes away the value and merit of the traditional teachings of Mayan culture, thus generating discrimination and low self-esteem in children and adolescents. The project aims to build regions free of child labour by training and committing local actors in the enforcement of children's rights and taking concrete corrective actions.

Methodology:

The project focused initially on working with educational community of public schools and then with parents in the local languages (K'iche and Mam), using appropriate ways to address the topics. Next, 120 collaborators visited most of the families, seeking to discuss the subject with the aim of educating, treating and changing the behaviour of their children. The next step involved contacting government authorities at central and local level to coordinate joint actions in plans, programmes and policies to assist child workers. Finally, the topic was discussed with local radio and TV social communications agents, authorities and institutions organized and led by the Mayan population, such as community radios, the National Mayan Education Council (CNEM), the Rigoberta Menchu Foundation, the State University Extension, and other groups, for the establishment of partnerships and local ownership processes.

Educational attention was given to the methodology in some institutions: Active Rural School; Inter-cultural Bilingual Mayan Education; Adult Equivalency Courses; Spaces to Grow; and Vocational Technical Education. The methodology is based on educating and training boys and girls, tutors, school principals, and parents organized into Early Alert Systems. This educational action aims at turning learning useful and attractive at school to prevent children

from abandoning it. All educational actions were implemented in tandem with radio and television campaigns with messages in the K'iche and Mam languages, flyers and posters in schools, shops and public places, all through mural paintings and marches, parades and rallies in municipal fair days.

A Monitoring Unit was established with records on 16,000 working boys, girls and adolescents, with their full documentation – birth certificates, school enrolment, parents' authorization to participate in the project, academic records, type of work, and number of working hours, as well as household visits received, agreements made with the child's guardian, and follow-up actions recommended.

Challenges:

- » Project acceptance by schools as well as by the communities where child labour was found;
- » Difficulty of families to withdraw their children from activities identified as child labour;
- » Schools closed due to teachers strikes; local social protests against the Central Government; and climatic phenomena such as storm Agatha in May;
- » Repressive actions by the central authority against old demands and claims: electricity tariffs, authorization for power plants and mining, destruction of crops linked to drugs without agricultural production alternatives.

Lessons learned:

There is a need to involve all stakeholders in the educational process so that: 1) teachers in schools provide appropriate assistance to working boys and girls; 2) parents become interested in the school achievement and present and future welfare of their children, without thinking only in the short term; 3) boys and girls commit to the schools so as to become watchdogs, advocating their rights; 4) educational contents take into account the parent's needs and interests, respecting their worldview and not belittling their beliefs.

Next steps:

The project *My Rights are Important* has shown and proven that the teaching of childhood rights is the backbone in the elimination and prevention of child labour. Training new generations by giving them the power of knowledge and advocacy of their rights is one way

of ensuring that these people will not be used for the benefit of others. It is also a way to build the 21st century society, which seeks to eliminate poverty and open space for a society without discrimination or marginalization.

The five different groups of actors (organized groups of teachers, parents, girls and boys, employers, local leaders) involved in and committed to the defence of children's rights are the main protagonists in a coordinated, joint and sustainable action. Addressing the topics with parents and preparing them to know the risks of each type of work and the rights that are violated is a way of preventing these children from being driven out of their homes. Decisions to change life and behaviour lead to greater commitment of adults as regards their children, preventing them from running away in search of work.

Friendly educational environments for working children

Period of implementation: Since 2012

Where: Guatemala

Main focus: Education in the fight against child labour in indigenous communities

Lead organisation: Full Development Programmes and Projects (PRODI)

Website: prodiguatemala@gmail.com

Results: 86% improvement in the academic achievement of children; community and parents sensitive to the social, cultural and educational reality of working children; mapping of the most frequent forms of labour carried out by boys and girls; development of a new education strategy in rural schools benefiting working children in the following aspects: a) good use of learning time; b) use of educational materials; c) on-site training processes; d) follow-up and monitoring in the classroom, school and community; and e) empowerment of and incentive to working children through several community and municipal events; teachers and principals committed to working for the eradication of child labour by implementing the pedagogical strategy and the education improvement project.

Context and objective:

In the rural context of poverty and extreme poverty, the child population of the ethnic group Kaqchiquel in the region of Chimaltenango, Guatemala, attends primary (elementary) school, totalling 2,500 boys and girls. The experience emerged from the need to provide working children with a pedagogically mediated educational work strategy that promoted the permanence of boys and girls in school. This strategy is developed in public schools through educational materials and workshops that facilitate the involvement of the educational community, which is committed to eradicating child labour. With the aim of removing 10% of the 2,500 children from child labour in the rural area of the Chimaltenango region, a methodology that enables working children to stay in school and complete primary education was designed. To date, the program has succeeded in maintaining 86% of the children in school. The objective was to engage the educational community and encourage it to participate and commit to eradicating child labour through educational and social agents in target communities.

Methodology:

The initiative was developed in the following dimensions:

- a) Boys and girls were trained in different topics through workshops, forums, municipal dialogues, and artistic, cultural, academic and social events. Spaces were also open for participation in community radio stations and the local media, for children to express their life expectations;
- b) Parents were trained in topics related to children's rights, child labour and assistance strategies at community level so as to contribute to its eradication. Children also received educational, cultural, sports, personal care materials, among others, which will contribute to their educational process;
- c) Teachers received educational materials and participated in a series of workshops that allowed them to take ownership the pedagogic strategy and teaching methodologies;
- d) Strategies to develop the Education Improvement Program focusing on the eradication of child labour were prepared jointly with school principals;
- e) Learning units were designed and delivered for school levelling and after school tutoring, as well as a series of tools that allow children to improve their learning and move on to the next grade;
- f) Working children were assisted by tutors who supported the levelling and after school tutoring processes using the materials prepared.

The methodology used - ERCA - helps the education community to acquire new knowledge from the experiences and reflections around issues affecting child workers. Following this process, spaces for applying the knowledge in the family, school and community were provided. Spaces are also adapted for applying the strategies and developing activities carried out mainly by child workers.

Learning processes are developed jointly with the children, based on the following phases and processes: a) preparation (as a permanent and timely process that facilitates the achievement of new knowledge); b) development of contents related to the basic national curriculum; c) practical application of the contents transmitted; d) ownership of what was taught through playful, practical and social activities; and e) evaluation processes developed on a bimonthly basis, which enable identifying the scope of competencies for curricular areas.

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The technical field teams pay regular visits to the communities and schools, during which they apply the monitoring instruments developed by the Telefónica Foundation. These instruments are applied to parents, children, teachers, principals and the general community. The data obtained is entered in the system and processed to enable assessing the development of the Programme and timely monitoring it each month, quarter and year end.

Challenges:

Among others, sensitisation to the negative consequences of child labour; training of teachers in pedagogical strategies that facilitate assisting working children; management childhood-oriented projects by Educational and Development Councils and other local authorities.

Lessons learned:

Lessons learned include:

a) The importance of working jointly with social actors and education agents; b) family-, school- and community-oriented training processes; c) processes of direct assistance to working children through scholarships that enable them to stay in school; d) participation and engagement of social actors and education agents, especially as a way of being empowered through the training programme, thus ensuring ownership of the processes and therefore their sustainability.

Next steps:

The programme tackles the root causes of the problem by seeking to produce changes in the educational system and enabling application of the educational reform in the classroom by means of the pedagogical strategy: education, mediated materials, work resources, and focus on work in the classroom.



PANAMA

Direct Action Programme for Prevention and Eradication of Child Labour specifically focused on Indigenous children

Period of implementation: Since 2011

Where: Panama

Main focus: Integrated policies for assistance to families and Indigenous boys and girls engaged in child labour

Lead organisation: *Ministerio de Trabajo y Desarrollo Laboural* (Ministry of Labour and Labour Development - MITRADEL)

Website: <http://www.mitradel.gob.pa/>

Results: To date the initiative totals 1,873 direct beneficiaries, including parents, guardians and child and adolescent girls, traditional and/or local authorities, community members, and educators.

Context and objective:

According to the 2010 census, the child population 5-17 years old totals 901,066 in the country as a whole. From this total, 146,391 are indigenous boys, girls and adolescents. The scourge of child labour among indigenous boys, girls and adolescents stems from customs and traditions that are frequently mentioned to legitimize child exploitation. The 2012 Child Labour Survey showed that there is a great concentration of working children and adolescents in indigenous territories: of a total of 13,646 individuals, the percentage of child labour stands at 16.4%.

Indigenous children and adolescents are engaged specifically in agricultural work, in activities such as sowing, harvesting and production sale, as well as fishing, stockbreeding, hunting, forestry and forest activities, in which they are initially engaged at the age of 5. Most of the girls are engaged in domestic work in households other than their own. Indigenous children often become workers in order to contribute to the livelihoods of their families when these have to migrate from their original communities, leaving behind specific formative processes, traditions and lifestyles.

The Ministry of Labour and Professional Development (MITRADEL) proposed as a strategy “To promote across our country direct action programmes for the eradication of child and adolescent labour in the most sensitive areas with higher incidences of hazardous child labour”. Therefore, in order to mitigate the situation of child labour in these territories, since 2011 MITRADEL has been implementing, through the National Office of Fight against Child Labour and for the Protection of Working Adolescents (DIRETIPPAT), actions of direct intervention in favour of the indigenous child population in a situation of child labour, by means of social protection plans and programmes for children, adolescents and their families, as agreed upon on the Hemispheric Decent Work Agenda during the 16th Regional American Meeting of the ILO held in the city of Brasília in 2006: To Eradicate Hazardous Child Labour by 2015 and Abolish All Forms of Child Labour by 2020. The Direct Action Programme (PAD) initiative aims to contribute to the Prevention and Eradication of Child Labour by providing a space where children and adolescents can find academic and psychosocial support that promotes change in the cultural patterns that legitimize their condition as workers.

Methodology:

The Direct Action Programme (PAD) is implemented by the National Office of Fight against Child Labour and Protection of Working Adolescents (DIRETIPPAT), and consists in the provision of full services to children and adolescents in a situation of child labour. Among the services provided are tutoring classes, family and social support, vocational training for

parents and/or guardians, playful activities (sports), and scholarships. The program is being currently implemented all across the country. In order to achieve its objectives, the program has the following strategy:

- » Step 1: Sensitisation and training of local communities and authorities.
- » Step 2: Removal of boys, girls and adolescents engaged or at risk of engaging in child labour.
- » Step 3: Surveillance and inspection of child labour (labour inspectors).
- » Step 4: Provision of preventive healthcare.
- » Step 5: Guarantee of re-inclusion and retention in the educational system.

To achieve the objectives, partnerships were established with public and private entities. This was essential for the provision of other services in addition to tutoring classes. Vocational training was provided to the parents of children enrolled in the PAD. Also, in coordination with non-governmental organisations such as Telefónica Foundation, through the *Proniño* Programme, the Fundación para el Desarrollo Sostenible (FUNDESPA), Casa Esperanza, Fundación Fe y Alegría, and the *Instituto de Desarrollo para la Infancia y la Mujer* (IDEMI), partnerships were established to address the issue of child labour.

Challenges:

- » To influence public policies of assistance to indigenous peoples, especially indigenous child workers.
- » To implement direct support activities in communities with a high incidence of child labour, in order to:
 - ▶ Improve the quality of and access to basic education services;
 - ▶ Improve the quality of and access to healthcare services;
 - ▶ Promote income generation for the heads of indigenous households in their communities and based on the tangible and intangible natural and cultural potential of these peoples.
- » To hold sensitisation campaigns on the importance of education and on child labour as a hindrance to the full development of indigenous children targeted at authorities, parliaments, and indigenous organisations and communities in general.

- » To formalize the PAD in the indigenous languages recognized by Panama.
- » To systematise the experience.

Lessons learned:

The initiative is being implemented as part of the public policies for the prevention and eradication of child labour. Besides the work carried out by interdisciplinary teams and the coordination with international organisations through technical co-operation, the initiative enables developing concrete initiatives for intervention in the areas where children are engaged in or at risk of engaging in child labour. The PAD provides assistance to children and adolescents, their families and the community through a comprehensive approach that can be replicated in any geographic area.

Next steps:

The actions of five government institutions that either directly or indirectly contribute to the full development of children and adolescents, ensuring the development and growth of the most vulnerable population living in indigenous territories are sustainable, thanks to the budget earmarked by the State for implementation of the Direct Action Programme, according to their level of participation. This enabled making a participatory diagnostic that was essential for the implementation of strategies focused on the prevention and eradication of child labour, as well as coordination with local and traditional authorities to ensure full integration with the objective of eradicating child labour, especially its worst forms.

Likewise, the possibility of intervening in indigenous territories was extremely important, despite the fact that the PAD was not translated to any of the languages approved by the State: *Kuna, Ngäbe, Buglé, Emberá, Wounaan, Naso, and Teribe*. A systematised database of child and adolescent workers and/or in a situation of social risk is available by province, district, school, age, and educational level, among other important indicators reflecting the characteristics of the population..





PARAGUAY

Model of Intervention in Child Labour for Guarani for the Guarani Mbya indigenous group

Period of implementation: 2011 - 2013

Where: Paraguay

Main focus: Full protection of Indigenous families and children vulnerable to child labour

Lead organisation: *Instituto Ecu mico de Promoci n Social* (OGUASU)

Results: 90 indigenous child and adolescent workers and their families were reintegrated into their communities of origin, coming from the communities of *Pindo 'i*, *Ñembiar *, *Ypa 'u* *Se orita*, *Mbarigui*, and *Ka'atymi*; 76 indigenous adolescents were trained in workers' rights and are attending school regularly; 114 children and adolescents with strengthened capacities for creative expression, with a cultural approach and identity; seven indigenous adolescents reintegrated into authorized labour. Context and objective: The presence of indigenous families in the streets began to be noticed around 2001, concomitantly with the quantitative leap experienced with the expansion of soy production due to the introduction of the transgenic seed technology and the economic crisis of that time, which spread poverty

and extreme poverty all over the country. Since then, when its presence in the street started as occasional waves, the phenomenon has expanded and become permanent. Usually, indigenous children and adolescents are not alone, but accompanied by their respective families. Children and adolescents accompany their parents in the *mba'é jerué*, which means asking for or collecting things, and in the *poreka*, which in the language of the streets means begging, at traffic lights and, to a lesser extent, from house to house. In the most extreme cases, they are also used by adults in the micro-trafficking of drugs and other crimes.

Of all the indigenous people found in public urban spaces, 98% are from the *Mbya* group, coming mostly from the communities in the department of Caaguazú¹, although families from the departments of Guairá, Caazapá, San Pedro and Canindeyú are also found in the streets and urban settlements. These families leave their communities mainly to escape internal conflicts and the scarcity of food. This is due to the environmental destruction of the old *Mbya* territories: land privatization, massive deforestation, expansion of capital-intensive agriculture, contamination of natural resources, abandonment, and lack of protection by the State.

The reasons for leaving vary according to the region: families whose communities of origin are located in the department of Guairá come from mining areas, from where they are driven out due to appropriation of the lands where the mines are established. Those coming from the department of Caazapá usually migrate because of leadership problems caused by land leasing linked to the advance of mechanized agriculture and the illegal sale of wood. Indigenous people in the departments of Caaguazú, San Pedro and Canindeyú face almost the same problems caused by deforestation, advance of mechanized soy production, crop spraying and water contamination, disappearance of food sources, difficulty in growing subsistence crops, and internal conflicts caused by the leasing of their lands and the sale of timber. It is also noticed that in the case of many families, especially in the department of Caaguazú, all they have left are the worst lands, which hinders farming and their possibilities of survival.

Neglect of Indigenous communities and of the Indigenous sector in general by the State is one of the main causes of the exclusion and discrimination endured by this population. Historically, the State has been either absent or an accomplice to the destruction and transfer of traditional indigenous lands to those who were considered “intruders”.

In the department of Caaguazú there are 61 communities and 3 villages, mostly located in rural areas. Some of the communities are located in the urban area of the department capital,

¹ Project Tapyi rekavo, Street - School

Coronel Oviedo, and close to the City of Caaguazú. Almost the totality of these communities belongs to the ethnic groups *Mbyá Guaraní*. Many of these communities are organised into five *Mbya* Associations. Their level of organisation is still incipient, showing several levels of consolidation. In 2011 these organisations started a dialogue within the *Coordinadora de Organizaciones Indígenas del Pueblo Mbyá* (Coordination of Indigenous Organisations of the Mbyá People).

A worrying scenario mentioned by *Mbyá* leaders is the fact that the offer of work for young people² is often restricted to activities which, in the short or long term may affect the workers' health (e.g., to be used as "human signs" to delimit the area to be sprayed in the plantation or in manual picking - without protection - of the weeds that were not eliminated by pesticides. It is also known that there is a group of adolescents, mostly boys, who are hired by Mennonites for the spraying of animals and crops. This paid work is highly dangerous because the pesticides used are extremely toxic and used without any individual protection gear. Besides, neither the age nor the legal requirements for hiring adolescents is taken into account.

Methodology:

The initiative was implemented in six communities that are members of the Indigenous *Mbya Ñoguero 'i Pave 'i* Association (AIÑP) and in an associated community that is not a member of the Association. The approach in each of these communities is similar, but with some distinctive features. The initiative is developed in a community-to-the-street approach, through an effort focused on strengthening the group, which is an essential aspect of the indigenous organisation. Initially, a "social, spiritual, health and education diagnostic" was made in each community with the aim of understanding the problem. On the participatory process, community meetings were held every 8 or 15 days in each community, as well as once a month for decision making and planning, and twice a month with community delegates to follow up and assess the process. The subject of the initiative is the reintegrated family, and in the case of children found with no family, a foster family is sought. Initially the child stays at the chief's house and if a foster family cannot be found, the chief is responsible for adopting them.

All components are carried out by AIÑP with the support of OGUASU, namely:

- » Community work: This component included a previous consultation and four "diagnostics", with a view to understanding the situation of children and adolescents, of migrating

² In the Mbya culture, boys and girls are considered youth from the fertile age.

families and of the community, seeking to define the reasons for leaving the community from an overall perspective. The following community actors were considered: political leader (the chief), religious leader, healthcare promoters and teachers.

- » Street contact: A study is carried out with the families that left the community through a survey of their situation in the streets and a joint assessment of the reasons that led them abandon the group: leadership conflicts, economic conflicts (land leasing, timber sale, etc.), food-related needs. When these conflicts are very serious and involve the use of violence, many families choose to be reintegrated into another community, different from their community of origin. This requires synergy and joint work with all communities with potential to host the reintegrated families.
- » Follow-up of the families reintegrated into the Community: The decision to reintegrate the families into the community must be taken and accepted by all members of the group. It must also be a collective decision and considered as such. This decision involves the following process:
 - a) General meetings in the community in preparation for the decision to reintegrate the families living in the streets. These meetings are held at all levels.
 - b) Planning of the infrastructure to accommodate the returning families:
 - i. Host family: in the event they have no family;
 - ii. New house if they do not have one: if the family has no house, a wood house will be built through a community effort;
 - iii. Previous house: if the family had a house before moving out, that is where they will be going back to.
 - c) Reintegration work, carried out according to the four initial “diagnostics” of the family/families and the community, with the participation of different actors.
- » Preventive work in the communities: Preventive work is carried out with community participation in:
 - ▶ Monthly meeting in the communities to inform the families about the risks of leaving their communities to live in the streets;
 - ▶ Training in topics such as health, farming, strengthening of community organisation, education, and rights;
 - ▶ Technical training;

- ▶ Radio programme called *Mbya Ayvu*, organised by the indigenous group in the *Mbya* language.
- ▶ Indigenous Training Centre of Mbarigui, following the agricultural school model.
- » Assistance in cases of adolescents in a situation of hazardous labour, with the reintegration of street workers, improvement in hazardous work conditions towards a condition of permitted work, sensitisation of the Mennonite organisation, and legal counselling to workers.

Challenges:

Designing the action as provided for in ILO Conventions 169, 138 and 182; designing and implementing every action based on the indications of indigenous leaders; leaving aside the Western culture of fighting child labour and trusting that the solution to indigenous problems should come from the indigenous peoples themselves, with respect for their culture.

Next steps:

The sustainability of the model lies in that the entire process, from beginning to end, was implemented from the *Mbya* indigenous perspective, with resources of the *Mbya* indigenous community. In addition, productive projects are developed by the different communities.

Knowledge exchange between Chaco Central Indigenous Communities and the Authentic Workers' Union for the fight against child labour and forced labour

Period of implementation: Since 2010

Where: Paraguay

Main focus: Participatory survey and social mobilisation of traditional communities against labour exploitation

Lead organisation: *Central de Trabajadores Unitaria Auténtica* – CUT-A (Authentic Workers' Union)

Website: <http://cutautentica.org.py/>

Results: This initiative involved 6 peoples, 75 communities and almost 20,000 people; it strengthened the institutional partnership between indigenous peoples and the workers organisation; 40 members and leaders of the Council of Indigenous Peoples participated actively in the Seminars on Follow-up of the Roadmap of Forced Labour in Indigenous Communities in the Paraguayan Chaco between November 2011 and 2012, organized by the CSI – CSA; community organisation and self-management spaces were created; for the first time ever, vocational training courses were developed exclusively for indigenous communities in the following areas: baking and pastry (Guarani community of Macharet, 35 participants), foreman (Nivacle Community of Philadelphia, 25 participants), motorcycles repair (Council Peoples, 30 participants), artificial insemination of cattle (Council Peoples, 35 participants); complaints to the ILO Committee of Experts regarding Conventions 29 and 135 (Forced Labour) submitted by CUT-A;

Context and objective:

Reports to the ILO of indigenous peoples subjected to forced labour in cattle farmers in the Paraguayan Chaco drew public attention. With the initiative, the objective of CUT-A was to establish a rapport among the indigenous communities of the Central Chaco region and strengthen dialogue spaces for the defence of their rights, especially as regards the elimination of forced labour among children and adults. The experience seeks to implement a harmonious socialization process and the recognition of the indigenous organisations of the Paraguayan Chaco, by reaffirming the values of their peoples, promoting an effective dialogue among their counterparts and enhancing the importance of the cultural dimension for the development of their communities. With this objective, the methodology called “*encuentro*

de saberes” (meeting of knowledge) was implemented with the aim to strengthen ties among the indigenous communities of Chaco and identify the primary needs of the residents of these communities in the region of the Paraguayan Central Chaco.

The programme also aims to strengthen the sensitisation and mobilisation of social awareness by creating opportunities for discussion and intercultural dialogues through surveys, workshops and educational communication campaigns. In this regard, the program considered strengthening the mechanisms of community organisation, in order to optimize its influence in the search for dialogue spaces to promote internationally recognized rights, especially those enshrined in the ILO Conventions 29, 105, 138, 169 and 182.

Another objective was to prepare, jointly with the entities involved, organisation and management training projects, so that the communities could present their problems, especially those related to children and adolescents, to the appropriate authorities.

Methodology:

In this sense, the Authentic Central Workers’ Union (CUT-A) started a process to approach and consult with the leaders and representatives of Chaco indigenous organisations, with the aim of starting a process of follow-up of and support for their actions.

The consultation and follow-up process was carried out in three stages:

1. A first stage with the first meetings held in Asunción, with the participation of leaders, women leaders and the Council through its coordinator. For the Peoples Council the situation was unique, since it was the first time they worked with a Labour Union Organisation.
2. In a second stage CUT-A began to approach and talk with the Chaco Council of Indigenous Peoples, in order to recommend a proposal for joint and shared work.
3. Subsequently, a stage of consultation with the different representatives of organisations from the Chaco region was initiated to determine the actions that were more relevant to their communities.

Challenges:

The main challenge was to build trust between the labour union organisation and the indigenous organisation. The lack of trust was overcome by both organisations explaining their natures and identifying common aspects.

Lessons learned:

For the indigenous organisation it was essential to understand that Labour Unions are not NGOs seeking to profit from the hardships of the indigenous people in the Chaco. Working with an approach of mutual construction and knowledge, without implying that workers are better than indigenous people, was also crucial. The relationship was developed on an equal basis. An exchange of mutual knowledge was sought.

Next steps:

The trust built between the organisations of indigenous peoples and the central labour union as well as the dialogue spaces created and the greater awareness generated around the issue of forced labour, including complaints to the ILO, are factors that lead us to believe that the experience will be sustainable and will move forward.

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