

Project Management Review

Support to the Implementation of Nepal's National Master Plan on the Elimination of Child Labour

NEP/11/01/DAN

PROJECT INFORMATION	
TC Code	NEP/11/01/DAN
Donor Agency:	Government of Denmark/DANIDA
Geographic Coverage:	Nepal/KATHMANDU
Project Start Date:	1 August 2011
Project End Date:	31 December 2012
Total Project Funds:	Government of Denmark: US\$280,000 ILO contribution: US\$45,000 Total: US\$325,000
Executing Agency	International Labour Organization ILO Country Office for Nepal



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REPORT

By Sherin R. Khan

I. BACKGROUND - THE PROJECT

The Project under review, namely, **Support to the Implementation of Nepal's National Master Plan on the Elimination of Child Labour**, is a project implemented by ILO Country Office for Kathmandu and of the International Programme on the Elimination of Child Labour (IPEC) is a technical cooperation programme of the International Labour Organisation (ILO). The aim of IPEC is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour - in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society - is the basis for IPEC action. IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on the negative consequences of child labour, promoting social mobilization against it, and implementing demonstrative direct action programmes to prevent children from child labour, to remove child workers from hazardous work, and to provide them and their families with appropriate alternatives.

Decent Work Country Programmes are the main vehicle for delivery of ILO support to countries. The DWCPs promote four strategic objectives as a key component of national development strategies and provide the ILO's knowledge, instruments, advocacy and cooperation to its tripartite constituents in a results-based framework. The DWCP in Nepal was developed in consultation with the ILO Constituents. Child labour is an integral component of the DWCP Nepal and high in the Government's agenda.

The DWCP defines the priorities, operational strategies as well as the resource and implementation plan that complements and supports plans of ILO constituents for national decent work priorities. As such, DWCPs are broader frameworks to which the individual ILO project is linked and makes a contribution.

The elimination of child labour is an integral part of the ILO's work on standards and fundamental principles and rights at work. The fulfilment of these standards should guarantee decent work for all adults. In this context, the ILO provides technical assistance to its three constituents: government, workers' and employers' organizations. Civil society organizations have played a significant role in the combat against child labour and are key partners in the ILO's work on child labour.

ILO Country Office in Nepal

Nepal became an ILO Member State in 1966. Initially, technical assistance was provided through its Liaison Office and the Office of the Senior ILO Adviser. The ILO Country Office (CO) for Nepal was established in Kathmandu in 2000.

The ILO CO in Nepal operates a wide range of projects focusing on jobs for peace through local economic development, child labour, indigenous peoples, migration, HIV/AIDS, and other development challenges. The Employers' and Workers' organizations play an active role in formulating and implementing these projects. These technical cooperation activities support the objectives of the Decent Work Country Programme in Nepal.

The priority of Nepal's Decent Work Country Programme (DWCP) is the generation of productive employment – a promise of the peace dividend. It provides an anchor for the sustainability of peace. To address this priority the DWCP has two strategic aims:

- helping formulate coherent employment policies that delivers the decent jobs required; and
- Addressing labour laws, institutions and administrative systems to create an effective balance between employers' requirements for greater flexibility and worker's needs for employment security.

The Project under review, namely, **Support to the Implementation of Nepal's National Master Plan on the Elimination of Child Labour** (hereafter referred to as the Project) contributes to the national Outcome (2) of the ILO Decent Work Country Programme (DWCP) for Nepal, that is: "strengthened labour market governance by 2012".

The relevant indicator is: "Extent to which existing and new labour legislation integrates provisions and standards of relevant ILO conventions". The Project outputs on revision of legislation are to contribute directly to this indicator. CL – DWCP/Priority/Outcome.

The Project is linked to ILO Programme and Budget (2010-11) Global Goal 16 on Child Labour: Child labour is eliminated, with priority being given to the worst forms. Nepal's delegation to the ILO International Labour Conference in Geneva has consistently requested ILO-IPEC support on child labour.

IPEC has been operational in Nepal since the mid-1990s. Initially the support was provided through the Country Programme, implemented within the framework of a Memorandum of Understanding signed by the Government of India and the ILO. The programme has since evolved in nature and scope.

The Project intended, through direct support to the Child Labour Elimination Section of the Ministry of Labour and Employment (MOLE), to launch and support the implementation of the National Master Plan (NMP) on the Worst Forms of Child Labour. The two immediate objectives were to be achieved in close collaboration with the social partners and other civil society groups. These **immediate objectives** are:

- More informed and conducive policy and legal framework for child labour elimination and prevention, with a priority on its worst forms; and
 - Governmental and non-governmental agencies, social partners and development partners will be engaged more rigorously in concerted and effective implementation of the NMP 2016-20 on child labour elimination and prevention, with a priority on its worst forms
2. The Project document stipulates an internal mid-term review to be undertaken by the project management. The review, to be facilitated by DWT – South Asia, will assess progress against the project monitoring plan. It will involve stakeholder consultations to review the project experience, identify lessons learned, discuss any strategic shifts in the remaining period; and discuss ideas for a phase 2 proposal concept note to be developed simultaneously for submission to the Embassy of Denmark, Nepal.

Project Objectives

Immediate Objectives (IO)

- IO.1 By end of the Project, there will be more informed and conducive policy and legal framework for child labour elimination and prevention, with a priority on its worst forms

(IO.1 Supports NMP Component 1 on Policy, research, and legal framework; Component 3 on Social Partners and Other Partnerships)

- IO.2 By end of the Project, governmental and non-governmental agencies and social partners will be engaged in concerted and effective implementation of the NMP 2016-20 on child labour elimination and prevention, with a priority on its worst forms

(IO.2 Supports NMP Component 2 on Enabling Environment; Component 3 on Social Partners and Other Partnerships)

Project Operational Areas

Policy related

- Review of Legislation related to child labour and Recommendations for its Amendment
- Policy-oriented research
- Hazardous work list
- Gender-sensitive analysis of key policies, programmes and budgets for mainstreaming child labour issues

Engagement of constituents and stakeholders in effective implementation of the NMP, involving

- Transfer of knowledge – trainings
- Meaningful participation of social partners
- Sharing of experience and know-how
- Networking and Coordination
- Child Labour Resource Centre at CLES
- Child Labour Reports

Resource mobilization

Issues and concerns related to people with disabilities

Project partners

These are mainly the ILO tripartite constituents, i.e., the Ministry of Labour and Employment, the employers' organizations' and workers' organizations, and civil society organizations.

ILO sub-contracts for implementation of specific outputs and activities under the Project objectives have been signed with implementing partners: the Ministry of Labour and Employment (Child Labour Elimination Section); All Nepal Trade Union Federation (ANTUF); General Federation of Nepalese Trade Union (GEFONT); Nepal Trade Union Congress- Independent (NTUC); Federation of Nepalese Chamber of Commerce and Industries (FNCCI).

The Project has partnered with other agencies and organizations, including civil society to promote the project objectives.

II. Objectives, Methodology and Process of the Project Review

Objectives

It was undertaken to:

- 1) Review the implementation of the IPEC project to-date and consider any changes in strategy on the basis of experience;
- 2) Review the implementation and emerging experience from the various strategies in place and (in initial consultation with stakeholders), suggest practices that could be considered for documentation as good practices;
- 3) Examine project documentation/information material/publications/the use and usefulness of the specific documents during implementation and in the long term, and make an assessment of their potential for contribution to learning from the project and sustainability of impact and/or action;
- 4) Review the existing institutional (project) set up and implementation capacity; and
- 5) Review institutional sustainability mechanisms and suggest measures that the Project could undertake in the remaining period, which could enhance sustainability.

The results are expected to be used by the Project, CO Kathmandu, and DWT New Delhi and IPEC HQ, to adjust strategies of the project, particularly the project phase-out strategies and to consolidate project learning and experience.

Methodology

The internal review carried out by the Senior Specialist on Child Labour for South Asia, with support of the Project Team, consisting of the National Project Coordinator and Finance and Administration Assistant. Input was provided by the Project's International Adviser and the ILO Country Office Programme Officer responsible. Input from MOLE was provided in a meeting at MOLE and from the Social Partners at a consultation meeting at the ILO.

The Project Review was conducted with internal and external participation. Potential participants include the project management including the Project Manager and International Adviser, implementing partners (ILO constituents), IPEC, donor representatives, representatives from worker and employer organizations, government officials, representatives from donor agencies, CO Kathmandu.

Key documents were reviewed, including the project document, work plans, project monitoring plans, progress reports, and other documents produced by the Project. Internal scoping exercise was undertaken involving the Project, CO Kathmandu and IPEC Headquarters (Geneva).

The Project Mid-Term Review was undertaken during a mission that included a number of other substantive agenda items, including the ILO ITC and Project training and preparation of a strategy note for phase two, which diminished to some extent, the focus on the Review and the time available for it.

III. The Key Findings

Project Design and Relevance

The Project was designed using a combination of templates of the ILO and the Embassy of Denmark. No specific wider stakeholder consultations were organized during the design stage as the information from recent consultations was deemed sufficient. Among these were the consultations at the time of the final evaluation of the previous ILO child bonded labour project, which had specifically included a discussion on new action priorities. Also available was the National Master Plan on Child Labour, which had involved a highly consultative process.

Specific consultations were held with the officials of Ministry of Labour and Employment, which was to be the main partner, on the approach, logframe, and other aspects. The Social Partners were also consulted specifically on the design.

The design was considered to be relevant to the needs, priorities and goals of the Government of Nepal, the Social Partners and other stakeholders as it would enhance core capacities for the implementation of the NMP and would help put in place a conducive policy environment.

As no record of these consultations seems to have been provided to MOLE in writing or recorded by the officials of the Ministry, the subsequent frequent turnovers at MOLE posed challenges for the Project. New officials were initially ambiguous as to MOLE's commitment to the Project.

Project Formulation and Logical structure

The logical structure is considered clear in presentation and there have been no issues with its relevance or need. However, as the key policy outputs were included in the Action Programme sub-contracted to MOLE on 5 March 2012 (delayed from the original start), further delays in implementation of the Action Programme have had serious implications on achieving targets. CO Kathmandu sees the delays in implementation as unfortunate but negligible in the long-term and as a trade off for the ownership that MOLE will have if it is responsible for the policy outputs.

Assumptions/external factors

- The political situation in the country will improve significantly, bringing greater stability to the political processes.

Probability of holding the assumption was determined as medium. Responsibility for project outputs was mainly with the Child Labour Unit, which was an established unit within the government and the government was to continue to function. The Risk to project was determined low.

The assumption did not hold true. The political situation did not result in concluding the Constitution and the peace process was not secured. The security situation deteriorated with the dissolution of the Constituent Assembly on 27 May 2012. Thereafter, frequent bands, strikes caused disruptions and affected the implementation of Action Program and Project activities. The Project too had to postpone the its training activity planned in collaboration with the ILO International Training Centre from May to August/September 2012.

- Government commitment to implementation of the NPM-2011-20 remains and is reinforced by action.

Probability of holding the assumption was determined as high. Risk to project was determined low as long as the long as staff of Child Labour Unit remained committed. It was clear that without staff commitments, delays would be likely, and this could possibly result in incomplete outputs.

The commitment is stated to remain. There was a request from the Ministry of Planning for the NMP document to be translated into Nepalese. The Project provided support for the translation of the NMP to facilitate endorsement by the Cabinet

At time of the Mid-Term Review, the NMP was yet to be approved by the Government to make it an official document.

Also, at the time of the Mid-Term Review, while individual officials remains committed to moving forward with the Action Programme and taking on a proactive and lead role on the issue, there was little progress on some key matters that could testify to the commitment to act. A meeting of the National Steering Committee had not been called for years and it was not even clear to as who the members were. Action remained pending on the approval of the NMP, but also other key policy and legislative documents.

At time of the Mid-Term Review, the probability of holding the assumption is medium and risk to the Project is high.

- Government officials (male and female), social partners, and staff of other agencies are available and interested in the capacity development assessment and activities.

Probability of holding the assumption was determined as high. The Project would respond to expressed needs and interests. Risk to project was determined as low.

This assumption holds true to a great extent. There has been high interest in availing of training opportunities and expressing needs. The participation of the CLES/MOLE, the Department of Labour, the Social Partners, international agencies and civil society in meetings, programmes, events and capacity development activities has been active.

- Government officials, social partners, and staff of other agencies are flexible and willing to adjust the way they work with greater focus on collaborative action on child labour.

Probability of holding the assumption was determined medium. Change of this nature requires time even when commitment and action exist. The Child Labour Unit, as the coordinating body for efforts on child labour, was foreseen to take the lead. The Project was to support with training to maintain the motivation and commitment of the stakeholders towards this end. Risk to project was determined low.

In the absence of the re-activation of the National Steering Committee on Child Labour, the Project initiated the Child Labour Coordination Forum (CLCF) to discuss and consult project related activities. The Forum is active and is used for information sharing and advising the Project and each other on issues. Beyond this, collaboration so far has been event-based, as in the case of the World Day against Child Labour commemoration with the National Human Rights Commission, UNICEF, World Education and others.

Risk to sustainability of the Project's impact will be high unless the National Steering Committee on Child Labour is re-active and functional, or a similar government-led body takes on the function.

- Employers' and workers' organizations are committed to integrate child labour in their agenda and work plans;

Probability of holding the assumption was determined high. Risk to project was determined low.

The process involved in planning and implementing Action (Mini-Programmes) with the Social Partners under the Project enabled some integration of child labour issues in their work plan. For the longer term, the involvement of the Social Partners in knowledge and training activities organised by the Project can result in further and more sustained integration.

- Employers' and workers' organizations work together and with other stakeholders to meet the targets of the NMP 2011-20;

Probability of holding the assumption was determined medium-to-high, depending to a large extent on external resources for direct action projects. Risk to project was low.

The employers and workers are members of the Child Labour Coordination Forum and this has brought them together on the issue. The objectives of their respective Mini-Programmes are aligned with the National Master Plan.

There is no evidence of the employers and workers bi-lateral activities or campaigns beyond the Project activities.

- Development priorities emphasize a culture of multi-sectoral planning and programming.

Probability of holding the assumption was determined high. The development partners have processes in place for collaborative action and communication and are working with the government (including the planning commission) towards this end. The ILO is part of this collaborative UN action. Risk to project was determined low.

- Donors recognize the risk that child labour poses to development goals and are willing to support with its elimination.

Probability of holding the assumption was determined high. The project includes concrete action to engage with and mobilize the donors. Risk to project was determined low.

The Project developed a Resource Mobilization Strategy that is expected to be used for engaging the donors on the issue and resource mobilization. The Country Director is engaged with the donors and there are some indications from the Embassy for Denmark for the possibility of continued funding for another phase.

By and large, there is no indication that child labour specifically is on the agenda of donors for funding of substantive projects.

Sustainability

Sustainability is addressed substantively in the project design. Its objectives on enhancement of the policy environment and strengthening of capacities point in this direction. Therefore, if Project Objectives are achieved there should be a good level of sustainability of impact.

Sustainability in the design is ascribed to the implementation of the NMP taking off, the functionality of MOLE's Child Labour Unit and implementation of the ILO's DWCP of which child labour is an integral component. Progress on the first two is not encouraging at the time of the Mid-Term Review and this has been explained in other sections.

The design also ascribes sustainability to strengthened capacities and networking and there has been good progress on these aspects.

For impact of the Project to sustain, the Project must achieve its objectives in time to consolidate impact.

Resources and feasibility

The project has a National Project Coordinator (NPC) and a Finance/Admin Assistant (who works mainly on the accounts and provides administrative and secretarial support to the NPC). An International Technical Adviser (consultant) was engaged to provide support to the NPC as a long-term resource person, with active engagement during missions to Kathmandu and some back-up support during non-mission periods. The arrangement contributed significantly to setting the technical base for the Project, on-the-job training of the NPC, and liaising with the ILO-ITC to arrange for the training course in Kathmandu and also with ILO Manila for the study tour of MOLE and the NPC. The delays of the Project outputs under the MOLE Action Programme will affect the support from the International Adviser as the Project will not have the resources to continue the arrangement when most needed for review and finalization of the documents.

Staff time available for project management, coordination and monitoring has been adequate given the nature of the Project with no direct beneficiary targets and activities and no activities beyond Kathmandu.

Financial resources for the implementation of activities appear to be modest.

The timeframe of 17 months could have been adequate had activities start as planned, or close to the original timeline. The original timeline is no longer valid and extension can be foreseen.

Institutional and management framework

At the national level, the National Steering Committee on Child Labour is the advisory, steering and coordinating body on child labour. Typically, members of the NSC are representatives of concerned ministries/departments, employers' and workers' representatives, non-governmental organizations, with ILO and other UN/International agencies, sitting in advisory capacity. The last meeting in Nepal was organized in December 2010. In the meeting with the Under Secretary, he informed that an NSC meeting was likely to be organized in two-three week's time (i.e. mid-end September 2012) and a 'sound' agenda was being planned. Ideas were exchanged on agenda items and making the NSC more functional.

At the ILO level, the Project is under the overall management and supervision of ILO Country Office Director. Support is provided by the CO Programme, Finance and other sections in Kathmandu. The Project is technically backstopped by the ILO Senior Child Labour Specialist for South Asia, based in the Decent Work Technical Support Team for South Asia (New Delhi). Technical support and facilitation related to ILO headquarters is also provided by IPEC (Geneva).

At the Project level, implementation is managed by the National Project Coordinator.

IV. Project Implementation

Progress

Timeline of Events

Project start date: August 2011

Project end date: 31 December 2012

Mid-Term Review: 31 August to 4 September 2012 (along with other activities)

Implementation Modalities

The project is financially and technically administered by the ILO Country Office for Nepal, based in Kathmandu. Under the overall supervision of the Director ILO, the National Project Coordinator is responsible for the day-to-day operations and for work planning and reporting. Technical support also will be provided by the ILO Decent Work Team (DWT) for South Asia¹, particularly by the child labour specialist, and IPEC Geneva. Programme and administrative support will be provided by ILO Country Office Kathmandu.

Implementing Agencies: Collaboration with the CLES was to be formalized through an Action Programme Agreement, a standard ILO modality for provision of technical assistance to partners. Financial support is provided by the Project to support the Action Programme, a proposal for which was prepared at beginning of Project implementation and put through the ILO's technical and procurement approval processes. Proposals for other activities as identified in the logframe were developed with the social partners. Policy-related reports of various nature as identified in the logframe are prepared by other agencies, with which appropriate agreements will be concluded.

Immediate Objective 1: A more informed and conducive policy and legal framework for child labour elimination and prevention, with a priority on its worst forms

Many of the key outputs for this objective are embedded in the Action Programme signed with MOLE. The Action Programme received all ILO clearances for a start in December 2011; was eventually signed on 5 March 2012; the bank account for transfer of funds was opened in mid-July 2012 and the first installment (as per the contract) was transferred soon thereafter. So far, implementation has not started and in all likelihood is not expected to commence before the December 2012, end of the project or its proposed extension of three/four months. The reason for the initial delays was mainly the excessively rapid changes of concerned staff at MOLE at all levels, as well as the procedural requirement for approval of the Project by the National Planning Commission and the Ministry of Finance for the subsequent entry of the foreign aid in the Government's Central Treasury/Account, the Red Book. Reflection of projects in the Red Book is an effort towards improved management and coordination of aid, following Nepal's alignment with the Paris Declaration and ACCRA decisions on Aid Effectiveness.

With persistent follow-up from CO/Project, there was some progress on the procedural aspects. The National Planning Commission approved the Project/Action Programme. We were informed that before the Finance Ministry could record the Project by in the Red Book, another obstacle cropped up. Entries in the Red Book were blocked in view of the limited and partial allocation of the national budget to the ministries.

This political situation is not likely to be resolved soon enough and so the entry into the Red Book is not likely to happen in time for the project.

At the ILO's request, MOLE has requested a waiver from the Red Book requirement, but there has been no response as at the time of the Mid-Term Review. Implementation time is slipping by rapidly. Any Project extension will mean further reduction in the involvement of the International Advisor to the Project as National staff costs are picked up from that particular heading for the extended period.

¹ The ILO Decent Work Team for South Asia is based in New Delhi and comprised of specialists in the field of child labour, standards, employers' activities, workers' activities, social dialogue, employment, social security, gender, occupational safety and health, enterprise, among others.

In March 2012, the CO was advised, as also suggested by MOLE at the time, to find an amicable way out of the Action Programme contract so the Project could implement directly (through consultancies), with involvement of MOLE/social partners/constituents, those key components which were under the Action Programme. These outputs are the development of the draft hazardous work list; development of the draft child labour policy, and recommendations for revision of child labour legislation.

The impacts of this delay were discussed with MOLE during the meeting as were the options. MOLE reassured that it would discuss internally and revert to the Project.

Areas of work that are outputs under the MOLE Action Programme and where there is no progress include the following:

- Review of Legislation related to child labour and Recommendations for its Amendment. (Terms of Reference were developed);
- Hazardous work list (Terms of Reference were developed);
- Other areas noted under Immediate Objective 2.

Of the Policy-oriented research to be directly sub-contracted by the Project:

- Terms of Reference (TORs) were developed for a policy-study on *“Impact of back and forward linkages between formal and informal sectors”* and a study prepared.
- The Project developed TOR for another study on gender analysis, which was not the one identified in the project document. It will now develop the TOR for a policy assessment on *“Gender-sensitive analysis of key policies, programmes and budgets for mainstreaming child labour issues”*. This work will be helpful in advocacy for mainstreaming.

Immediate Objective 2: Governmental and non-governmental agencies and social partners will be engaged in concerted and effective implementation of the NMP 2016-20 on child labour elimination and prevention, with a priority on its worst forms

- Transfer of knowledge – training: A Capacity Development Strategy was developed in consultation with MOLE.
- Meaningful participation of social partners: Four Mini-Programmes were developed and signed with the social partners. Of these, three are with workers’ organizations: All Nepal Trade Union Federation (ANTUF), Nepal Trade Union Congress Independent (NTUC) and General Federation of Nepalese Trade Union-Nepal (GEFONT); and one is with employers’ organizations: Federation of Nepalese Chambers of Commerce and Industries in Nepal (FNCCI). These are as follows:

ANTUF: Awareness and Advocacy on Child Labour and its related consequences

GEFONT: Providing Policy Recommendations and Identifying the Situation of Child Labour in Nepal

NTUC: Towards the Elimination of Child Labour with emphasis on its Worst Forms

FNCCI: Awareness on the hazardous forms of child labour through media channels

The work under the Mini-programmes is varied and interesting, including: the undertaking of spot assessments/research of child labourers in the transportation sector within Kathmandu; preparation of a Code of Conduct for the union workers; the provision of policy recommendations; mass media initiatives including radio programmes for advocacy and awareness on the need to determine hazardous child labour; and strengthened coordination of the national workers’ organizations and their local affiliates.

Three are under implementation - the one with GEFONT is completed and others are still ongoing. The Project provides support in the implementation of the activities through, for instance, facilitation of technical sessions and presentations on child labour in workshops and consultations organised by the Social Partners under the Mini Programmes.

- Sharing of experience and know-how: The project has an opportunity for a study tour of MOLE officials to another country that offers good learning opportunities. In consultation with the CLES/MOLE. The ILO Country Office in the Philippines (Manila) has been identified as the appropriate location in September 2012. The team will be composed of three government officials and accompanied by the Project NPC. With an active IPEC programme and longstanding policy and programme initiatives in place in the Philippines, this is expected to be a good learning opportunity. Linked to the Networking area noted below, the Project needs to find ways it can promote experience and know-how sharing through roundtable discussions, community meetings involving child and beneficiary participation, electronic discussions, and study visits, among other means, on a range of related issues and practices. Some of this seems to be covered under the Mini-programmes being implemented by the Social Partners.
- Networking: The Child Labour Coordination Forum established under the Project has provided opportunities and a platform for networking, knowledge sharing and strategizing. The networking needs to go beyond the partners involved in the Forum and the Project parameters. The Project calls for capacity development of the CLES and the social partners to develop mechanisms to support networking initiatives, brining in communities, the private sector, educational institutions, youth, human rights groups and others.
- Child Labour Resource Centre at CLES: This is supported under the Action Programme with MOLE and there has not been progress to date except for documenting relevant studies and documents provided by the Project in relation to child labour issues.
- Child Labour Reports: There have been some products produced by the Project related to this area, but this too is under the MOLE Action Programme and progress as foreseen will start when the Action Programme implementation commences. A Fact Sheet on child labour, with latest data and gender disaggregated information, was produced in cooperation with the MOLE/CLES, the National Human Rights Commission, World Education and the ILO. Information and materials are provided to the CLRC and to the officials of the CLES. Inputs are also provided by the Project to the relevant Government officials on the reporting of the International Labour Standards. One CLES official participated in the Gender Mainstreaming Workshop (GEMS) organised by the ILO in cooperation with the Project for capacity building in gender related issues and analysis.

Monitoring and Reporting

An *operational planning* meeting was organized at the onset to look as to the existing logical framework and its relevant; assess the need to make adjustments to the project document and elaborate on details for the action/mini- programmes and discuss strategies.

A *project monitoring plan* (PMP) and a *work plan* for the project was prepared and updated as per IPEC's format using the logical framework for the project.

Review meetings were organized with all partner agencies in order to appraise progress, review obstacles and define strategies for improvement. These were particularly frequent with MOLE in view of the issues with start-up of implementation,

As per agreement with the donor, *technical progress reports* and detailed financial reports were provided to the donor on progress achieved, problems faced and proposed corrective action based

on programme monitoring activities. A *final progress report* will be provided at the completion of the project.

Evaluation

A *final evaluation* will be undertaken as per ILO procedures. This internal mid-term review is being undertaken by DWT, with support of the Project and in consultation with IPEC. Progress has been assessed against project monitoring plan. Consultation with key stakeholders was undertaken to review the project experience, identify lessons learned, and discuss national follow-up.

Collaboration and Networking

The Project has started to develop networks on the issue and it has already created considerable awareness through joint events (such as the World Day against Child Labour) and through smaller consultations. This will have impact in the coming period.

V. Achievement and Results

Development Objective: The Project will contribute to the elimination of the worst forms of child labour in Nepal by 2016, and all its forms by 2020

Should the Project's objectives be achieved, it will have contributed significantly to the elimination of the worst forms of child labour in Nepal. There are already some achievements for the Project in this regard. Importantly, it has kept the child labour issue and the National Master Plan (2011-2020) on the agenda of MOLE, and through it has promoted it with the Ministry of Finance, National Planning Commission, Human Rights Commission and others.

The Project supported MOLE for translation of the NMP into Nepali for further Government endorsement. This has maintained the visibility of the NMP and the child labour issue at a time when the political situation has been fluid again.

The Child Labour and Education training organized in collaboration with the ILO ITC was successful in transferring the knowledge to a wide group of stakeholders and resulted in a set of recommendations that can be pursued. It has also drawn attention to importance of mainstreaming child labour into national policies, programs and budgets by multiple agencies.

Consultations, through various meetings, with partners, stakeholders and the donor have given a clear vision of the follow-up to the Project. While there is a need and demand for a larger-scale project that will put force behind the issue to make it a clear priority in the country, elements also emerged for a smaller-scale project that will build on the work done so far.

Immediate Objective 1: A more informed and conducive policy and legal framework for child labour elimination and prevention, with a priority on its worst forms

Review of Legislation related to child labour and Recommendations for its Amendment:

- Policy-oriented research
- Hazardous work list
- Gender-sensitive analysis of key policies, programmes and budgets for mainstreaming child labour issues

VI. Recommendations

No.	Recommendation	Main Responsibility
1.	Follow-up with MOLE to start implementation of the Action Programme	CO Kathmandu/Project
2.	Amicable resolution, in discussion with MOLE, to the MOLE Action Programme implementation issue, based on suggestions received – e.g.	CO Kathmandu/Project
3.	Re-activation and meeting of the National Steering Committee on Child Labour	MOLE
4.	Developing and processing a Project extension, with a revised workplan	Project/DWT
5.	Initiating assessment on mainstreaming as specified in Project document	Project
6.	Identifying bi-lateral activities and opportunities for Social Partners	Project/with CO and ILO SP projects
7.	Profiling child labour as a key issue in Nepal's development clusters, using the mainstreaming strategy	Project/CO/DWT
8.	In consultation with MOLE, assess whether the NMP needs revision since it was developed in 2010 and if so, to envision such support	Project/MOLE
9.	Follow-up on utilizing and disseminating the learning from the study tour to the Philippines	MOLE/Project
10.	Preparation of second phase concept note/proposal	DWT/Project

VII. Lessons Learned and Emerging Good Practices

- A combination of the political instability and the recurrent and frequent transfer of concerned official at a time when implementation is not established can have detrimental effects on implementation of projects where the core activities are in partnership with the government.
- Steady engagement is required on a continuous basis.
- All feasible options should be considered to adjust strategies for modalities and implementation in case of recurrent delays of a political nature.
- The long gap without an ILO child labour project to support MOLE may have pushed the issue off the radar screen in view of other competing priorities.
- Project design should allow for flexibility.
- Although there are some emerging good practices there has not been sufficient implementation to clearly indicate any.

- In terms of process, the setting up of a Child Labour Forum in the absence of a functional NSC was a good move. It should, however, not be assumed to fulfil the role of the NSC.

RELATED DOCUMENT: The August 2012 Technical Progress Report provides further details in its Project Monitoring Plan.

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Annexes 1: Contacts

Annex 2: Programme

Annex 1: Contacts

Government

MOLE: Mr. Krishna Prasad Dawadee, Under Secretary, Ministry of Labour and Employment and staff

Social Partners

FNCCI: Ms. Kabita Shrestha, Industrial Relations Officer

GEFONT: Mr. Bidur Karki, Secretary

NTUC-I: Mr. Ram Mani Pokhard, Programme Officer

ILO CO Kathmandu

Mr. Jose Assalino, Country Director

Ms. Bipina Sharma, NPC, ILO/IPEC Child Labour Project

Mr. Saloman Rajbanshi, Senior Programme Officer

Mr. Ronald Berghuys, International Adviser, ILO/IPEC Child Labour Project

Mr. Shrochis Karki, Consultant on study, ILO/IPEC Child Labour Project

Ms. Helen Sherpa, Education Specialist, World Education International (Nepal)

Donor:

Meeting with donor Embassy staff had been held with previously.

Annex 2: Kathmandu Programme for Mid-Term Review

Programme (1- 6 September 2012)

Saturday, 01.09.2012	
AM	Meeting with Project Team (Mr. Ronald Berghuys) –Review of project status and strategizing on Concept Note for second phase.
PM	Meeting with Project Team (Mr. Beghuys, Ms. Bipina Sharma) Scoping for Project Review, preparation of TOR and Concept Note
Sunday, 02.09.2012	
AM	Meeting with Project to revise Review TOR; finalization of note for MOLE; sharing of TOR with IPEC, others for comments
Monday, 03.09.2012	
AM	Discussions and review with Project Team
Tuesday, 04.09.2012	
AM	Meeting with Ministry of Labour and Employment (MOLE):Under Secretary Mr. Krisna Prasad Dawadee
PM	Meeting with social partners (Trade Unions, FNCCI)
Wednesday, 05.09.2012	
AM	Meeting Project consultant, Mr. Shrochis Karki: Policy-oriented review research on “The impact of back- and forward linkages between formal and informal sectors
	Debriefing with CO Director and Project team
PM	Discussions with World Education International (Nepal), Ms. Helen Sherpa, Education Specialist
Thursday, 06.09.2012	
AM	Debriefing Project Team
PM	Travel back to New Delhi

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