



International
Labour
Organization

100
1919-2019

CHILD LABOUR MONITORING IN ACTION IN NORTH-WEST BANGLADESH



CHILD LABOUR MONITORING IN ACTION IN NORTH-WEST BANGLADESH

Fundamental Principles and Rights at Work Branch (FUNDAMENTALS)
International Labour Organization (ILO)

Copyright © International Labour Organization 2019

First published 2019

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

FUNDAMENTALS

Child labour monitoring in action in North-West Bangladesh / International Labour Organization, Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), Geneva: ILO, 2019.

ISBN: 978-92-2-133041-7 (Print); 978-92-2-133042-4 (Web PDF)

International Labour Organization. Fundamental Principles and Rights at Work Branch

ACKNOWLEDGEMENTS

This publication was elaborated by Asha D'Souza, consultant, for FUNDAMENTALS and coordinated by Gurchaten Sandhu, Bobur Nazarmuhamedov and Ricardo Furman from FUNDAMENTALS Geneva Office. The report has been produced under the framework of the Project "Country Level Engagement and Assistance to Reduce Child Labour" (CLEAR) (GLO/13/22/USA).

Funding for this publication is provided by the United States Department of Labor (USDOL) under cooperative agreement number IL-24943-13-75-K. One hundred per cent of the total costs of the project is financed for a total of \$7,950,000. This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publns.

Visit our website: www.ilo.org/childlabour

Available only in PDF electronic version

Cover photo © Md Abdul Jalil

Photocomposed by Romy Kanashiro, Lima, Peru

TABLE OF CONTENTS

ABBREVIATIONS.....	v
EXECUTIVE SUMMARY	vii
1. THE POLITICAL WILL TO ELIMINATE CHILD LABOUR	1
1.1 Economic transformation	1
1.2 Institutional commitment and capacity	4
1.3 Community-based child labour monitoring	7
2. ZOOMING IN ON THE PROCESS	9
2.1 Expectations of CLMS.....	9
2.2 Well-grounded selection.....	9
2.3 Setting the stage	10
2.4 Monitoring workplaces.....	11
2.5 Remedial action for children and families.....	13
2.5.1 Links to safety net programmes.....	16
2.5.2 Enrolment in State schools	18
2.6 Commitment to no child labour by employers.....	20
2.7 Information capture.....	20
2.8 Semi-urban vs rural areas	21
2.9 Post-project sustainability	21
3. INGREDIENTS OF SUCCESS	23
3.1 Sustained, large-scale local ownership.....	23
3.2 Young volunteer activists.....	24
3.3 Safety net linkage	24
3.4 Enforcement without sanctions	25
3.5 Work to school transition	25
4. ROOM FOR IMPROVEMENT	27
4.1 Alternative before withdrawal	27
4.2 Mapping of services	28
4.3 Time constraint.....	29
4.4 Workplace safety	29
4.5 Upscaling from local to national.....	29
4.6 Data management	30



4.7	Knowledge gaps	31
4.8	Policy change	31
5.	RECOMMENDATIONS FOR REPLICATION.....	33
5.1	Selection of operational areas	33
5.2	Investigation of the root causes of child labour	34
5.3	Coalition of Government and non-government institutions	34
5.4	Information management system	35
5.5	Recruitment and training of monitors.....	36
6.	THE WAY FORWARD.....	37
	REFERENCES.....	39
	ANNEXES.....	41
	ANNEX 1 CHILD LABOUR SURVEY FORM, RANGPUR	41
	ANNEX 2: CHILD LABOUR MONITORING FORMS.....	43
	ANNEX 3 HAZARDOUS PROCESSES AND ACTIVITIES.....	48

ABBREVIATIONS

BBS	Bangladesh Bureau of Statistics
BDT	Bangladesh Taka
BGMEA	Bangladesh Garment Manufacturers' and Exporters' Association
CLMS	Child Labour Monitoring System (s)
CLEAN	Child Labour Elimination Action Network, Bangladesh
CLEAR	Country Level Engagement and Assistance to Reduce Child Labor
CWSG	Community-based Workplace Surveillance Group
DCLWC	Divisional Child Labour Welfare Council
DCRMF	District Child Rights Monitoring Forum
DIFE	Department of Inspection for Factories and Establishments
DIG	Deputy Inspector General, DIFE
EGP	100-day Employment Generation Programme
ESDO	Eco-Social Development Organization, Bangladesh
GOB	Government of the People's Republic of Bangladesh
IPEC	International Programme on the Elimination of Child Labour
MOLE	Ministry of Labour and Employment
NCLWC	National Child Labour Welfare Council
NGO	Non-governmental Organization
NPA	National Plan of Action for the elimination of child labour
NPC	National Programme Coordinator
ROSC	Reaching Out-of-school Children Programme
ToT	Training of Trainers
UIE	Urban Informal Economy Project, Dhaka City
USDOL	United States Department of Labor
VGD/VGF	Vulnerable Group Development / Feeding
WB	The World Bank
WFP	The World Food Programme

EXECUTIVE SUMMARY

The Child Labour Monitoring System (CLMS) developed by the ILO has proved effective at the local level, in enforcing national legislation and implementing National Plans of Action to eliminate child labour, particularly its worst forms. It complements labour inspection as it involves community members in monitoring workplaces that are often out of reach of the labour inspectorate. CLMS can identify and track children who are at risk of exploitative work and refer them to services that restore their rights. Alternatively, community monitors can recommend measures for workplace improvement that reduce the risk that young workers are exposed to. It also acts as a preventive measure, as interaction during visits between monitors, employers and adult workers help to promote a new culture in the workplace which discourages the use of child labour.

As part of ILO's technical cooperation with the Government of the People's Republic of Bangladesh (GOB), child labour monitoring was piloted in the remote rural areas of the North-west under the US Department of Labor-funded CLEAR project. With some improvement, the CLMS described here should be replicated on a large scale to contribute to the declared aim of the government to eliminate the worst forms of child labour by 2021 and all forms by 2025, thus achieving Sustainable Development Goal 8.7.

Between October 2016 and January 2018, a total of 144 Community-based Workplace Surveillance Groups (CWSG) were formed in 45 rural Unions and three semi-urban towns of Kurigram and Lalmonirhat Districts. These groups were supported by 48 young activists who identified child labourers in their communities and implemented the decisions of the CWSGs in each case concerning withdrawal from work or work place improvements to reduce hazards. Altogether 2,016 child labourers were identified in tea stalls and eateries, farming and fishing, automobile repair workshops, bidi (cigarette) and brick manufacturing, domestic work, etc. Of these, 58 per cent were above the minimum age of admission to employment (14 years). It is a matter of grave concern that 44 per cent of those identified were in one of the 38 occupations listed as hazardous by the government.

In some cases, workplace improvements such as protective gear, change of roles to keep young workers away from sources of heat, etc were introduced through dialogue with employers. Those suffering from injuries or respiratory diseases were referred to doctors at community clinics. Of the 2,016 identified only 300 were withdrawn from work and enrolled in state schools. This was because the CLEAR project did not include direct services to beneficiaries. Hence, it was difficult to provide alternative sources of income to the families of child labourers and access to

non-formal education or skills training in the operational area. The cost of secondary schooling was also a constraint.

The project created widespread awareness about the negative impacts of child labour by involving over 2,000 influential community members and elected representatives in CWSGs. Women played a lead role in these as they have easier access to homes. The project succeeded in mobilising the business community to make a 'no child labour' commitment by making the issue and renewal of trade licenses conditional on this. Several local governments gave priority to families of child labourers, particularly woman-headed households, in accessing social safety net programmes of the government, notably the Vulnerable Group Development/Feeding programme and the 100-day Employment Generation programme. About ten Unions and municipalities have allocated funds from their budgets to continue CLMS without external support. They say that the villages and towns covered by them can become child labour free in a period of three to five years.

Prior to its replication, certain improvements in the monitoring system that was carried out in North-west Bangladesh are required:

- ✦ families of child labourers must be provided with alternative sources of income BEFORE children are withdrawn from work;
- ✦ training of volunteers and CWSG members in identification and reduction of occupational risks;
- ✦ more thorough information capture both in the workplace and in the home;
- ✦ mapping of non-formal education, skills training, micro-credit, entrepreneurship development and other income generation services to which child labourers and their families can be referred;
- ✦ timing the start of CLMS such that underage child labourers can be identified and arrangements for their withdrawal made in time for their admission into school, and
- ✦ information sharing at sub-district, district, divisional and national levels with Child Labour Welfare Councils and MOLE's Child Labour Unit to allow upscaling from local to national levels and influence policy-making.

It is essential that CLMS become a vital component in plans for eradication of child labour by 2025.

1. THE POLITICAL WILL TO ELIMINATE CHILD LABOUR

Bangladesh has set itself an ambitious target – achieving the United Nations Sustainable Development Goal 8.7 by eradicating hazardous forms of child labour by 2021 and all forms of child labour by 2025. The Government of the People’s Republic of Bangladesh (GOB) made this pledge in November 2017 at the fourth Global Conference on the Sustained Eradication of Child Labour held in Buenos Aires, Argentina. This commitment has since been backed by the allocation of USD 35 million from the national budget.

Three factors bring this goal within reach:

- ✦ the economic transformation of the country in recent years;
- ✦ the commitment and improved capacity of governmental and non-governmental institutions at national and local levels; and
- ✦ the experience with Child Labour Monitoring Systems (CLMS).

1.1 Economic transformation

In 2018, the 47th year of its existence, Bangladesh has moved out of the category of Least Developed Countries in the UN classification, with a Gross National Income per capita of USD 1,274,¹ an increase of about 178.6 per cent between 1990 and 2017. This rapid growth enabled Bangladesh to reach the lower middle-income country status on the World Bank scale in 2015.² Given the high levels of inequality in South Asia, per capita income cannot be the only yardstick of progress. It is noteworthy that Bangladesh also improved significantly in social development, moving up three notches in a year on the Human Development Index. In 2017, it entered the medium human development category and was ranked 136 out of 189 countries and territories worldwide.³

An expert on Global Economy and Development at Cornell University attributes Bangladesh’s economic transformation mainly to social changes starting with the empowerment of women.

1 UN Dept of Economic and Social Affairs https://www.un.org/development/desa/dpad/wp-content/uploads/sites/45/LDC_profile_Bangladesh.pdf
 2 The World Bank in Bangladesh <https://www.worldbank.org/en/country/bangladesh/overview> (last updated October 8, 2018)
 3 UNDP Human Development Indices and Indicators: 2018 Statistical Update – Bangladesh p.2 http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/BGD.pdf

He says:

Bangladesh has made significant strides toward educating girls and giving women a greater voice, both in the household and the public sphere. These efforts have translated into improvements in children's health and education, such that Bangladeshis' average life expectancy is now 72 years.⁴

Poverty is still rampant in Bangladesh and is the main cause of child labour. Here too, there is hope, for, according to the World Bank, the country has made remarkable progress in reducing poverty.

Bangladesh emerged from the ashes of a War of Independence in 1971 as the world's second poorest nation. Since then, the country has increasingly silenced the sceptics: There has been no famine since 1974, more than 20 million Bangladeshis escaped from poverty between 1991 and 2010, and the economy has grown at about 6 per cent a year since 2000.⁵

Based on the international poverty line of USD1.90 per person per day at 2011 Purchasing Power Parity (PPP), it reduced poverty from 44.2 per cent in 1991 to 14.8 per cent in 2016/17.⁶ There are however, important regional disparities in poverty levels. The North-West of Bangladesh is still called the Monga area, an area vulnerable to floods and famine.

The incidence of poverty in the districts (zilas) and sub-districts (Upazilas) where the CLMS described here is being carried out is higher than the national average. The 'sadars', small towns managed by municipal corporations, have a slightly smaller proportion of the population below poverty line.⁷

Zila /Upazila	% Extreme Poor (Lower poverty line)	% Poor (Upper poverty line)
KURIGRAM ZILA	44.3%	63.7%
Kurigram Sadar	40.5%	58%
Rajarhat	48.6%	65.3%
Ulipur	46.2%	65.3%
LALMONIRHAT ZILA	16.7%	34.5%
Lalmonirhat Sadar	15.1%	31.3%
Kaliganj	16.6%	35.3%

Source: BBS/WFP/WB. Zila / Upazila Poverty Map estimates 2010. Available at: http://203.112.218.65:8008/WebTestApplication/userfiles/Image/LatestReports/Bangladesh_ZilaUpazila_pov_est_2010.pdf

⁴ Basu, Kaushik, May 1, 2018, Op-ed "Why is Bangladesh booming?". Available at: www.brookings.edu/opinions/why-is-bangladesh-booming/

⁵ From: www.worldbank.org/en/programs/prosper-bangladesh

⁶ The World Bank in Bangladesh *op cit*

⁷ The World Bank, Dhaka, 2013, Bangladesh Poverty Assessment: Assessing a decade of progress in Reducing Poverty 2000 – 2010, p. 6 Bangladesh calculates poverty lines based on the Cost of Basic Needs. The Food Poverty Line corresponds to the cost of a bundle of eleven essential food items that provide 2,122 KCalories per person per day. To this one adds a lower and upper non-food allowance to calculate the lower and upper poverty lines, the former designates the Extreme Poor and the latter the Poor



Bangladesh has a wide variety of safety net programmes for those living below the poverty line. These have been found to be fragmented and not well targeted to avert seasonal food deprivation.⁸

The safety net coverage in the Monga areas was around 35 per cent. The coverage rate for the extreme poor was nearly 44 per cent, implying that 56 per cent of the extremely poor households were left behind with no access to any safety net programs. Moreover, 27 per cent of the richest quintile received some support from safety nets in the Monga region.⁹

8 M. K. Hasan, "ABCD of Social Protection in Bangladesh", 2017 p.26

9 The World Bank, 2013, Bangladesh Poverty Assessment: *op cit* p. xxiv

1.2 Institutional commitment and capacity

The GOB recognizes that investment in human capital is a necessary condition for achieving its long-term vision of development. Given the negative impact that child labour has on health, education and skill levels of the population, the GOB has been working with the ILO since the inception of ILO's International Programme for the Elimination of Child Labour (IPEC) in the 1990s to combat it. National Child Labour Surveys conducted by the Bangladesh Bureau of Statistics (BBS) indicate that the number of child labourers in the 5 to 17 age group was reduced from 3.2 million in 2003 to 1.7 million in 2015. However, hazardous child labour has registered very little change, going from 1.3 million to 1.2 million in the same period.¹⁰ The per centage of total adolescents aged 15 to 17 engaged in hazardous work is 16.7 per cent and that of employed adolescents is 68.7 per cent, the numbers of girls and boys being almost equal.¹¹

A comprehensive Child Labour Elimination Policy was adopted in 2010 and accompanied by a National Plan of Action (NPA) in 2012 with the aims of:

- i. Withdrawing working children from different occupations including hazardous work and the worst forms of child labour;
- ii. Involving parents of working children in income-generating activities with a view to getting them out of the vicious circle of poverty;
- iii. Offering stipends and grants in order to bring working children back to school;
- iv. Extending special attention to children who are affected by floods, cyclones, tidal bores, river bank erosion, drought, desertification, etc;
- v. Providing special emphasis for indigenous and physically challenged children to bring them back to a congenial environment;
- vi. Ensuring coordination amongst the concerned stakeholders and sectors functioning for the welfare of working children;
- vii. Enacting pragmatic laws and strengthening institutional capacity for their enforcement;
- viii. Raising awareness amongst parents, people and civil society about the harmful consequences of child labour;
- ix. Planning and implementing different short-, medium-, and long-term strategies and programmes to eliminate various forms of child labour from Bangladesh by 2015.

This policy is being implemented with the active participation of relevant ministries, employers' and workers' organizations as well as national and international organizations, including the ILO. It is still in force. CLMS is relevant to two specific outputs:

- ✦ Inspection and monitoring of child labour in the informal sector and the agricultural sector are strengthened, and
- ✦ Community-based mechanisms to prevent child labour are established and strengthened.

10 MOLE National Plan of Action for implementing the National Child Labour Elimination Policy, 2012-2016 p 6

11 ILO World Report on Child Labour 2015 pp 45 and 47

Bangladeshi legislation on child labour stipulates a minimum age for admission to employment to be 14¹² and provides protection from hazardous work for those in the 14 to 17 age group. Its Labour Law provides for a fine of BDT 5,000 (USD 58) to be imposed on anyone who engages child labour. In 2013, the GOB issued an order identifying 38 activities and processes as being hazardous for children.¹³

The Child Labour Unit formed in 2009 under the Ministry of Labour and Employment (MOLE) is responsible for ensuring that all child labour related policies and interventions are planned and executed in an integrated and coordinated manner. Furthermore, the implementation of the NPA is monitored at the national level by an apex body, the tri-partite plus National Child Labour Welfare Council (NCLWC), and its subsidiaries at the Divisional level. As the District Child Rights Monitoring Forum (DCRMF) was already functional, it was entrusted with coordination with the Child Labour Welfare Councils and monitoring of the implementation of the NPA at the district level. It is noteworthy that, at District level, child labour elimination is integrated into work on children's rights in general, allowing links with the right to education, health and safety as well as coordination with the Ministries of Women and Children and of Primary and Mass Education.¹⁴ At the Upazila or Sub-district level, Upazila Child Labour Monitoring Committees have been established to monitor activities concerning child labour.

In 2004, with the support of the World Bank, the Ministry of Primary and Mass Education started the 'Reaching Out of School Children (ROSC)' Project. Since its inception, about 22,000 learning centres have been established and 700,000 children, from areas where the drop-out rate is high due to extreme poverty, have been enrolled in these centres.

The mandate of labour inspectors was expanded in 2017 to cover informal enterprises and workplaces listed as hazardous for children. Child labour now forms part of the Standard Operating Procedure for inspections. The Inspectorate has also been upgraded to a Department and the number of labour inspectors increased. This has been an achievement of the ILO's Country Level Engagement and Assistance to Reduce Child Labor (CLEAR) project that is funded by the United States Department of Labor (US-DOL). As a part of it, a training of trainers (ToT) for labour inspectors was organized and the Department of Inspection for Factories and Establishments (DIFE) has since included child labour in their inspection checklist and reports. Furthermore, the DIFE Inspector General is the Member Secretary of the NCLWC, and the Deputy Inspector General (DIG) convenes the Divisional Child Labour Welfare Council (DCLWC) as well as the DCRMF. The DCLWC is chaired by the Commissioner and includes a non-governmental organization (NGO) representative among its members. This is also the case with the DCRMF. In Rangpur Division, the Eco-social Development Organization (ESDO) that is the implementing partner of the ILO for CLMS in the region, has been nominated as the NGO representative at divisional and district levels.

¹² Labour Act, 2006

¹³ See Annex 3

¹⁴ MOLE NPA op cit p. 38 « A liaison between the child labour monitoring system of the NPA and this Forum for protecting child rights will strengthen district level activities for protecting children from all sorts of vulnerabilities.»

In each Division, DIFE selects four occupational sectors per year in which inspections focus on child labour. Ms. Soma Roy, DIG, Rangpur Division, who participated in the ToT for labour inspectors organised under the CLEAR project, said that the sectors selected in her division in 2017-18 were tobacco, stone crushing, soap manufacturing and aluminium. Inspectors found 140 children working in the manufacture of local cigarettes called bidis of which 90 were withdrawn from work. In 2018-19, the focus is on automobile engineering, construction, ceramics and jute mills. Although the number of labour inspectors has recently been increased, there is at present only one per District, making it difficult to effectively cover both formal and informal enterprises.

Bangladesh is known for its innovative, competent and large NGOs that fill the gaps in government services. ESDO, the secretariat of the Child Labour Elimination Action Network (CLEAN) in North-West Bangladesh is one of them. It manages education and skills training institutes and community-based development programmes in 49 of the country's 64 districts with a cadre of committed and qualified staff. In Lalmonirhat and Kurigram Districts, in addition to CLMS, it offers microfinance and entrepreneurship development to promote off-farm self-employment for the rural poor, skills training and placement in IT Support Services, Web & Graphics design, Electrical & Electronics work, Automobile mechanics, Knitting machine operation, Welding, Electrical & Ship building to about 1,500 young men and women per year. In addition, it provides access to health services for adolescents and conducts other child labour eradication programmes. Besides its work on development, it undertakes relief for victims of floods and other natural disasters. ESDO has worked with the ILO previously on child labour elimination from the tobacco and stone crushing industries and has been able to make certain Unions¹⁵ child labour free. They have proved to be committed and capable partners in this field.

15 Unions are the lowest administrative level in rural Bangladesh. They are administered by 13 elected members that form the Union Parishad

1.3 Community-based child labour monitoring

CLMS has proved effective, at the local level, in enforcing national legislation on child labour and implementing NPAs to eliminate child labour, particularly its worst forms. Child labour is most prevalent in the informal economy, in home-based workshops, street-based businesses and services, farms, fishing zones, in households and sometimes even in illicit activities. By involving volunteers from the local community who have good access to these workplaces that are often out of reach of the labour inspectorate, CLMS can identify and track children who are at risk of exploitative work and refer them to services that restore their rights. Alternatively, community monitors can recommend measures for workplace improvement that reduce the risk that young workers are exposed to. It also acts as a preventive measure, as interaction during visits between monitors, employers and adult workers help to promote a new culture in the workplace which discourages the use of child labour.

*"Its principal activities include regularly repeated direct observations to identify child labourers and to determine risks to which they are exposed, referral of these children to services, verification that they have been removed and tracking them afterwards to ensure that they have satisfactory alternatives."*¹⁶

Bangladesh was one of the first countries in which CLMS was used to prevent child labour and withdraw or protect minors working in the garment industry. In 1995, the Bangladesh Garment Manufacturers' and Exporters' Association (BGMEA) partnered with the ILO and UNICEF to reduce child labour. By the end of 2000, the proportion of garment factories using child labour had been reduced from 43 per cent in 1995 to less than 4 per cent. Around 27,000 child workers had been identified and withdrawn from BGMEA member factories; many of these children received rehabilitation through education, stipends and skills training.¹⁷ A second CLMS initiative was undertaken from 2000 to 2005 targeting child labour in the tobacco industry and carried out by ESDO. From 2007 to 2011, the ILO worked with the MOLE and the Dhaka City Corporation on a Child Labour Management and Monitoring Information System under the Dutch-funded Urban Informal Economy (UIE) project. More than 7,000 working children and almost 3,000 working adolescents were enrolled in non-formal education and Skill Development Training programmes followed by mainstreaming into formal schools for children under 14 and decent employment for those in the 14 to 17 age group. Their withdrawal from work was backed by a micro-credit programme for more than 1,000 eligible parents and guardians.¹⁸ Simultaneously, as with the CLEAR programme, the ILO's technical assistance also contributed to developing the NPA and the institutional capacity for its implementation.

The child labour monitoring process applied in Dhaka has been adapted to the rural context in 45 Unions and 3 Municipalities of Lalmonirhat and Kurigram Districts of North-West Bangladesh

¹⁶ ILO-IPEC CLMS brochure 2005

¹⁷ ILO-IPEC Fact Sheet Child Labour Monitoring in the Garment Industry in Bangladesh, 2005

¹⁸ MOLE: NPA, *op cite* p. 11



by ESDO and its partners from the CLEAN network as one of the components of the CLEAR programme.

How did ESDO go about it? What was the role of Union Parishad members, influential community leaders and volunteers? What constraints were faced in entering workplaces, protecting teenagers from hazardous work, reintegrating children into school? Which activities have been sustained post-project? In hindsight, what suggestions for improvement do the participants have? These are the questions that will be addressed in the following chapters with a view to facilitating its continuation there and replication elsewhere.

2. ZOOMING IN ON THE PROCESS

2.1 Expectations of CLMS

The aim of the CLEAR project was to increase the capacity of national and local stakeholders to reduce child labour. Its scope was wide, ranging from improvements in and enforcement of legislation on child labour to applying policies that address the root causes of child labour. CLMS was included as a sub-outcome of “Improved enforcement of laws and policies related to child labour, including its worst forms” but, in practice, it also contributed to the implementation of the NPA and to the delivery of safety net services to families vulnerable to the worst forms of child labour.

The project document for Bangladesh stipulated the outcome of the CLMS component as:

“The local-level urban CLMS model replicated in five Upazilas in rural areas formally continues operating at the end of the CLEAR country-level intervention”.

A major difference between the UIE project in Dhaka city and the CLMS carried out in Rangpur was that the service delivery to children withdrawn and their families was not part of the project and needed to be sourced from existing services. In the interest of post-project continuity, the CLEAR project did not include direct services to beneficiaries.

The challenge from the outset was to demonstrate the sustainability of CLMS once project support was withdrawn.

2.2 Well-grounded selection

The National Programme Coordinator (NPC) of the CLEAR project had no hesitation in choosing the implementing partner. Rangpur division is one of the poorest in the country with large numbers of children working in home- or factory-based bidi manufacturing, one of the worst forms of child labour. In this monga region, the CLEAN network, made up of 40 local NGOs, was the only one specifically formed in 2004 to eliminate child labour. Besides, ESDO, that functions as its secretariat, had already worked with the ILO on child labour and proved that its staff was dedicated and capable of mobilizing the local community to eradicate it. Being a well-established NGO, it and other members of the CLEAN network could contribute 27 per

cent of the funds required to implement the CLMS in Rangpur Division. For all these reasons, this network was selected as the implementing partner.

Poverty being a key driver of child labour in Bangladesh, the CLEAR Project Steering Committee selected two districts of North-west Bangladesh with a high incidence of poverty for rolling out the CLMS. Kurigram District with a population of 1.3 million was an obvious choice, ranked by the World Food Programme (WFP) as the poorest of the 64 districts of Bangladesh. Lalmonirhat District was somewhat better off, but still had a third of its population of 432,000 living below poverty line. ESDO was asked to suggest five Upazilas or sub-districts in them where the CLMS was to be set up. Since this was a pilot programme, it was necessary to include some semi-urban Upazilas termed ‘sadars’ from this largely rural area. In Kurigram District, Rajarhat and Ulipur Upazilas were among the poorest and Kurigram Sadar was suggested as a small town. Lalmonirhat District has only five Upazilas, Lalmonirhat Sadar being the only semi-urban one. The other four have a similar incidence of poverty, Kaliganj was chosen.

The ESDO focal persons of these Upazilas were consulted for the choice of the 45 Unions and three Municipalities that would form the operational area. An important factor was certainly the dynamism and commitment of the elected Union Parishad Chairperson and its ward members. As the Modati Union Chairman said:

“Money can’t do everything, it is motivation that counts. I believe that human development comes first, infrastructure development after.”

2.3 Setting the stage

The success of CLMS depends on the choice of actors. ESDO delegated the programme to two of its experienced staff members, Mr. Nirmal Majumder, Senior Coordinator and Mr. Mir Ashiqur Alam, Project Coordinator. The Project Coordinator and a team of six staff members worked full-time on the CLMS from October 2016 to January 2018. Given the short duration of the project, the Executive Director of ESDO took the precaution of recruiting staff even before the contract with the ILO was signed.



This team had meetings with the Union Parishad Chairpersons and ward members to explain the workings of CLMS and obtain the names of influential community members – freedom fighters, religious leaders, teachers, etc. – who could be invited to become members of the Community-based Workplace Surveillance Groups (CWSG). The elected representatives in

the Union Parishad were instrumental in forming 144 CWSGs at Ward and Union levels. One of the female ward members chairs each CWSG, since, as the Executive Director of ESDO pointed out, it is easier for women to enter homes. The CLEAN network prepared Guidelines for CWSGs in Bangla and, with technical support from the ILO, conducted several “awareness-raising sessions” for staff and CWSG members in which the national legislation on child labour, its negative impacts on the health, education and the future of the children involved as well as the root causes of child labour in their Wards/Unions were discussed.

In addition to the staff, ESDO recruited a student volunteer for each Union. A circular was sent out asking for applications from undergraduate students living in the Union to collect data on child labourers in their area and interact with the employers and parents of the children. From each Union, about five to six applications were received. Interviews were conducted by the project coordinator with a member of the CWSG to select the volunteer. Each of the 48 volunteers selected was given a mobile phone and a monthly stipend of BDT 800 (USD 9.30).

An important aspect of CLMS is data management as the working children identified must be tracked over a long period. A monitoring form¹⁹ was developed to gather information on the families and working conditions of the children found in the workplaces visited. At first, hard copies of these records were kept by the volunteers and handed over to ESDO staff for uploading to the database. Later, an Information Technology expert from Dhaka was engaged to create a mobile app called KoBo Collect through which information could be uploaded in a prescribed form by the volunteers through their mobile phones directly onto a central database. The data was stored in an Excel spreadsheet and made public through the ESDO website in raw form. It was analysed for the purposes of this report after the project closed.

The monitoring form used was limited to information gathered from the child and family at the time of identification. It did not track the status of the child after withdrawal, changes in the workplace or in the socio-economic condition of the family. The results of repeated visits to the workplaces and homes of the children identified were not systematically recorded, hence data on the number of visits and the proportion of successful ones could not be extracted. Instead, there are case studies of success in withdrawal and reintegration into school narrated here.

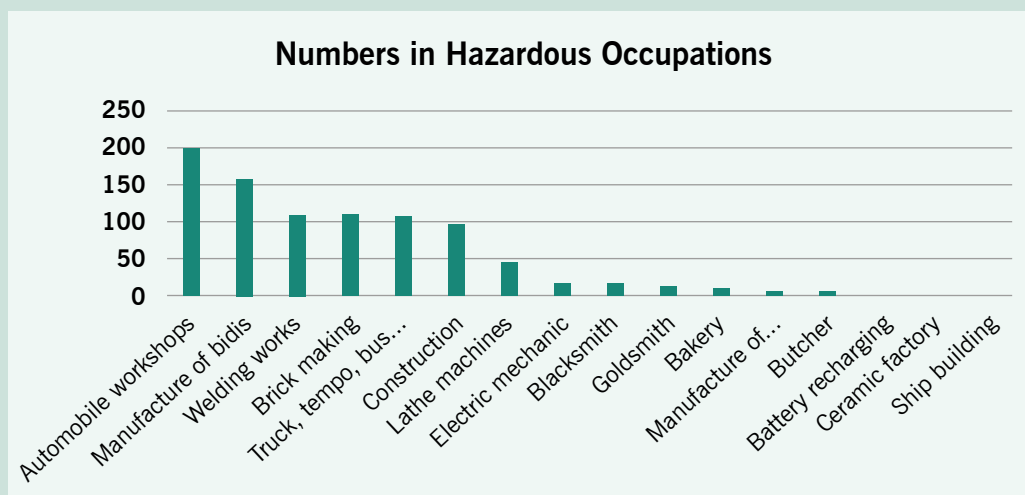
2.4 Monitoring workplaces

In the CLMS originally designed by the ILO, CWSGs consist of three to four members of the community who monitor workplaces to identify child labourers and arrange for withdrawal and referral of the children to appropriate services or propose workplace improvement to employers to eliminate the hazards to which young workers are exposed. An important difference between the CLMS functioning in Rangpur and this classic form developed by IPEC is that the CWSG members were not the first ones to go to workplaces to identify child labourers. This was the

19 See Annex 1

task of the volunteers who then reported their findings to the Ward level CWSGs at their monthly meetings. This meant much responsibility and a heavy workload for the young volunteers but had the advantage of involving large numbers of influential persons in reducing child labour.

From April to November 2017, a total of 2,016 child labourers were identified, almost 90 percent of them being male. An analysis of the data concerning these children reveals that the majority (58 percent) were above the minimum age for admission to employment of 14 years and 13.7 percent were in the 5 to 11 age group. Almost 28 per cent of minors were working in tea stalls and small eateries, more than 10 per cent were engaged in farming and fishing, an almost equivalent number in automobile repair. A matter of grave concern is that 890 (44 per cent) of the child labourers identified were in one of the 38 occupations listed as hazardous by the GOB. Children as young as 5 years were engaged in home-based bidi production and complained of difficulty in breathing.



Analysis of raw data on child labourers identified by ESDO from April to November 2017

In Dharanibari Union, Ulipur Upazila, the volunteer had identified 65 children in the age group of 13 to 16 years working in tea stalls, welding, brick making, saw mills, domestic work, rickshaw pulling and auto-rickshaw driving. Some were working in the bidi factory in Ulipur. Entry into welding workshops was particularly difficult. Four of those identified in this Union have been withdrawn and enrolled in schools.



CWSG members had a “fire-fighting” role, intervening in cases where the volunteer was refused entry to a workplace or was unable to convince parents of the need to withdraw their child from work. One or two members of the CWSG would make repeated visits to the workplace or

the family to press for a solution that they considered would be in the best interest of the child. Both employers and parents were recalcitrant. One elderly CWSG member who was a freedom fighter (seated behind in the Panchgachi ward CWSG meeting) said he visited a family 20 times before the child could be withdrawn and enrolled in school.

Both volunteers and CWSG members restricted their intervention to dialogue and did not report cases they could not solve to the labour inspectorate.

Instead, they did a great deal of awareness-raising in the community through courtyard chats and talks at public events. In fact, increased awareness about child labour is one of the big achievements of the CLMS. At the community meeting in Modati Union, Kaliganj Upazila, when asked what the biggest change in the past two years had been, a young lady said:



“Child Labour was everywhere. We didn’t know, and we didn’t intervene. Now every family is informed that they should not send their children to work.”

In Dharanibari Union, Ulipur Upazila, Kurigram District, a lady member of the CWSG said:

“I would like the words ‘Child Labour’ themselves to be eliminated.”

2.5 Remedial action for children and families

The volunteers belonged to the Union they covered and knew the workplaces where children were employed. All of them went about their work in a similar manner. The volunteer in Modati said she visited tea shops, small workshops, factories and homes in which production of goods was being done. She talked to the children working there about their age, jobs, working hours, wages, the risk of accident and the effects on their health. Work was classified as hazardous if it was one of the 38 occupations on the hazardous work list of the government or if the child reported injury or disease. She then interacted with the employer to convince him/her not to employ children under 14, or to put workers in the 14 to 17 age group on jobs that did not put them at risk. She also recommended protective gear for workers engaged in welding or

otherwise exposed to fire. She then visited the family of the child to collect information about the family members, their occupations and income, their living quarters and the meals they could afford in a day. Detailed information about the working child, his/her schooling, reasons for drop-out from school, working hours, wages and occupational diseases was recorded.²⁰ Every effort was made to convince parents to withdraw underage children and enrol them in school. If she met with resistance she asked one of the CWSG members to talk to the parents. Those that could benefit from government safety net programmes were more easily convinced. However, if access to alternative sources of income could not be given, parents often said they could not survive without the boost to family income that their child's work provided. As the Chairman of the Modati Union said, the CWSG's role was to inform parents of the impact that the work had on their child. The decision to withdraw the child or not rested with the parents.

Children who suffered from respiratory diseases or injuries to eyes, ears or hands were referred to Community clinics, the State Primary Health Care centres. There are five such clinics in Dharanibari Union. In addition, a health worker does house-to-house visits.

20 See the Child Labour Survey form in Annex 1

No longer exposed to burns

RA is the eldest of three children of a poor family of Moula Para, Biddananda Union, Rajarhat Upazila, Kurigram District. His father has a tea stall in Ratigram Adarsha Bazar. His income was insufficient to pay for his children's schooling and RA had to drop out and work with their father in the tea stall. RA was constantly exposed to the heat of the stove and developed blisters on his hands.



The CLMS volunteer observed this and told his father that such work is hazardous for children. Then a CWSG member made a follow-up visit to his father to explain that, under Bangladeshi law, no one under 18 should be doing such work.



His father agreed to have him enrolled in school again. With the help of the CWSG, RA was first admitted to Dangarhat High School in Class VIII. After one month he switched to the Dangarhat Dakhil Madrasa and is now regularly studying in Class VIII there. He would like to become a doctor in future.

All the volunteers reported that families were dependent on the income earned by their working children and that they met with much resistance to withdrawing them. Most did not have any alternative source of income to replace the BDT 80 to 100 (USD 0.93 to 1.16) per day that the children earned. When CWSG members were asked about the possibility of replacing child labourers with adult members of the same family, they replied that almost all adults in the region were employed seasonally in farming and/or fishing and could not replace their children at work. Besides, child labour is cheap (BDT 60 to 80 (USD 0.70 to 0.93) per day in Panchgachi) whereas an adult would not work for less than BDT 200 to 300 (USD 2.33 to 3.49). As the ILO Dhaka Child Labour Focal Officer stated, child labour is sustained because of demand.

Parents also think that work is a better preparation for adult life than schooling. Integrating children into school was particularly difficult in the case of home-based bidi production in which children are particularly skilled and wages are low. Bidis are sold for BDT 5 to 7 (USD 0.06 to 0.08) for a pack of 25, but the families producing them are paid BDT 20 (USD 0.23)

for 1,000 bidis. Some children are employed in a bidi factory. Volunteers observed that many young bidi workers complain of respiratory problems. The Head Mistress of Srutidhar Primary school, Votmari Union, Kaliganj Upazila said that the bidi factory should be closed.

2.5.1 Links to safety net programmes

For families living below the poverty line, the prevention of child labour and the withdrawal of underage children from work require family support. One of the outcome areas of the CLEAR project was precisely to increase access to existing or improved social protection services and poverty reduction initiatives for families vulnerable to the worst forms of child labour. Bangladesh has an array of such services, but, as mentioned earlier, they do not always reach those most in need. By working with the members of the Union Parishad, CLMS was able to make vulnerability to child labour one of the criteria for giving families access to the Vulnerable Groups Development (VGD) or Feeding (VGF) programmes through which poor families receive cash transfers or 30 kilos of grain per month.

Alternative income for families of child labourers is also available through the EGP that provides guaranteed employment to the extreme poor during lean seasons. Households in which the head is a manual labourer and which possess less than half an acre of land are eligible. Furthermore, one-third of all beneficiaries of this programme must be women and there is no difference in the daily wage paid to male or female workers. This provision ensures that woman-headed households that are particularly vulnerable to child labour can benefit from it.

Vulnerability to child labour as a criterion for access to these programmes is yet to be formally adopted by the authorities at upazila, district, divisional and national levels. At the time of writing, it depended on the initiative of individual ward members or resolutions of the union parishad or municipal corporation.

According to the Modati Union Chairman, 80 per cent of beneficiaries of these programmes in his Union are families of ex-child labourers. In Dharanibari, Ulipur Upazila, it was reported that vulnerability to child labour was a criterion for selection of beneficiaries for the VGD, VGF and EGP (100-day Employment Generation) programmes. One of the Panchgachi Union Ward CWSGs in Kurigram Sadar Upazila reported that almost all families of child labourers in their ward had received a VGF card that would provide them with grain for two years. Surprisingly, the four parents of child labourers who were members of the CWSG had not received this card and were struggling to feed their families after withdrawal of their children from work. It was obvious that one of these, the mother of a 13-year-old girl withdrawn from domestic work and admitted to the Madrassa, was undernourished and anaemic. Yet she said she was glad that her daughter could be educated.

In some cases, access to safety net programmes was made conditional on children attending school. The NPC expressed her appreciation for a ward member who spontaneously introduced this. When approached by a lady for obtaining a VGD card, he told her that he would give her one only if she enrolled her children in school.

Conditional access to the VGD programme

Fifteen-year-old BK's parents are day labourers in Taluk Shakhati (Shallow Bazar) village, Modati Union, Kaliganj Upazila, Lalmonirhat District. They could not afford to send their daughter to school. Instead, she did domestic work in different houses in the village. Every day, she saw school children playing after school and longed to be like them so that she could become a school teacher one day.

Her mother approached the representative of her ward in the Modati Union Parishad requesting a VGD card for her family. He told her that she will receive one from the Union Parishad only if she sends her daughter to school regularly. She spoke to her husband and they decided to have their daughter admitted in school. Accordingly, BK's family received a VGD card that helped them supplement their incomes and BK is now studying in Class VIII. She said that she is very grateful to the ward member for his assistance and looks forward to a bright future.



Another example in the same ward is that of SCR (15) and his younger brother (13). Their parents are agricultural labourers. SCR was fond of fancy cars and decided to drop out of school in Class VI and become a Votvoti (three-wheeler auto-rickshaw) driver. His brother followed his example. The ward member offered their parents a VGD card if they sent their sons to school regularly. They agreed to do so. The boys stopped working as drivers and are now studying in Class VI and VII.

The CLMS project is encouraging the elected members of Union Parishads to adopt this strategy to fight against child labour and it is being accepted by many to increase the number of children in their unions that are going to school regularly.

2.5.2 Enrolment in State schools

It must be noted at the outset, that the CLEAR project under which the CLMS was carried out aimed to improve in-country capacity to eliminate child labour and did not include referral services for ex-child labourers. Of the 2,016 child labourers identified, only 300 (about 7 per cent) were withdrawn and enrolled in school with the help of the Upazila Primary Education Officer. Since admissions to schools only take place in the month of January, the project was extended by three months until end January 2018 to allow enrolment before closure of the project.

Back to school

MK (12) lives with her parents and younger brother in Srutidhar Jamirbari village of Votmari Union. Her father had no regular work. He used to work as a day labourer on construction sites or in tea stalls. His average daily income was BDT 200 (USD 2.33) per day, a sum that barely allowed him to meet his family's basic needs.



When MK was in Class V, her father took her to a tea stall in Chowdhuri Haat to work as a helper. Her work left her little time for school. Gradually, she dropped out of school completely. After some time, her father started his own tea stall and got MK to work in it.

The volunteer working on CLMS in the area visited her father's tea stall and, together with local CWSG members, made her aware of what she was losing in life. After counselling, her father agreed to relieve her from work in his tea stall. In January 2018 she was admitted into Class V at the Afjal Uddin Government Primary School.

At a small ceremony, she received educational material and BDT 450 (USD 5,24) for other expenses from ESDO and assurance from the Votmari Union Parishad Chairman that he would provide any help needed to her and her family so that she could continue with her studies.



The small number of those enrolled reflects the reluctance of parents to withdraw their children without alternative income generation possibilities. In fact, about 20 per cent of children enrolled now combine school and light work in tea stalls or grocery shops.

Since non-formal education facilities, as a bridge to formal schooling, were not available in the operational area, the project coordinator restricted enrolment to children who had dropped out of school earlier. They were reintegrated at the level they were in when they dropped out. Teachers confirmed that the ex-child labourers were coping well with their studies without recourse to private tuition. To avoid the phenomenon of 'nowhere children', children who could not be enrolled in a school or madrasa were not withdrawn. Instead, the CWSG worked with employers to change their roles to light and safe work.

From brick-making to learning

R, a teenager from Ramsingh village, Rajarhat Union, was keenly interested in his studies. His father had no land of his own and worked as an agricultural day labourer. Due to poverty, R often went to school without a meal. When he was in Class V, his mother died suddenly. One year later, his father got married again. R was taken out of school and sent to work in a brick field where he earned BDT 200 (USD 2.33) per day for doing back-breaking work. He dropped out of school in Class VII.



His plight was brought to the attention of the CWSG by the ward member. The CLMS volunteer and project officer went with him to meet R's father and step-mother. They informed them about the laws against child labour and convinced them of the importance of education. They approached the Head Master of Rotigram High School where R had studied. The Head

Master had been impressed by R's progress in school and offered to reduce the tuition fee for him if he came back. With the family's consent, R was admitted back to Class VII and presented with a school bag containing six exercise books, writing materials and given BDT 450 (USD 5.24) for expenses. He no longer goes to the brick field.

A major obstacle to enrolment is the cost of schooling. In Bangladesh, only primary schooling (Classes I to V) is free. As both ESDO staff and school teachers stated, secondary schooling costs approximately BDT 1,000 (USD 11.64) per month, a sum that families living below the poverty line cannot afford. ESDO and other members of the CLEAN network have been able to find about 150 sponsors of ex-child labourers who pay BDT 500 to 1,000 (USD 5.82 to 11.64) per month to cover the costs of secondary schooling. Modati Union gives priority to girls and has sponsored several from the Union budget. A suggestion from the members of the Dharanibari Union CWSG was that education should be compulsory and free until the age of 14. This was also what primary school teachers said in Votmari Union.

2.6 Commitment to no child labour by employers

Part of the legacy of the UIE project in Dhaka was the introduction of conditionality for the issue of trade licenses. This has taken off in Rangpur thanks to the NPC's insistence. She assured local government officials that they had the power to add this condition in the procedure for issuing and renewing trade licenses. Since there is no mention of child labour prohibition in the printed form, all the Unions in which CLMS is being done are using a stamp that states that the applicant for a trade license pledges not to employ children in his/her establishment. This is monitored by the Union Parishad and has proved an effective measure to prevent child labour.



In Dharanibari Union, 100 trade licenses were issued with this clause in the last financial year and the CWSG there is mobilising the Traders' Association for support to this measure.

2.7 Information capture

The KoBo Collect App was meant to simplify information capture and centralize it immediately. ESDO provided smartphones to all 48 volunteers that would allow them to upload information on child labourers and their families on-line. A generic problem in rural areas is, of course, weak network coverage and slow transmission. Besides this, the project coordinator pointed out that the monitoring form was in Bangla and data had to be translated into English before it could be put into the database. The deletion of duplicate entries had also to be done manually.

The software has an important limitation – the raw data received is loaded into an Excel spreadsheet. The IT expert did not arrange for its analysis and the project team was unable to extract information on the number of children of a certain age group or in a certain occupation. As a

result, the data has not been shared with the DIFE or with the Councils and Committees at District and Divisional levels or with the BBS that undertakes periodic surveys of child labour. At the time of writing, it was not being used to guide action beyond the Union level or shape policy.

2.8 Semi-urban vs rural areas

The main difference between the Unions in which CLMS is being carried out and the semi-urban Municipalities is that the incidence of poverty is lower. Child labour is concentrated in the slum areas of these towns. In Kurigram Sadar, for example, it is the Slum Development Officer, a civil servant in the municipality, who is responsible for the programme. He said that girls were mainly employed as domestic workers and boys in welding. Both girls and boys worked at a nearby bidi factory. Thanks to intervention by the CWSG, all workers there are now wearing masks. Wages for child workers are higher than in rural areas - children earn about BDT 300 (USD 3.49) a day.

Ward level CWSGs are made up of 14 members with a female Chairperson. At Municipality level, a Committee of 50 members with the Mayor as President and the Executive Officer as Secretary meets every month with the Heads of all departments and all the Municipal Councillors and has child labour on its agenda. The Mayor is also a member of the DCRMF that meets once a quarter. There is only one volunteer to cover the whole town. She participates in the Ward level CWSGs which after the closure of the project are meeting quarterly. The Municipality also has a bigger budget for child labour elimination that allows them to compensate families that withdraw their children with a one-time payment of BDT 500 to 1,500 (USD 5.82 to 17.46) depending on their needs. The municipality has also introduced the 'No Child Labour' clause in issuing or renewing trade licenses and is monitoring its implementation. The budget for child labour elimination has been increased to BDT 50,000 (USD 582) this year and the Executive Officer hopes to increase it to BDT 100,000 (USD 1,184) in the next financial year. Part of this budget will be used for a stakeholder meeting on child labour soon and the municipality will continue to engage the volunteer with a part of it.

2.9 Post-project sustainability

The CLEAR project of which the CLMS was a component aimed to create local capacity for reducing and preventing child labour, capacity that would ensure continuity even after the end of the project. The thrust was therefore on local ownership of the CLMS with elected representatives and community leaders taking responsibility for child labour eradication.

It is evident that CLMS has changed the mindset of elected representatives, community leaders, employers and parents towards child labour. They are aware of the value of education for the child's future and would privilege it if they had a choice. Those who have withdrawn their

children from work are struggling to survive but will not go back on their decision. Hence, the preventive role that CLMS plays is strong and will persist.

Sustainability of the monitoring and referral aspects of CLMS has been uneven over the operational area, depending largely on the commitment of Union Parishad Chairpersons and Municipal Chief Administrators. Some have allocated a part of their modest budgets to this cause. Kurigram Sadar, has increased its allocation to child labour elimination each year from BDT 11,000 (USD 128) in 2016-17 to BDT 20,000 (USD 233) in 2017-18 to BDT 50,000 (USD 582) in 2018-19 out of a total budget of BDT 5.75 million (USD 66,932) in 2018-19. Dharanibari, a rural Union, has done even better, allocating BDT 200,000 (USD 2,328) to CLMS at the last Union Parishad meeting. They intend to invest a part of this in a Computer Lab, to impart computer skills to the youth.

Modati Union has also engaged a new volunteer to continue monitoring child labour since the earlier volunteer has now become a staff member of ESDO. In addition, the Modati Chairperson has printed messages on child rights on the back of the house tax record cards of the Union and has made coffee mugs for gifts with slogans against child labour. He also wrote to the Secretary, MOLE in July 2017 asking for assistance in eliminating child labour and received BDT 25,000 (USD 291) from the ministry.

In all the Unions visited, CWSGs continue to meet every month and at upazila level, every quarter. Volunteers participate in these meetings. However, the link with ESDO staff and with the record-keeping system are no longer available since the mobile phones provided had to be returned to ESDO when the project ended. Hence, identification and referral of new child labourers stopped when the project ended.

The prospect of the ex-child labourers enrolled in schools continuing into secondary school depends on continued sponsorship of their studies by private sponsors. Ward members said that they are keeping track of progress in school of those who were enrolled since they are also members of the School Committee.

The continuity of CLMS is hampered by the transfer of team members to other projects. On the ground in Rangpur, ESDO has transferred the project coordinator to another project and the upazila focal persons are no longer in touch with the volunteers. A few volunteers have been selected to join the staff of ESDO but are not necessarily working on child labour elimination. The others are very keen to continue work on CLMS but will need to be remunerated for it. The CLEAN network is still active in the region and will continue to advocate for withdrawal from and protection of children in the workplace accompanied by priority to families vulnerable to child labour in all safety net programmes of the State.

Much will depend on the integration of CLMS into the roadmap for the elimination of child labour from the whole country by 2025.

3. INGREDIENTS OF SUCCESS

The CLMS roll out in Rangpur was unique in many ways and can inspire similar initiatives elsewhere.

3.1 Sustained, large-scale local ownership

Unlike previous CLMS initiatives, the one in Rangpur Division created large CWSGs, composed of 14 members each. All together 144 of these were created across 45 Unions and three Municipalities, involving over 2,000 individuals on a regular basis. All the elected representatives participate in them and each one is chaired by a woman. Other influential people in the community are included – religious leaders, teachers, freedom fighters, etc. – people to whom community members go for guidance. Ward-level CWSGs also include parents of ex-child labourers and employers, giving voice to those directly concerned. These groups meet once a month and 80 per cent of them continue to do so nine months after the CLEAR project ended.

Ward-level CWSGs are linked to a Union level one, chaired by the Union Chairperson in which representatives of each ward, usually the Ward Councillors, participate. Volunteers attend both ward-level and union-level CWSG monthly meetings. Information gathered by the volunteers and decisions taken at ward level are discussed and form the basis for further policy decisions at Union Parishad or Municipality level.

The biggest success of the project was unanimously acclaimed as a change in attitudes towards child labour achieved in just over a year. This was not done through posters or other traditional campaign methods. It was person-to-person persuasion, court yard group discussions, talks by CWSG members at every community meeting and certain policy measures like the links to safety net programmes and the trade license conditionality that brought about this change.

The primary role of the CWSG was not physical monitoring of workplaces but decision-making about each child labourer and his/her family, individual visits to recalcitrant employers and parents and outreach to the local school. Thus, the investment in time for the members, most of whom have busy schedules, was minimal and the impact of their interventions greater because they were not collecting data. They continue to work on child labour elimination without ever having received any remuneration for their work.

3.2 Young volunteer activists

Student volunteers were recruited to visit workplaces and identify child labourers. Being from the community, they knew where children were employed and, in most cases, could access workplaces and homes without difficulty. One of them said she sometimes devoted a full week to one case. Theirs was intense work with very little pay. They were trainees, and this was a stepping stone to a career in social work. They collected information from the child labourers themselves as well as from their employers and parents and transmitted it to the CWSG as well as to ESDO. The volunteer was then responsible for executing the decision taken by the CWSG and could resort to help from any of its members if needed.

They gained an intimate knowledge of the root causes of child labour and its impact on the children and families concerned. They developed excellent communication skills, having had to convince both parents and employers of the need to protect children and bear the consequences of withdrawal from work or introduce changes in working hours and safety measures in the workplace. They also have close relations with the local government and can intercede with it for persons in need. This cadre of highly motivated and capable young persons will be an asset for the development of the region.

3.3 Safety net linkage

The lack of social protection is one of the root causes of child labour. The monitoring form developed by ESDO²¹ gives a snapshot of the economic condition of the family that helps identify those who should be beneficiaries of poverty alleviation measures. In some Unions, priority for access to VGD or VGF benefits or to 100-day EGP is given to families whose children have been withdrawn from work. In addition, individual Ward Councillors who have the power to allot VGD cards have made enrolment of children in school a condition for obtaining them. The death of a bread-winner is also a common reason for drop-out from school and premature entry into the world of work. Here too, the Union Parishad ensures that the family benefits from widow's pension that replaces to some extent the income that the breadwinner earned. It is reported that there are an increasing number of woman-headed households, the husband having abandoned his wife and migrated elsewhere. As the EGP has a quota for women, these women get priority for work in the lean season.

21 A translated version is reproduced in Annex 1

3.4 Enforcement without sanctions

All the Unions and Municipalities in which CLMS operates have made it obligatory for entrepreneurs to pledge that they will not use child labour in their establishments when they apply for a new trade licence or for annual renewal of a trade licence. This has proved effective in preventing child labour.

The ILO has always stressed the need for partnership with the labour inspectorate in managing a CLMS. The fact that information collected is not being shared with DIFE would normally be considered a drawback. However, as explained by the Modati Union Chairman, having recourse to labour inspectors with powers to impose sanctions on employers would break the trust that the CWSG has established with the community. The CWSG informs the whole community, both employers and parents, about the law and uses persuasion for them to adhere to it. The final decision rests with the parents and should not be taken away from them. Besides, punishing employers would alienate the business community on which the Union Parishad depends for employment creation and tax revenue. It is better to raise awareness about the negative effects of child labour so that the whole society rejects it.



Harmony in the community is in the interests of all but, in the case of persistent violations of labour rights despite dialogue, CLMS monitors are duty-bound to inform the labour inspectorate so that there is no impunity for employers who break the law.

3.5 Work to school transition

The involvement of teachers in the CWSGs has made it easier for children withdrawn from work to reintegrate school. At first, these children are rejected by their peers as they see them as different from them. Teachers intervene on their behalf, counselling both the ex-child labourers and their classmates so that the newcomers can integrate the group. Teachers realise that these children often come to school without having eaten anything and encourage other children to share their food with them. According to the primary school teachers, the ex-child labourers are coping well with their studies without extra help or tuitions and have recovered from the

health problems they had. Their mothers attend parent-teacher meetings and ward members track their progress regularly.

It is likely that more children could be withdrawn and enrolled if non-formal education was offered as a bridge to formal schooling. However, in the absence of this, restricting enrolment to children who have dropped out of school is a good strategy.

4. ROOM FOR IMPROVEMENT

The remarks about CLMS in Bangladesh in the final evaluation of the CLEAR project are pertinent:

“With some refinement in terms of developing a menu of options for referral to education and other services, the model is ready for wider replication..... The observed limitations of the model were that a comprehensive referral system is not yet in operation and the identification of children in child labour appears to be very simple, without including a systematic classification of the forms of child labour based on national laws and hazardous work lists and well-developed referral systems and services. The use of the database of children surveyed has not yet been handed over to the local authorities nor its usage fully determined.”

4.1 Alternative before withdrawal



Mothers of children withdrawn from bidi production, Votmari Union

Volunteers and CWSG members who met with parents of child labourers were asked just one question – “*What will replace the BDT 100 (USD 1.16) a day that my child brings in?*”. In many cases, there was no answer. Those who took the hard decision to do without that extra income and send their child to school are struggling – undernourishment is visible on the faces of the mothers, desperation on those of the fathers. This is precisely the argument used against the elimination of child labour – it is a coping strategy, eliminating it is good in the long-term but without alternative sources of income, families sink further into poverty. The sequence of interventions must change – ensure family support BEFORE withdrawing children from the workplace. In the meanwhile, work with employers to reduce exposure to risk, particularly for young workers. The CWSG in Dharanibari stressed the need for livelihood programmes to mitigate poverty.

In the long run, worker organization is needed to break the dependence on exploitative middlemen. In Votmari Union, many of the children identified were engaged in home-based bidi manufacturing. This is poorly paid piece work with each family having a separate contract with a middleman. Mothers of some of these children who had recently been enrolled in school said that they struggled to survive on BDT 600 to 800 (USD 6.98 to 9.31) per month.

4.2 Mapping of services

Providing such family support requires referral to a network of services –income generation, access to education, both formal and non-formal, skills training and health care. There was no scope for setting these up through the project or through other governmental or non-governmental institutions given the short duration of the project. The lack of family support was cited as the main reason for refusal to withdraw underage children from work. For those above the minimum age for work engaged in one of the worst forms of child labour, non-formal education accompanied by vocational training or supervised apprenticeships was required. The GOB has 200 technical training centres and ESDO itself has set up several in Rangpur Division, but few were accessible from the operational areas of CLMS.

Prior to selecting the operational area, existing services should have been mapped and a directory made of professionals who are willing to deliver these services pro bono. ESDO itself has an array of programmes in the region in addition to skills training - micro-finance, entrepreneurship for self-employment, interest-free loans to farmers and women’s empowerment. The choice of Unions could have been made on two criteria - the incidence of poverty as well as the availability of services.

As the Fundamentals Specialist in Delhi points out, since many of these services depend on donor funding, such mapping must be dynamic, considering the duration of the services offered and their capacity at different times to take in more referrals.

4.3 Time constraint

For reasons beyond the control of the ILO or the CLEAN network, CLMS was launched in October 2016, a year after the CLEAR project was launched in Bangladesh. The CLMS component had a no-cost extension of three months to allow for admissions into school that are done in January. The feedback from the Unions and Municipalities was that a period of at least 36 months is required to make the area under their jurisdiction child labour free. Fifteen months was far too short for forming CWSGs, recruiting staff and volunteers, putting in place a computerized monitoring and tracking system, training all of them before starting actual identification and referral with adequate tracking afterwards. The Executive Director of ESDO pointed out that many more ex-child labourers could have been enrolled in school if the CLMS had begun in July instead of October. This would have given the implementing partner six months for set up and identification before the period of admissions to school. The start in October caused them to miss the deadline of January 2017. Such constraints need to be considered while designing child labour elimination projects and signing Memoranda of Understanding with governments.

4.4 Workplace safety

Many of the young workers identified by the volunteer enumerators and CWSG members were above the minimum age for employment but were in risky jobs. With some training in Occupational Safety and Health, workplace improvements to make the work environment child-friendly could have been proposed and monitored for implementation, thus reducing the need to withdraw adolescents from work. This was a suggestion from the CWSG in Dharanibari Union.

4.5 Upscaling from local to national

Intense work has been done at Union and Municipality level and discussed at upazila level. Presenting the experience at District and Divisional levels can be done through the NGO delegate on the DCRMF and the DCLWC. It is fortunate that ESDO itself has a delegate who participates in these meetings and has advocated for social safety net access for families vulnerable to child labour. The DIG, DIFE who is the member Secretary said she is willing to give him/her the floor to present the CLMS experience.

Stakeholders in Rangpur Division were informed of the CLMS experience in 2017 through a workshop organized by the ILO that brought together senior government officials, all the upazila heads, employers, workers and the media as well as ESDO staff and beneficiaries. The Honorable Labour Minister and Labour Secretary of MOLE participated and gave immediate instructions to DIFE and divisional officials to provide support to the CLMS initiative.

Ten months after the project closure, CWSG members were asked about their recommendations for replication. The feedback obtained from the Union CWSGs was that replication can only be

done once their Unions are child labour free, a goal that requires another two to three years of work (some said four to five years) to reach. It was also pointed out that unless all the Unions in an Upazila and all the Upazilas in a District are covered discussion at these levels is not fruitful as the heads of those that have not been covered will not participate. Hence, replication can only be done in a phased manner, gradually moving outwards to neighbouring Unions, Upazilas and Districts.

4.6 Data management

Major improvements in information management are necessary before such upscaling can be envisaged. The system used in Rangpur Division is household-based data collection, whereas that used in the UIE project in Dhaka was workplace-based. While the former provides indications of the type of services required for family support, the latter highlights occupational safety and health factors and tracks workplace improvements. Although the CLMS in Rangpur was to replicate the UIE CLMS in Dhaka, the Beneficiary Tracking System used there has not been replicated.

Ideally, information should be collected both about the conditions of work of the child labourer as well as about the workplace. Two very comprehensive monitoring forms²² have been developed by IPEC when CLMS was launched. One contains detailed information about the child labourer, the jobs assigned to him/her, the conditions of work and particularly the hazards to which he/she is exposed. This form also tracks changes observed on subsequent visits. The second form is about the workplace in general, the risks to which child workers are exposed and the remedial action proposed and implemented.

The CLMS in Rangpur Division did not benefit from the rich CLMS experience that the ILO has in data management. ESDO had concurrently developed another beneficiary tracking software with the Manusher Jono Foundation under a child labour elimination project covering 5,000 children in the slum areas of Rangpur City and Thakurgaon town. As this project started in October 2014 and closed in March 2017, an interface with it could have improved information management for CLMS. As it is, the monitoring form developed by ESDO as well as the modified one being used in some Unions does not permit changes to be tracked and does not record the risks to which the child is exposed both during recruitment and at the workplace. Risk assessment is necessary for addressing the worst forms of child labour.

Immediate digitalisation of the information collected, and its transmission on-line can simplify and speed up data collection. However, the KoBo Collect software that was developed did not include the possibility of analysing the information, possibly due to the time constraint. The raw data is stored in an Excel spreadsheet containing the names of the child labourers and of the household heads. It is at present posted on the ESDO web-site and available for download

22 See Annex 2

without password protection. To protect the privacy of the families, it should be taken off the web-site. The analysis of this data contained in this report can be shared with decision makers in Bangladesh and contribute to further policy making and programme design.

4.7 Knowledge gaps

The awareness created about child labour requires to be more nuanced. Both the CWSG members and the volunteers are not well informed about Bangladeshi legislation on child labour, special safeguards for young domestic workers, the list of hazardous occupations, the definition of light work, etc. The training of volunteers lasted only a day and was focused on using the App for uploading the information they collected from households. Many of them would welcome more intense training to continue their work. This would also be an opportunity to revisit the monitoring formats to allow more comprehensive data collection and tracking of beneficiaries.

The overall observation of the evaluation is that the project provided financial support to the refinement and implementation of effective [CLMS] models but did not fully capitalize on the wealth of technical expertise available in the ILO globally (and beyond) related to CLMS models.²³

4.8 Policy change

The preventive aspect of CLMS should be reinforced by policy changes that address the root causes of child labour. Poverty and difficulty in access to secondary education were often cited as the main causes. The initiative taken by certain ward members and Union Parishads in making vulnerability to child labour a criterion for access to social safety net programmes should be adopted at national level and monitored by social welfare officers.

Children of secondary school age often drop out because of the cost of secondary schooling. Many respondents emphasised the need for extending the age of compulsory schooling from 10 to 14 years and removing secondary school fees for all students irrespective of their examination results.

On the demand side, the issue and renewal of trade licenses throughout the country should be made conditional on a commitment by employers to ban child labour. This should be monitored by DIFE instead of by ward members.

23 GL01322_US Final Evaluation Report p. 32

5. RECOMMENDATIONS FOR REPLICATION

5.1 Selection of operational areas

CLMS requires intensive involvement with the local community and can only be expanded in a phased manner. Ideally, the areas in which CLMS was implemented earlier should be the focus at first, to build upon the experience and create ‘Child Labour Free’ zones there, before moving to adjoining areas. In Bangladesh, these would be certain wards of Dhaka City that were covered by the Dutch-funded Urban Informal Economy (UIE) project and the Unions and *Sadars*²⁴ in which CLMS was set up under the CLEAR project. This would allow development of variations of CLMS that are suitable to urban, semi-urban and rural areas. To keep to the time-line set by the pledge of the government mentioned above, the focus of CLMS should be on hazardous work and new adjoining areas will need to be taken up every quarter.

The experience in North-west Bangladesh highlighted the dangers of plunging families further into poverty if children are withdrawn from work without providing alternative sources of income to their families. Hence, the choice of operational areas also depends on the **availability of poverty-alleviation programmes for underprivileged families and education and health services for children**. In the interest of sustainability, these services should not be dependent on short-term external support and should have the capacity to cater to the estimated number of families and children who will need them.

A third criterion is the **commitment of the local government** to carry forward CLMS for the next three to five years, this being the duration necessary to eliminate all forms of child labour in the ward/union/sadar. Verbal commitment should be backed by

- ✦ allocation of funds from the annual budget of the local government for elimination of child labour;
- ✦ willingness to make trade license issue and renewal conditional on a pledge to ban child labour from the applicant’s establishment; and
- ✦ arrangements to give priority access to social security to families of child labourers, particularly women-headed households.

24 Semi-urban localities administered by Municipal Corporations are called *sadars*

5.2 Investigation of the root causes of child labour

Eradication of child labour requires action upstream. Poverty is generally accepted as the driver of the phenomenon but the **factors that engender and perpetuate poverty** will be different from one context to the other. A well-conceived base-line study is necessary to gauge the extent of child labour in the local area and the circumstances that lead to drop-out from school and entry into work, particularly hazardous work. Such investigation must be done in homes, workplaces and schools, involving guardians, employers and teachers. The findings should orient local development plans to mitigate environmental problems like drought and flooding, economic problems like low wages caused by lack of worker organization, or social problems of discrimination based on gender, religion or origin. Such investigation can also cover obstacles to social safety net outreach to deserving beneficiaries and the quality of existing education, skills training and health services.

5.3 Coalition of Government and non-government institutions

The local government should take the lead in implementing CLMS but should be **accountable to a local body at Upazila level** composed of representatives of concerned District government departments including the labour inspectorate and NGOs working on social issues and local economic development. The outcome-based research showed that NGOs tend to work in silos without establishing links between the projects they manage even though this would greatly enhance the impact of the projects. Discussion on the needs of child labourers and their families can help to encourage participating NGOs to give them access to non-formal education, skills training, micro-credit, entrepreneurship development, women's empowerment and other such development programmes of the State or of civil society.

This body should facilitate '**convergence**'. This strategy was effectively used by the INDUS Child Labour Prevention and Elimination Project in India, at the turn of the century, and was also funded by USDOL. The Convergence model involved concentration of major government initiatives and programmes relevant to child labour – education, skills training, poverty alleviation, social protection, – on vulnerable children and families. Each government body with responsibility for an area critical to child labour contributed its expertise and resources to address child labour in a coordinated manner. Given the large-scale operations of NGOs in Bangladesh, **convergence should include both State and non-State actors**.

Furthermore, information gathered by CLMS must be analysed and shared with the District Child Rights Monitoring Forum, the Divisional and National Child Labour Welfare Councils and the Child Labour Unit of the MOLE. This **bottom-up linkage** is necessary for policies and budgets to be based on ground realities. Recalcitrant employers must also be reported to the District Labour Inspectorate for action.

5.4 Information management system

Information gathered through CLMS must cover three phases:

- ✦ Identification
- ✦ Remediation or Referral
- ✦ Follow-up

In the identification phase, information should be gathered about each child or adolescent found working during a workplace visit. It should include

- ✦ personal details of age, sex, education, living situation, family income, circumstances of entry into labour, contact details, etc.
- ✦ tasks involved in main and subsidiary occupations, recruitment channel, employer, hours of work, wages, exposure to risk, impact of work on education and health, etc.

If several children are found working in one establishment, a separate form should be filled concerning observation of the workplace.

- ✦ Name and contact details of the employer;
- ✦ Sector and place of work;
- ✦ Approximate number of over and under- minimum age children working there;
- ✦ Hazards to which they are exposed;
- ✦ Safety equipment provided, etc.

This information should then be uploaded into a central database and discussed with a group of influential members of the community who, in Rangpur, form the Community-based Workplace Surveillance Group (CWSG). Decisions should be taken on each case about the need for remediation or of withdrawal and referral to certain services. **Family and workplace visits should be undertaken by CWSG members** to convince the employer and the guardians of the child of the need for the action recommended. In case of withdrawal, arrangements must be made for employment of adult members of the family and/or access to income generation programmes. The child must be referred to **health care and psychological support services** if necessary, non-formal **education** followed by admission into school for children of school age or skills training programmes for adolescents.

These changes require follow-up to ensure that they are in the **best interest of the child**, that there is no movement from one workplace to another more hidden form of labour, and that the employer does improve occupational health and safety in the workplace.

The information gathered through the three phases will form brief case studies of each child. These should be entered in a **data base that allows easy access to reports** that condense the information according to criteria that allow evaluation of progress made and orient further

action. Under no circumstances should personal details of children and their families be made public as this would infringe on their right to privacy.

5.5 Recruitment and training of monitors

As demonstrated by CLMS in Rangpur, influential community members in Bangladesh engage in awareness-raising, decisions on action to be taken and discussion with guardians and employers to facilitate the necessary change. They cannot be expected to collect information. Elected representatives to the Union Parishad or Municipal Corporation, religious leaders, teachers and other professionals from the community, progressive employers and parents of former child labourers are well suited for the first role. In the case of Rangpur, the field work was carried out by local students who worked full time on CLMS for a very small remuneration. While they were able to identify many child labourers thanks to their knowledge of the area, referrals were few and workplace improvements to reduce hazards were rare. To improve on this, it is suggested:

1. To train a cadre of **professional monitors** who can move about the Division or District to guide the local enumerators, analyse data and present it to the concerned Committees and Councils as well as to DIFE at Upazila, District and Divisional levels. These may be trained social workers or staff of NGOs deputed for the purpose;
2. To organise introductory training for young monitors from the communities on the legal and policy framework followed by **on-the-job training** with the help of professional monitors as mentors;
3. To reduce the workload of the local monitors to identification, leaving the tasks of referral and remediation as well as follow-up to the CWSG members at Ward or Union levels;
4. To facilitate peer learning through exchange visits between Unions/*Sadars* and *Upazilas* with similar root causes of child labour with a view to encouraging design of innovative and long-term solutions to the problems encountered.

Both the mentors and the local monitors should be remunerated adequately, equipped with monitoring forms and mobile phones to upload data and required to report regularly to Social Welfare officers.

The combination of professional monitors with local ones is expected to shorten the time necessary for training local persons and increase the pace of expansion of CLMS to reach the deadline for elimination of child labour set by the government.

6. THE WAY FORWARD

The elimination of child labour by 2025 cannot be achieved without incorporating CLMS into the NPA. The experience in Rangpur Division shows how effective it is in changing attitudes to child labour both of elected duty bearers and of employers and parents directly concerned. Such a bottom-up approach is essential for sustainability.

The Exit Strategy Workshop under the CLEAR project was an opportunity for the CLEAN network, Union Parishad Chairpersons and volunteers to share the experience and encourage its replication with some of the improvements suggested in the previous section. MOLE and the NCLWC need to recognize the contribution that CLMS can make to the implementation of the NPA and integrate it into the roadmap to 2025. The achievements of CLEAR at the national level should also be linked with the work in Rangpur Division and regular communication with the DIFE at the Divisional level established.

The ESDO CLMS Project Coordinator suggested that withdrawal and referral of teenagers in hazardous work can be stepped up by linking it to the skills training programme of the GOB – ROSC that offers short courses of three months followed by placement. The scholarship programme for secondary schools should target children withdrawn from child labour that attend school regularly, regardless of their examination results. Several CWSG members suggested that education should be free up to High School with provision of books and mid-day meals. They say:

“Education means consciousness and the ability to earn a livelihood. There can be no development without education.”

Modest support is required for the 48 volunteers to continue work on CLMS with improvements in data collection and recording. They are the hub of continued activity on child labour in the Unions and Municipalities covered at present and their engagement should be sustained.

The ‘No child labour’ clause for issue and renewal of trade licenses can be quite easily generalized and DIFE made responsible for monitoring its application. The Traders’ Association (*Banik Samiti*) at village and upazila levels and the Chambers of Commerce and Industry at District, Divisional and National levels can be mobilized to adopt a Code of Conduct for their members concerning child labour.



Phased expansion from the existing target area of CLMS to adjoining Unions and Upazilas can gradually make the area child labour free with technical support from the ILO and a budget allocation from the MOLE.

Most of all, as stated in the National Education Policy, 2010, the GOB must amend the law to raise the age of compulsory schooling from Class V (10 years) to Class 8 (14 years) and renounce admission charges and fees for State secondary schools which make the children aged 11 to 14 particularly vulnerable to child labour.

REFERENCES

- BBS, WFP, WB 2010 *Poverty Maps of Bangladesh*
http://203.112.218.65:8008/WebTestApplication/userfiles/Image/LatestReports/Bangladesh_ZilaUpazila_pov_est_2010.pdf
- CLEAN Network 2016 Child Labour Monitoring System Project
- ESDO 2017 Eco Social Development Organization Annual Report 2016-17
- 2018 Status of Child Labour Activities by Union
- MOLE 2013 List of Hazardous Work
- MOLE 2013 *National Plan of Action for Implementing the National Child Labour Elimination Policy 2012-2016* (ILO Dhaka)
- Hasan, M. K. 2017 *ABCD of Social Protection in Bangladesh*
- ILO 2017 Brief: Optimizing compliance with child labour legislation through strategic collaboration of labour inspection and child labour monitoring programmes
- 2015 *World Report on Child Labour - Paving the way to decent work for young people*
- ... 2013 Decent Work Country Profile, Bangladesh
- ... 2011 Urban Informal Economy Project *Opening Doors - How a hazardous child labour project in Dhaka's urban informal economy protects children and changes communities*
- ILO-FUNDAMENTALS 2018 IPEC+ Flagship strategy Draft Country Concept note Bangladesh
- ILO-IPEC 2014 Action Guide on child labour monitoring
- 2005 CLMS Brochure
-2005 Child Labour Monitoring Fact Sheet



.....2005 Child Labour Monitoring in the Garment Industry in Bangladesh

.....2015 Bangladesh National Child Labour Survey 2013

Miah M. A. H. & Reza, M. I. 2014 *Exploring the Processes and Consequences of Child Labour in Building Resilience of the Extreme Poor: The Genealogy of Child Labour in Northern Districts of Bangladesh*

UN Dept of Economic and Social Affairs

https://www.un.org/development/desa/dpad/wp-content/uploads/sites/45/LDC_profile_Bangladesh.pdf

The World Bank 2013 Bangladesh Poverty Assessment: Assessing a decade of progress in Reducing Poverty 2000 – 2010

.....The World Bank in Bangladesh

<https://www.worldbank.org/en/country/bangladesh/overview>

..... <http://www.worldbank.org/en/programs/prosper-bangladesh>

Zegers, M. & Bowen, R. 2018 Independent Joint Final Evaluation of the Country Level Engagement and Assistance to Reduce Child Labor Project.

ANNEXES

ANNEX 1 CHILD LABOUR SURVEY FORM, RANGPUR

ECO-SOCIAL DEVELOPMENT ORGANIZATION (ESDO)

Country-Level Engagement and Assistance to Reduce Child Labor (GLO/12/22/USA) in Bangladesh

Child Labour Survey Form (Translated from Bangla)

Household (HH) ID No.: _____ Name of Head of HH (Earning member): _____

Primary Information

a. Name of respondent: _____ b. Community _____ c. Village: _____

d. Ward: _____ e. Upazila/Municipality: _____ d. District: _____

Family Information

Names of family members	Relationship to HH Head	Sex	Age	Current Profession	Daily Income	Monthly Income	Monthly Savings	No. of days unemployed per month	Season when unemployed	No. of meals per day



Socio-Economic Information

Where does your family live? (Please check)

- a. Own house ☐ b. Rented House ☐ c. Someone else's house ☐ d. Temporary House ☐ e. Own house on someone else's land ☐
f. Government Colony ☐

Information about child labour

Name of child _____ Age: _____ Sex: _____ Whether admitted in school Yes/No _____

If yes, whether regular ☐ irregular ☐ Class up to which he/she studied: _____ Reasons for drop-out: _____

Type of work in which the child is engaged at present: _____ Name of workplace: _____

Daily wage in Taka: _____ Daily working hours: _____ Period of work (months): _____

Any occupational disease he/she suffers from: _____

Name of child _____ Age: _____ Sex: _____ Whether admitted in school Yes/No _____

If yes, whether regular ☐ irregular ☐ Class up to which he/she studied: _____ Reasons for drop-out: _____

Type of work in which the child is engaged at present: _____ Name of workplace: _____

Daily wage in Taka: _____ Daily working hours: _____ Period of work (months): _____

Any occupational disease he/she suffers from: _____

Name of data collector: _____ Date of Survey: _____ Name of Validator: _____

ANNEX 2: CHILD LABOUR MONITORING FORMS²⁶

SAMPLE FORM 1 - PER CHILD

SECTION I: CHILD INFORMATION – Fill out based on interview questions				
Name of child:		ID number (assign #)		Name of parent(s)/guardian:
100a Current age:	Year born:	Contact information for parent/guardian:		
100b Sex	F ☐	M ☐		
100c Where born:	In this place ☐	In another part of this country ☐	In another country ☐	
101. LIVING SITUATION – Fill out based on interview questions				
101a Where child lives	(write address):			
101b Child lives with:	Parents/relative ☐	Employer ☐	Friends ☐	Alone: ☐
102. EDUCATION (Optional)				
102a School/training	Never attended ☐	Not attending now ☐	Attends sometimes ☐	Attends every day ☐
102b Level completed to date	Primary ☐ (level)...	Secondary ☐ (level)...	Vocational ☐ (level)...	Nonformal course ☐ level...
SECTION II: WORK INFORMATION – Fill out based on interview questions				
200. TYPE OF WORK				
200a. Main occupation/ job:		Other occupation/job(s):		Household chores Yes ☐ No ☐
200b Tasks involved:		Tasks involved:		Tasks involved:
201. HOURS OF WORK – Fill out based on interview questions				
201a. Hours worked per day in main job		Hours worked per day in this job	Hours per day spent in chores	
201b. Days worked per week in main job		Days worked per week in this job	Days per week doing chores	
TOTAL estimated work-related hours in current week				
202. CONDITIONS OF WORK (main job) – Fill out based on interview questions				
202a. Employment contract?		Yes ☐ No ☐		
202b. Payment:	by time ☐	by piece ☐	in kind ☐	none ☐
202c. Place of work:	at home ☐	shop/factory ☐	countryside ☐	streets ☐
202d. Employed by:	self ☐	parent ☐	relative ☐	other ☐
Name & contact information of employer				
Address of employer				
GPS location of employer				

SECTION III: HAZARDS & RISKS – Fill out based on direct observations			
300. CHILD IS EXPOSED TO:	Tick correct box:	Suggested remedial action:	Filled out during 2nd visit: Was sufficient remedial action undertaken by employer:
Conduct work that is on the hazardous work list			yes ☐ no ☐
sun, rain, weather, cold, heat			yes ☐ no ☐
loud noise or vibrations			yes ☐ no ☐
high pressure, fast-paced or dull and repetitive tasks			yes ☐ no ☐
chemicals, poisons, toxic or caustic substances			yes ☐ no ☐
fumes, odors, smoke			yes ☐ no ☐
sharp objects (tools, glass, spines)			yes ☐ no ☐
dirt or clutter			yes ☐ no ☐
flammable or explosive materials			yes ☐ no ☐
dangerous animals, insects, snakes, fish			yes ☐ no ☐
sickness, death, contaminated materials, decomposing matter			yes ☐ no ☐
violence, adult behaviour, rough language			yes ☐ no ☐
drugs, alcohol, cigarettes			yes ☐ no ☐
sexual harassment, pornography			yes ☐ no ☐
beating, intimidation, threats			yes ☐ no ☐
301. CHILD IS REQUIRED TO:			
work underground			yes ☐ no ☐
work under water, in water, in damp areas			yes ☐ no ☐
work at heights, in trees, on ladders			yes ☐ no ☐
carry, push or pull heavy loads			yes ☐ no ☐
use powered equipment, vehicles, machines			yes ☐ no ☐
use chemicals, poisons, toxic or caustic substances			yes ☐ no ☐
work in isolation or confined to the work premises			yes ☐ no ☐
do overtime work			yes ☐ no ☐
work at night, or travel to or from work in the dark			yes ☐ no ☐
travel through areas where there is violence, drugs, alcohol or prostitution			yes ☐ no ☐
travel long distance to and from work			yes ☐ no ☐
SECTION IV: ANALYSIS BY MONITORS			
Is it a 'Worst Form' of child labour?	100c	Maybe, if child comes from another place (possible trafficking)	
	101b	Maybe, if child is not living with her/his family (increased risk of abuse)	
	200a	Yes, if the occupation or activity is on the national list of hazardous child labour	
	200a	Yes, if the work involves sexual exploitation, crimes, armed conflict	
	201	Yes, if total hours (work, chores, transit) exceed those set in the HCL list (e.g. >40 hrs)	
	300	Yes, if any risk is marked indicating hazardous child labour	

Is it child labour?	101	Maybe, if the child is < 14 (or legal age of employment)	
	102	Yes, if length and timing of work interferes with school	
	300	Yes, if any risk is marked indicating hazardous child labour	
Is the child 'at risk' of child labour?	100b	Maybe, if female	
	101b	Maybe, if child is living with employer	
	102	Yes, if child is not attending school regularly	
	202	Yes, if conditions of work (e.g. contract, payment, place of work) are inadequate	
FOR FOLLOW UP WITH LAW ENFORCERS AND SERVICE PROVIDERS:			
Name of labour inspector (and duty station) that was contacted for sanctions:	Filled out during 2nd visit: Did labour inspector impose sanctions? yes ☐ no ☐ ; If so, what were they?..		
Child referred to: (name of institution or agency)	Referral date:		
Child received by: (name of contact person)	Reception date:		
Accompanied by:	Filled out during 2nd visit: Following referral, is child better off as a result of protection and assistance provided? yes ☐ no ☐		
For children of working age:	Filled out during 2nd visit: Is working child protected from work hazards? yes ☐ no ☐		
For children of working age:	Filled out during 2nd visit: Is working child protected from WFCL other than hazardous work (i.e. sexual exploitation, criminal and illicit activities) yes ☐ no ☐		
ADMINISTRATIVE INFORMATION			
Monitor's names	Date	Place of interview	Comment



SAMPLE FORM 2 – PER WORKPLACE

SECTION I: GENERIC INFORMATION			
Name & contact information of employer			
Address of employer			
GPS location of employer			
Number of workers under contract			
Number of known children working in the workplace			
Type of sector:	Agriculture ☐	Industry ☐	Services ☐
Type of production/service: (List agricultural crop or type of product or service)			
SECTION II: HAZARDS & RISKS & # OF CHILDREN INVOLVED – Fill out based on direct observations			
OBSERVED WORK HAZARDS:	Number of children involved:	Suggested remedial action:	Filled out during 2 nd visit: Was sufficient remedial action undertaken by employer:
conduct work that is on the hazardous work list			yes ☐ no ☐
sun, rain, weather, cold, heat			yes ☐ no ☐
loud noise or vibrations			yes ☐ no ☐
high pressure, fast-paced or dull and repetitive tasks			yes ☐ no ☐
chemicals, poisons, toxic or caustic substances			yes ☐ no ☐
fumes, odors, smoke			yes ☐ no ☐
sharp objects (tools, glass, spines)			yes ☐ no ☐
dirt or clutter			yes ☐ no ☐
flammable or explosive materials			yes ☐ no ☐
dangerous animals, insects, snakes, fish			yes ☐ no ☐
sickness, death, contaminated materials, decomposing matter			yes ☐ no ☐
violence, adult behaviour, rough language			yes ☐ no ☐
drugs, alcohol, cigarettes			yes ☐ no ☐
sexual harassment, pornography			yes ☐ no ☐
beating, intimidation, threats			yes ☐ no ☐
301. CHILD IS REQUIRED TO:			
work underground			yes ☐ no ☐
work under water, in water, in damp areas			yes ☐ no ☐
work at heights, in trees, on ladders			yes ☐ no ☐
carry, push or pull heavy loads			yes ☐ no ☐
use powered equipment, vehicles, machines			yes ☐ no ☐
use chemicals, poisons, toxic or caustic substances			yes ☐ no ☐
work in isolation or confined to the work premises			yes ☐ no ☐
do overtime work			yes ☐ no ☐
work at night, or travel to or from work in the dark			yes ☐ no ☐
travel through areas where there is violence, drugs, alcohol or prostitution			yes ☐ no ☐
travel long distance to and from work			yes ☐ no ☐

SECTION III: FORMS OF CHILD LABOUR OTHER THAN HAZARDOUS WORK				
Was there a WFCL other than hazardous work observed?		Number of children involved	Suggested remedial action:	Filled out during 2 nd visit: Was sufficient remedial action undertaken by employer?
100c	Maybe, if one or more children come from another place (possible trafficking)			yes ☐ no ☐
101b	Maybe, if one or more children are not living with their family (increased risk of abuse)			yes ☐ no ☐
200a	Yes, if the work involves sexual exploitation, crimes, armed conflict			yes ☐ no ☐
Are children at risk of child labour in the workplace?		Number of children involved:	Suggested remedial action:	
100b	Maybe, if one or more children are female			yes ☐ no ☐
101b	Maybe, if one or more children live with employer			yes ☐ no ☐
102	Yes, if one or more children are not attending school regularly			yes ☐ no ☐
202	Yes, if conditions of work (e.g. contract, payment, place of work) are inadequate			yes ☐ no ☐
Was there child labour by children under the minimum employment age?			How many were referred to service providers:	How many of these children are better off:
FOR FOLLOW UP WITH LAW ENFORCERS				
Name of labour inspector (and duty station) that was contacted for sanctions:		Filled out during 2 nd visit: Did labour inspector impose sanctions? yes ☐ no ☐ ; If so, what were they?.....		
ADMINISTRATIVE INFORMATION				
Monitor's names	Date	Place of monitoring	Comment	

ANNEX 3 HAZARDOUS PROCESSES AND ACTIVITIES

The disallowed jobs for child labourers are as follows:

- | | |
|---|--|
| 1. Manufacturing of Aluminum products | 21. Rectifying or blending or spirit with alcohol |
| 2. Automobile Workshops | 22. Manufacturing of Jarda and Quivam |
| 3. Battery Recharging | 23. Manufacturing of pesticides |
| 4. Manufacturing of Bidi and Cigarette | 24. Iron and steel foundry and casting of iron and steel |
| 5. Brick or Stone breaking | 25. Fireworks |
| 6. Engineering Machines including lathe machines | 26. Manufacturing of jewellery and imitation ornaments or bangles factory or goldsmith |
| 7. Manufacturing of glass and glass products | 27. Truck or Tempo or Bus Helper |
| 8. Manufacturing of Matches | 28. Stainless steel mill, cutlery |
| 9. Manufacturing of plastic or rubber products | 29. Bobbin factory |
| 10. Salt refining | 30. Weaving worker |
| 11. Manufacturing of soap or detergent | 31. Electric Mechanic |
| 12. Steel furniture or car or metal furniture painting | 32. Biscuit Factory or bakery |
| 13. Tanning and dressing of leather | 33. Ceramic factory |
| 14. Welding works or gas worker mechanic | 34. Construction |
| 15. Dyeing or bleaching of textiles | 35. Chemical factory |
| 16. Ship breaking | 36. Butcher |
| 17. Manufacturing of leather footwear | 37. Blacksmith |
| 18. Vulcanizing | 38. Handling of goods in the ports and ships |
| 19. Metal Works | |
| 20. Manufacturing of GI Sheet products or limestone or chalk products | |

**Fundamental Principles and Rights
at Work Branch (FUNDAMENTALS)**

International Labour Organization

4 route des Morillons

CH-1211 Geneva 22 – Switzerland

Tel.: +41 (0) 22 799 61 11 - Fax: +41 (0) 22 798 86 95

childlabour@ilo.org – www.ilo.org/childlabour

 [@ILO_Childlabour](https://twitter.com/ILO_Childlabour)

ISBN 978-92-2-133041-7



9 789221 330417