

# **“Support to the Implementation of Nepal’s National Master Plan on the Elimination of Child Labour in Nepal” (NEP/11/01/DAN)**



## **Final Evaluation Report**

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**Date: 24 May 2013**

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## Acronyms

<b>ANTUF</b>	All Nepal Trade Union Federation
<b>CDS</b>	Capacity Development Strategy
<b>CLCF</b>	Child Labour Coordination Forum
<b>CLES</b>	Child Labour Elimination Section
<b>CLRC</b>	Child Labour Resource Centre
<b>CSO</b>	Civil Society Organization
<b>DWCP</b>	Decent Work Country Programme
<b>FNCCI</b>	Federation of Nepalese Chambers of Commerce and Industries
<b>GEFONT</b>	General Federation of Nepalese Trade Unions
<b>GoN</b>	Government of Nepal
<b>HCL</b>	Hazardous Child Labour
<b>INGOs</b>	International Non-Governmental Organizations
<b>IPEC</b>	International Programme on the Elimination of Child Labour
<b>MoF</b>	Ministry of Finance
<b>MoLD</b>	Ministry of Local Development
<b>MoLE</b>	Ministry of Labour and Employment
<b>NCLP</b>	National Child Labour Policy
<b>NHRC</b>	National Human Rights Commission
<b>NMP</b>	National Master Plan
<b>NPC</b>	National Planning Commission
<b>RMS</b>	Resource Mobilization Strategy
<b>ToR</b>	Terms of Reference
<b>WDAFL</b>	World Day against Child Labour
<b>WE</b>	World Education

# 1. Introduction

## 1.1 Project background

The Kathmandu Office of the International Labour Organisation (ILO) with support from its technical wing, the International Programme on the Elimination of Child Labour (IPEC) has been supporting initiatives aimed at child labour elimination in Nepal since the late 90's. All such initiatives are supported under a broader ILO framework called Decent Work Country Programme (DWCP), which are the main vehicle for delivery of ILO support to countries. The ratification of two ILO Conventions (No.138 on Minimum Age and No.182 on the Worst Forms of Child Labour) by the Government of Nepal (GoN), in 1997 and 1999 respectively, has widened the scope of collaboration with the government on child labour elimination. ILO/IPEC has supported several child labour elimination initiatives in Nepal since then.

One such recent collaboration was the ILO's support (in 2008) for a review the National Master Plan (NMP) on the Elimination of Child Labour (2004-2014) and subsequent support (in 2010) for drafting an updated National Master Plan on Child Labour (2011-2020). The updated National Master Plan (2011-2020) aims at elimination of all worst forms of child labour by 2016 and all child labour by 2020, and is expected to act as a base for future child labour elimination programming in Nepal. This briefly is the background of the project currently being evaluated. A brief description of the project features follows.

## 1.2 The project in brief

In 2011, the Royal Danish Embassy in Nepal funded Project on "Support to the Implementation of Nepal's National Master Plan on the Elimination of Child Labour." The initial project duration was from August 2011 to December 2012 but the duration was extended to 31 May 2013 (after two no-cost extensions). This project aimed to address policy, strategy and government institution related issues concerning child labour: one crucial task for elimination of child labour. Earlier ILO/IPEC projects mainly consisted of direct actions for prevention and rehabilitation of child labour.<sup>1</sup>

The project had two immediate objectives:

- 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
- By end of the Project, governmental and non-governmental agencies and social partners will be engaged in concerted and effective implementation of the NMP 2011-20 on child labour elimination and prevention, with a priority on its worst forms

The development objective of the Project was (to contribute to) the elimination of the worst forms of child labour in Nepal by 2016, and all forms by 2020 in line with the updated NMP. This way, the project was also expected to contribute to ILO's Decent Work Country Programme (DWCP). The above objectives were to be achieved mainly through an Action Programme with the Child Labour Elimination Section (CLES) of the Ministry of Labour and Employment (MoLE) as the implementing agency with modest contribution from four mini-programmes with social partners.

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<sup>1</sup> An interview with ILO official revealed that there were unsuccessful attempts in previous initiatives to include work at policy, strategy and institutional level starting as early as 2002.

The social partners include: All Nepal Trade Union Federation (ANTUF), Nepal Trade Union Congress Independent (NTUC) and General Federation of Nepalese Trade Union-Nepal (GEFONT); and Federation of Nepalese Chambers of Commerce and Industries in Nepal (FNCCI). The mini-programmes were worth about US\$ 2500 each; whereas the budget for the total project was US\$ 325,000 (including ILO's in kind contribution).

The Action Programme was to contribute to the two project objectives through the following three "immediate" objectives:

- At the end of the Action Program, the CLES will have increased their National Master Plan driven coordination, program planning, resource mobilization and management responsibilities
- At the end of the Action Program, there will be a more informed and conducive policy and legal framework for child labour prevention and elimination, with a priority on its worst forms
- At the end of the Action Program, governmental and non-governmental agencies, social partners and other major stakeholders are engaged in the implementation of the National Master Plan through enhanced capacities.

Above "immediate objectives" were to be achieved through the following outputs:

- The responsibilities and coordination framework of the CLES are established and operational
- A Child Labour Resource Center (CLRC) is developed
- CLES officials trained and capacitated on developing direct (and "mainstreaming") project documents and programmes against child labour
- Resources Mobilization Strategy (RMS) is produced to mobilize funds on the basis of planned, developed and promoted direct (and mainstreaming) programmes against child labour
- A list of "Hazardous Child Labour (HCL)" for Nepal is prepared for endorsement by the Government
- Review of and recommendations on amending national child labour legislation is prepared and furthered for endorsement
- A National Child Labour Policy (NCLP) in Nepal is produced and prepared for endorsement
- A Capacity Development Strategy (CDS) is prepared that provides input for the development of effective training modules
- (Non-) training activities are undertaken to stakeholders on knowledge, skills and competencies to combat child labour, including on governance, coordination, gender and caste versus social inclusion
- Child Labour Reports (CLR) on gender disaggregated information and statistics are compiled and disseminated

Four Mini-Programmes implemented with the social partners include: undertaking of spot assessments/research of child labourers in the transportation sector within Kathmandu (ANTUF); preparation of a Code of Conduct for the union workers (NTUC); policy recommendations (GEFONT); radio programmes for advocacy and awareness on hazardous child labour (FNCCI). The joint mini-programme with UNICEF implemented in partnership with the civil society and other actors aimed at generating awareness on child labour through the celebration of World Day against Child Labour (12 June 2012).

## 1.3 About this evaluation

With the project coming to an end in May 2013, ILO-IPEC commissioned the final project evaluation as per its standard procedures and agreement with the donor. Kumar Upadhyaya, a development management consultant specialised in project evaluations, carried out the final evaluation during the first half of May 2013 in close collaboration with ILO/IPEC and other key stakeholders.

The main objectives of the evaluation were:

1. To assess the overall performance of the project, particularly against the standard criteria (*relevance, effectiveness, efficiency and sustainability*)
2. To draw lessons for future programming on child labour elimination

(See annex-1 of this report for the terms of reference for evaluation.)

The methodology consisted of the following elements:

- Desk review of all relevant project documents and reports
- Design and implementation of stakeholders' workshop
- Individual interviews with the stakeholders of the project

Desk review and the stakeholders' workshop have been very important elements of the methodology. Individual interviews were carried out more for clarification and explanations. However, a separate meeting was organised with one of the trade unions, as its representatives did not participate full-day in the workshop. The workshop agenda and schedule is attached in annex-2 of this report.

The one-day stakeholders' workshop on May 03 brought all the project stakeholders together and provided an opportunity for "mini-evaluation" of the project. Stakeholders from the Ministry of Labour and Employment (including those from Child Labour Elimination Section) sat as a group and reviewed project (Action Programme) performance based the guiding questions provided by the evaluator. So was the case with the representatives from two of the trade unions, Federation of Nepalese Commerce and Industries, and representatives from civil society. (See annex-3 for the list of workshop participants and annex-4 for the workshop outcomes.)

The findings from desk review, workshop outcomes and individual interviews were triangulated and analyzed using the standard evaluation criteria, and were used as inputs to the final evaluation report.

## 1.4 About this report

This is the end-of-evaluation report by the consultant. The report has two main parts (besides this introductory part): (i) findings and (ii) Conclusions and recommendations. The findings have been organized along the standard evaluation criteria: *relevance, effectiveness, efficiency and sustainability*. Other details have been put into annexes.

## 2. Findings and analysis

The following sections describe the findings and analysis following the standard evaluation criteria in sequential order: relevance, effectiveness, efficiency and sustainability.

### 2.1 Relevance of the project

The estimated number of girls and boys working as child labour in Nepal is over 1.6 million, with more than 600,000 of them in worst forms of child labour. They are deprived of education and thus their decent future. The following major obstacles to prevention and elimination of child labour have been noted<sup>2</sup>:

- Inadequate policy/legislation and its enforcement
- Inadequate and/or ineffective institutional capacity of the government structures that coordinate, monitor, initiate and report upon child labour elimination efforts
- Inadequate knowledge base to guide design and implementation of appropriate action;
- Insufficient awareness on the causes and consequences of child labour
- Causal and perpetuating linkages of child labour with education and poverty
- Lack of adequate child protection measures at both preventive and curative level

The project was designed to address most of the above obstacles, except, the last two. The obstacles are and will remain to be very relevant to any child labour elimination initiatives. Though the present project does not have an objective to rehabilitate and reintegrate the child labourers, the importance of policy/strategy and awareness related work for final elimination of child labour cannot be underestimated. Therefore, the project objectives are, albeit indirectly, relevant to the strategic needs of girls and boys involved in child labour including those in worst forms of child labour.

The project objectives have been in line with the stated policies and international commitments of the government of Nepal. Particularly, the project objectives were based on the recently updated National Master Plan for Elimination of Child Labour (2011-2020), which was prepared with the involvement of all the key players in child labour elimination. The project objectives are highly relevant in the context of the ILO Conventions No 138 (on Minimum Age) and No 182 (on Worst Forms of Child Labour), both of which have been ratified by the government of Nepal during the late 90's. Moreover, as is the case with any project supported by the ILO, the objectives of this project were aligned with the DWCP framework.

A few issues related to project design cropped up during the evaluation process. One issue was whether the National Master Plan should have followed the Child Labour Policy and Child Labour Legislation Amendments, rather than the other way round. In the case of this project, the NMP (2011-2020) was drafted first and the Child Labour Policy and Legislative Amendments were drafted later. In-depth interviews with the government officials has revealed that the Child Labour Policy and Legislative Amendments Drafts have been based on the NMP, and therefore no major changes in the NMP will be required to bring it in line with the Child Labour Policy and the Legislative Amendments in the future.

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<sup>2</sup> The obstacles have been extracted from the project document, with some changes in language and presentation.



Moreover, a government endorsed NMP (2011-2020) provides a firm basis for the Ministry of Finance (MOF) and MoLE to raise funds for child labour elimination for at least a couple of years until 2015-2016, when a meaningful updating of the NMP (2011-2020) is expected. The year 2016 also coincides with the deadline for elimination of the worst forms of child labour and thus offers a better timing for review and revision of strategies and approaches.

Another design issue concerns the synergy between the mini-programmes and Action Programme. Almost the entire total project budget goes into the Action Programme and only a small amount goes to the mini-programmes. Naturally, the achievement of the project immediate objectives rests on the Action Programme, and not so much on the mini-programmes. Although, the mini-programmes of the current project have contributed to the Action Programme objectives in one way or the other, two points were observed in this regard:

- The design (causal or contributing) link between the Action Programme on the one hand and the mini-programmes on the other is not obvious. Ideally, design of mini-programmes around indicators of the immediate project objectives ensures better synergy between them.
- The creation of one more layer of separate three “immediate objectives” for the Action Programme in addition to the project’s two immediate objectives is confusing. Of the three “immediate objectives” of the Action Programme, one is exactly the same as one immediate project objective!

## 2.2 Project effectiveness

The project aimed to achieve the following immediate objectives:

- 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
- By end of the Project, governmental and non-governmental agencies and social partners will be engaged in concerted and effective implementation of the NMP 2011-20 on child labour elimination and prevention, with a priority on its worst forms

The assessment shows that the project has delivered almost all of the planned outputs and the mini-programmes satisfactorily.<sup>3</sup> However, it faced difficulties in achieving its final objectives within the project deadline even after two-no cost extensions. Complete achievement of the Action Programme “immediate” objectives will require more time and support from ILO in the future. High uncertainty in Nepal’s political environment and the very high staff turnover<sup>4</sup> within the CLES (and also MoLE) has affected adversely the achievement of the Action Programme objectives in time. It is to be noted that several project outputs were delivered during the no-cost extension period, with notable dedication and efforts of the project partners and officials including ILO/IPEC Kathmandu office, CLES/MoLE and social partners.

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<sup>3</sup> Of the ten outputs planned, three (related to hazardous child labour list, child labour policy and legislative amendments) were finalized during May 21-23 through a tripartite workshop. One output (gender disaggregated Child Labour Report) is yet to be compiled and disseminated. CLES website is yet to be operational, though the contents have been drafted. CLES is not in a position to prepare it on its own due to staff turnover issue and ILO Kathmandu Office intends to complete the remaining work in the near future. One additional mini-programme (not initially planned) was also implemented jointly with UNICEF and other partners to commemorate World Day against Child Labour (WDACL) in 2012.

<sup>4</sup> The current Secretary of MoLE is the fourth one during project time. In his address to the evaluation workshop, the secretary even jokingly said that his transfer is due any time soon. The project has also seen three joint-secretaries responsible for CLES. Most of project oriented and trained CLES officers have been transferred and the rest are in the process of being transferred.



The endorsement by the government of (i) the NMP (2011-2020), (ii) the Child Labour Policy, (iii) Hazardous Child Labour List, and (iv) Legislative Amendments are yet to happen<sup>5</sup>. The last two outputs will have to be placed in the parliament after the government endorsement for final enactment: this can only happen when there is a new elected parliament, say around, 2013-2014. Similarly, the CLES's website on child labour is yet to be operational and the envisaged gender disaggregated child labour report is yet to be compiled.

The achievement of the project immediate objectives mainly rested on the successful implementation of the Action Programme, with the mini-programmes making their modest and limited contributions. Therefore it is worthwhile to look deeper into the achievements of the Action Programme. The Action Programme was designed with three objectives and respective indicators of achievement. The following tables sum up the achievement of these specific objectives based on the agreed indicators. A summary of achievements by the mini-programmes implemented by the social partners follows the tables.

### Action programme effectiveness

Immediate objective-1: ***At the end of the Action Program, the CLES will have increased their National Master Plan driven coordination, program planning, resource mobilization, and management responsibilities***

Indicators	Achievements to date	Remarks
The National Master Plan (NMP) 2011-2020 is endorsed by the Government	The NMP has been approved by the National Planning Commission (NPC). A Nepali version of the plan is in the process of final edition. After the final edition, the CLES officials intend to forward it for cabinet approval, which will give it a bona-fide legal status.	CLES officials expect the cabinet approval by the end of this fiscal year (mid-July 2013). The staff turnover problem at CLES and the government's overwhelming focus on the election might hamper the expected achievement.
The access rate to the national and operated Child Labour Resource Centre and related website increases significantly	The resource centre has "two-rack" library. The content for CLES website has been drafted. It is too early to assess the access rate to the resource centre (library and/or the website).	The CLES website will be part of the MoLE website, which is now under construction. It is beyond the CLES officials to even estimate when the MoLE website will be ready. Optimistically, it might be ready by the end of the fiscal year.
Additional resources mobilize programs against child labour	CLES has mobilized government regular funds for activities for against child labour. It is also in the process of receiving a new project from the Royal Danish Embassy with the support of the ILO.	ILO's technical support and administrative support from the Ministry of Finance for resource mobilization are crucial.

<sup>5</sup> Providing legal status to the draft policy, legislative amendments and hazardous child labour list is beyond project's deliverable, but is necessary to achieve the immediate project objectives.

Immediate objective-2: ***At the end of the Action Program, there will be a more informed and conducive policy and legal framework for child labour prevention and elimination, with a priority on its worst forms***

(This objective of the Action Programme coincides with one of the two immediate project objectives.)

Indicators	Achievements to date	Remarks
a. The tripartite Child Labour Coordination Forum (CLCF) produces effective participation and planned and coordinated cooperation on the implementation of the NMP	The tripartite CLCF has been effective in coordinating different project initiated activities.	It is too early to judge if the Forum will work independently on the implementation of the NMP beyond the scope created by ILO's projects.
b. Recommendation vis-à-vis legislative amendments, the National Child Labour Policy and the determined HCL list are approved by the CLCF and the NSC	The drafts of the National Child Labour Policy, Child Labour Legislation and Hazardous Child Labour (HCL) List have been prepared. A workshop for their finalization and approval by CLCF has been planned for 21-23 May. CLES intends to call National Steering Committee meeting by this fiscal year for its approval.	The National Child Labour Policy requires approval by the government, which might happen by mid-July 2013. It is yet to be seen if CLES/MoLE will be able to revise the NSC in the near future. The other final drafts require legislation by the parliament. For all practical purpose, their legislation will not likely happen before 2015.
c. Policy-oriented research reports guide the planning and content of CLES' NMP implementation role	Despite efforts and inputs from the project, the CLES is still far from using policy-oriented research to guide its NMP implementation role and plans.	The indicator underestimates the difficulties involved in working with the government bureaucratic structures, practices and systems. In the case of CLES, the high staff turnover has hampered capacity building of the CLES as a whole.

Immediate objective-3: ***At the end of the Action Program, governmental and non-governmental agencies, social partners and other major stakeholders are engaged in the implementation of the National Master Plan through enhanced capacities.***

Indicators	Achievements to date	Remarks
The developed Capacity Development Strategy (CDS) produced relevant and effective (non-) training modules on training process, trainees and capacity development benefits	The Capacity Development Strategy has been produced.  Effective training modules have been prepared and implemented by CLES.	Ownership of the Strategy and modules by the CLES is at risk, mainly due to the high staff turnover. Most of the trained staff has left CLES and the ones who are currently present are also likely to move.
The yearly Child Labour Report (CLR) is effectively compiled and contains gender disaggregated information and statistics	CLES is not in a position to prepare such a report. However, ILO intends to prepare such a report by also involving CLES in the near future.	Very high staff turnover rate at CLES makes all the capacity development initiatives futile. With the transfer of a trained staff, the institutional memory goes with the individual, affecting CLES' institutional memory.
CLES' contribution to child labour messages in television programs, newspaper- and magazine articles and or other media campaigns tripled during the Action Program	CLES has been implementing activities through a radio programme and interaction seminars for raising awareness on child labour using government regular funds.	It is likely that these activities will continue even in absence of outside donors, as they depend on regular government funds.

### Mini-programmes' effectiveness

The four mini-programmes have been effective in achieving their stated objectives and have thus contributed modestly to the achievement of project objectives.

General Federation of Nepalese Trade Union (GEFONT) implemented a mini-programme entitled "Providing Policy Recommendations and Identifying the Situation of Child Labour in Nepal." With this mini-programme, GEFONT has identified the situation of child labour and provided recommendations legislative amendments on child labour related laws. In-depth interviews and desk reviews shows that these recommendations were fed into the legislation drafting process.<sup>6</sup>

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<sup>6</sup> Officials interviewed in CLES denied any linkage of these recommendations with the amendment drafting process and even denied receiving any reports by the trade unions and the FNCCI. Upon probing it was found that the officials were not fully aware of the actual situation, since they were not, as is not uncommon with the government bureaucracy, briefed by their predecessors (already transferred) when they were placed in CLES. This is another incidence showing the damage the frequent transfer of staffs in CLES has inflicted on the institutional memory.

National Trade Union Congress-Independent (NTUC-I) implemented a mini-programme entitled “Towards the Elimination of Child Labour with Emphasis on its Worst Forms.” With this mini-programme, NTUC-I has developed and adopted a Code of Conduct upholding the basic principles of Child Labour related Conventions and the spirit of the NMP (2011-2020), identified sectors, occupations and activities involving Hazardous Child Labour (HCL) and developed strategies and approaches to monitor and prevent the occurrence of child labour in informal sectors.

All Nepal Trade Union Federation (ANTUF) implemented mini-programme entitled “Awareness and Advocacy on Child Labour and its Related Consequences.” With this mini-programme ANTUF has built capacity and enhanced awareness of the stakeholders through the development and dissemination of IEC (Information, Education and Communication) materials on child labour, and has also identified hazardous child labour in transportation sector and oriented the employers, unions and workers of that sector.

Federation of Nepalese Chamber of Commerce and Industries (FNCCI) implemented a mini-programme entitled “Awareness on the hazardous forms of child labour through media channels.” With this mini-programme, FNCCI has implemented an awareness program via Radio Nepal, enhanced the awareness of the employers’ organisations/affiliates on hazardous child labour (HCL) conditions and processes and promoted HCL free and Decent Work.

“World Day Against Child Labour” (WDAFL) was another mini-programme (not originally planned) implemented jointly with UNICEF and involving civil society organizations (CSOs), National Human Rights Commission (NHRC) and others. This mini-programme contributed to strengthening the national movement against child Labour in Nepal by involving the relevant actors including the government of Nepal (GoN) and the media and promoted awareness and action to tackle child labour in line with the commitments embodied in the National Master Plan.

## **2.3 Contribution to the development objective**

Within the scope of its design, the project has contributed modestly to the development objective of eliminating all forms of child labour by 2020 and the worst forms by 2016, by drafting new policy, legislation, and hazardous child labour list, updating and promoting National Master Plan for Elimination of Child Labour, enhancing awareness on child labour and forging partnership among key stakeholders.

The contribution of the project to child labour elimination cannot be overstated, as the project was not meant to address some of the root causes of child labour: education, poverty alleviation and child protection related measures.

## 2.3 Implementation efficiency

One major hurdle affecting project efficiency was the unexpected delay in project implementation. The delay in implementation of the Action Program affected effective and timely delivery of project outputs. There were multiple issues behind the delay:

- One major issue that affected the project implementation was the political deadlock prevailing in Nepal during 2011-2012. The Maoist and Madheshi led government were not allowed to plan and implement a full-fledged budget due to strong opposition from major political parties.<sup>7</sup> The Action Programme Budget was put in the Central Budget System of the Government (in RED BOOK), and therefore it could not be released in time to carry out project activities. The budgetary impasse was only resolved in late November 2012.
- Another issue concerns the procedural delay in opening of a separate project bank account for the Action Programme by the government partner, as required by the government rules. The Action Programme budget was transferred to the Central Government Treasury only in January 2013. (The project was initially planned to end in December 2012!). Given this reality, the project was provided two no-cost extensions: first for four months from January to April 2013 and the second for one month till end of May 2013.
- One more issue was the initial understaffing of the Child Labour Elimination Section (CLES) and the subsequent high staff turnover not only within the section but also within MOLE at different levels of staffing. Since CLES is directly responsible for operational and administrative work related to the Action Program, this also added to the delay in project implementation.

Of the three key issues underlying the delay in project implementation, the first one is beyond project control. The other two issues are very generic facing more or less all development agencies working closely with the government bodies.

Looking at the delay in implementation of the Action Programme, an alternative modality was discussed and was approved by the Royal Danish Embassy in Nepal: to outsource the key deliverables, which were initially the responsibility of the CLES. However, the ILO Kathmandu Office decided not to implement this modality, considering its adverse implications on the long-term sustainability and the good working relationship with the CLES. Rather, the ILO Kathmandu Office chose a no-cost extension of the project from January 2013 to April 2013. This extension was not sufficient and one more no-cost extension was granted by the Royal Danish Embassy in Kathmandu for one month, that is, till end of May.

However, it is clear that CLES will need more time to achieve some of the targets (as indicated under section 2.2 (effectiveness)), though the extension helped to deliver several planned outputs. With the new political uncertainty, new priority and focus on holding a new election to the Constituent Assembly, it is practically difficult to forecast when the expected new child labour policy, legislative amendments and the NMP will get legal status.

Given the political fluidity and the bureaucratic issues within government bodies, the initial project duration planned was unrealistic. This is more so when one considers the nature of the project, that is, enacting new legislations. The design of the project did factor the country political situation in its assumption. However, the assumption of stable and favourable political situation did not hold true.

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<sup>7</sup> Mainly the Nepali Congress (NC) and the United Marxist-Leninist Communist Party (UML)

## 2.4 Sustainability

The project is firmly embedded in the NMP (2011-2020), which is already approved by the National Planning Commission and is in the process of government endorsement. The government (particularly, MoLE and its child labour elimination section/CLES) has gained significant experience, has owned the Action Programme and is putting in efforts to provide legal status to the drafts of Child Labour Policy and Legislative Amendments concerning Child Labour. The Child Labour Coordination Forum (CLCF) has been a good platform for coordinating efforts of different actors involved in child labour elimination. The collaborative partnership established between ILO/IPEC and CLES under MoLE can act as a firm base for future joint endeavours and sustainability of child labour elimination initiatives. However, a few factors are affecting the sustainability of the project initiatives and achievements seriously.

The on-going political uncertainty and the high staff turnover within CLES (and also MoLE) will demand more efforts and resources from ILO/IPEC in the future to ensure sustainability of the project initiatives and achievements: to ensure full legal status to the hazardous child labour draft, child labour policy draft, and legislative amendment draft, to complete and disseminate gender disaggregated child labour report and to make the CLES website operational. The capacity of CLES (and MoLE) to lead child labour elimination initiatives have been seriously affected by the staff transfer. This implies further (and perhaps, repeated) efforts to orient and train new CLES staff as the trained ones are transferred to other sections or ministries. The high rate of staff turnover even threatens institutional memory and ownership of project work by the CLES. The defunct nature of NSC is another challenge to sustainability.

Although direct action against child labour was beyond the project mandate, some social partners pointed the lack of connection between policy and action, weak monitoring and reporting, weak leadership, lack of coordination with the Education for All (EFA) and Millennium Development Goals (MDGs) programmes as the weak points in sustainability. With the current level of child labour estimated around 1.6 million with more than 620,000 in worst forms, the current level of efforts by the ILO/IPEC, its funding partners and MOLE will need to put in more efforts in the future for sustaining child labour elimination initiatives and their benefits. More synergy and collaborations with national and international agencies and programmes to address the root causes of child labour is required.<sup>8</sup> Sustainable child labour elimination demands effective synergy among programmes and actors in education, poverty alleviation and child protection.

Limited funding agencies, lack of adequate legal and policy base for elimination of child labour and the prevailing political uncertainty make sustainable child labour elimination more and more difficult. The mid-term review has also noted factors (in addition to those discussed above) affecting sustainable elimination of child labour:

- The event-based nature of collaborations with the stakeholders
- Insufficient bi-lateral activities beyond the project activities by the employers and workers unions<sup>9</sup>
- Limited number of donors for funding of substantive projects on child labour elimination
- Lack of updated information on the situation of the child labour
- Insufficient linkage of child labour elimination initiatives with education and poverty alleviation programmes and actors

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<sup>8</sup> The reported possibility of Humanity United, US, working in Nepal to make all brick kilns child labour free is a good example that requires replications in other sub-sectors with high incidence of child labour.

<sup>9</sup> NTUC-I has been implementing activities for child protection with support from the Embassy of Japan and Japan International Labour Foundation since 1997.

## 3. Conclusions and recommendations

### 3.1 Conclusions

The project has been very relevant in terms of addressing inadequacy in existing child labour related policy, strategy and legislations as well as institutional capacity of the government body responsible for child labour elimination, with some scope of improvement in the design features. It has also been effective in delivering most of the project outputs satisfactorily. ILO/IPEC is in the process of working out a realistic timeline for two of the planned deliverables (completing and disseminating the gender disaggregated child labour report and operationalising CLES child labour website). Complete achievement<sup>10</sup> of the project's immediate objectives will require more time and efforts in the future from the key actors: CLES (MoLE), ILO/IPEC and donors. Some of these efforts need to be built in the next phase of the project support by the Royal Danish Embassy Kathmandu.

Project implementation efficiency was highly affected by initial delays due to external political problems and internal government procedural factors as well as staff turnover within CLES (and MoLE). Nevertheless, the project has more or less coped with the delay towards the last part of the project. A ground for collaboration with the government bodies (CLES/MoLE) on sustainable child labour elimination has been created, and this ground needs further strengthening through meaningful collaborations. Sustaining the response to child labour problem and results achieved so far also requires further inputs and efforts from CLES (MoLE), ILO/IPEC and donor agencies. Considering the time gap between now and new election to the Constituent Assembly (and the parliament), there is risk to the momentum gathered in policy, strategy and legislative work and also some risk to the working relationship established between the CLES/MoLE and the ILO/IPEC.

### 3.3 Lessons

The process of evaluation has unfolded the following lessons for similar projects in the future:

- A project implemented in partnership with the government (particularly in times of political uncertainty and staffing instability) requires longer duration, flexibility in budgeting, working modality and project management structure.
- Successful capacity building of partner institutions requires stability in staffing and structures.
- Successful elimination of child labour requires synergy among child labour elimination, child protection, education, and poverty alleviation programmes.
- Partnership with CLES/MoLE, despite the problems of instability in staffing and structure with the latter, is crucial not only for policy/legislation/strategy related work, but also for sustainable child labour elimination work in the future.

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<sup>10</sup> The achievement of the project immediate objectives is not the same as delivering the planned outputs. Complete achievement happens when the draft legislation, hazardous child labour list and Child Labour Policy get legal status. These future necessary steps have been mentioned here because they are necessary for complete achievement of the project's immediate objectives, knowing well that the steps depend on the development of political factors.



### 3.4 Recommendations

The following recommendations (mainly aimed at CLES/MoLE and ILO/IPEC) are based on the experience of the evaluated project can be useful in future programming response to child labour in Nepal:

- Design mini-programmes around indicators of the immediate project objectives to ensure better synergy and visible link between them. This way, creating one more layer of “immediate objectives” for the Action Programme in addition to the project’s immediate objectives can be avoided.
- Ensure activities with CLES/MoLE for sustaining the initiatives and achievements of the current project, focusing at the same time on direct and coordinated actions for prevention and rehabilitation of child labour at the ground level
- Devise an effective and flexible mechanism of cooperation with the government and other relevant agencies working in the fields of education, poverty alleviation and child protection. The mechanism, among others, should cover areas such as:
  - Decision making and coordination structures at local, district and national levels
  - Fund flow and technical assistance process
  - Monitoring and reporting structures and process
  - Specific roles and authority of the cooperating agencies vis-a-vis project outputs
- Defining the role and authority of the government partners in project matters should be worked out in the light of the lessons of the current project and their internal staff and structure instability
- Review the performance of the National Steering Committee (NSC) and the Child Labour Coordination Forum and decide on their future roles.
- Undertake initiatives to update the child labour database

## Annex-1: Terms of Reference for the Evaluation

### ***“Support to the Implementation of Nepal’s National Master Plan on the Elimination of Child Labour in Nepal”***

(NEP/11/01/DAN)

<b>PROJECT SITE (VDC, DISTRICT)</b>	<b>Kathmandu</b>
<b>PROJECT DURATION</b>	<b>21 months (Aug 2011-April 2013)</b>
<b>NAME AND ADDRESS OF ORGANISATION</b> (name, telephone number, postal address and email address)	<b>ILO Country Office in Nepal</b> Dhobighat Nayabato Lalitpur P.O. Box 8971, Kathmandu, Nepal Tel: + 977 1 5555777, 5550691, 5551082, 5536111 Fax: +977 1 5550714 Email: Kathmandu@ilo.org
<b>NAME OF THE CONTACT PERSON</b>	<b>Mr. Jose Assalino, ILO Country Office for Nepal</b>

#### **Background to Project and Status**

IPEC, the ILO’s global technical cooperation programme on child labour initiated in 1992, has had a significant influence both in building global awareness of the child labour problem and responses and through its support to many ILO member States to move towards ratification and application of the child labour Conventions..

IPEC’s work has also increasingly focussed on efforts to influence policy discussions and frameworks that can help to tackle child labour in a sustainable way, in particular policy frameworks concerning education and social protection. Whilst much progress has been made on global awareness and legislative and programme responses in the many countries, much remains to be done as noted in the ILO 2010 Report on Child Labour<sup>11</sup>. The Government of Nepal has demonstrated its commitment to the elimination of child labour. It has ratified the two important ILO Conventions on Minimum Age, 1973 (No.138) in 1997 and on the Worst Forms of Child Labour, 1999 (No.182) in 2002. In 2008, the Government, with support from the ILO, initiated a review of the then existing National Master Plan (NMP) on the Elimination of Child Labour (2004-2014) and in 2010 it updated the National Master Plan on Child Labour (2011-2020) to re-energize its action towards the target of elimination of all worst forms of child labour by 2016 and all child labour by 2020.

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<sup>11</sup> [Nepal child labour report: based on data drawn from the Nepal Labour Force Survey 2008 / International Labour Organization, International Programme on the Elimination of Child Labour \(IPEC\), Central Bureau of Statistics of Nepal-Kathmandu: ILO, 2012 - 1 v](#)

The GoN has taken the NMP (2011-2020) implementation as an issue of national priority and henceforth is speeding up its efforts to get the revised NMP (2011-2020) endorsed. The Danish Embassy funded Project on “Support to the Implementation and Nepal’s National Master Plan on the Elimination of Child Labour”, August 2011-April 2013 is the outcome of the need expressed by ILO constituents, particularly MoLE to assist with capacity development of the Child Labour Elimination and International Labour Relation Section (CLERS) and improving the environment for effective implementation of the NMP 2011-20.

The Project supported MoLE in facilitating the approval of the revised NMP by the National Planning Commission in January 2012 and to translate the NMP into Nepali for further Government endorsement. A number of activities in relation to building an enabling policy environment as outlined in the NMP are already underway and will be considered as major outcomes of Project.

The Child Labour Project activities are geared towards enhancing the capacity of MoLE as related to policy and enforcement. Despite the political uncertainty and various bottlenecks in the Government, the overall contribution of the Project to upstream activities have started bearing results. This includes the drafting of a National Child Labour Policy, amendment of legislation related to child labour and determination of hazardous child labour that are expected to be achieved by April 2013. The delays in starting the implementation of the Action Program implementation have resulted in delayed outputs and in the extension of the Project from December 2012 to April 2013 on a no-cost basis. But the extended timeframe has certainly enhanced the process of engagement and strengthened coordination and cooperation with the MOLE/CLERS.

Besides, the Project has conducted a number of capacity development trainings, provided recommendations in consultation with the coordinating members to link child labour with sectoral issues and policies; has developed and piloted a Capacity Development Training Manual for further use by the ILO constituents; developed strategies on resource mobilization, capacity building, coordination and Child Labour Resource Centre; organized specific training for reporting on the application of child labour Conventions for the Government and related stakeholders; organized study tour to strengthen the capacity of the Government officials in undertaking the responsibility for the development of a National Child Labour Policy; expanded the national coordination and cooperation and a network base of the ILO IPEC Project in Nepal with ILOITC<sup>12</sup>, ILO SAP-FL<sup>13</sup> in HQ and IPEC Projects elsewhere; conducted policy oriented research for policy recommendations, identified advocacy strategy and organised national campaigns and media-meet on the occasion of the World Day Against Child Labour(WDACL)<sup>14</sup>, supported mass-media campaigns (radio-episodes) through employers’ organizations on child labour issues, prepared and submitted recommendations and guiding notes to the Government with the help of the ILO constituents and relevant stakeholders towards child labour elimination.

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<sup>12</sup> ILO International Training Centre

<sup>13</sup> Special Action Programme to Combat Forced Labour (SAP-FL) to develop new research to estimate the numbers of children in forced labour

<sup>14</sup> ILO-IPEC provided additional financial support for the WDACL activities.

Similarly, Mini Programmes (standard contractual agreement) under the Project (with the social partners<sup>15</sup>) and their corresponding activities related to mass media campaigns and radio programmes were successfully conducted. Code of Conducts were established spot surveys undertaken and focus group discussions undertaken to These were effective in increasing awareness of a wide range of workers and employers on the international standards, national legislation and programmes on child labour elimination.

The Project is also participating in a number of joint forums like Child Labour Coordination Forum, UN Adolescent Girls Task Force (UN AGTF), Inter-Agency group on Child Protection, National Task Force on the “Elimination of Child labour in Brick Kilns” for coordination and mainstreaming concerns related to child labour; and is involved in the ILO’s work with the inter-agency network, namely South Asia Coordinating Group on Action against Violence against Children (SACG) and the inter-governmental SAARC Apex Body, namely, South Asia Initiative to End Violence against Children (SAIEVAC).

The internal Mid-Term review of the Project in September 2012 (in the leadership of the Senior child labour specialist, DWT-South Asia) including consultations and discussions with the social partners and the CLERS/MOLE in various forums have constantly raised the need of technical assistance required from the ILO towards child labour elimination beyond this Project period. To be more precise, the Government still requires the ILO’s technical assistance, reinforced by specific activities, to consolidate and utilize results related to policy, legislative and regulatory frameworks, research and programmes on child labour elimination so the impact can be sustainable. Moreover, ILO’s technical assistance for the full fledge implementation of the NMP is equally important, particularly in light of the Roadmap goal of 2016 for the elimination of the WFCL. In this context, the ILO’s expertise on the development of sound strategies and implementation of action to eliminate child labour is critical even beyond the Project and is already conducting consultations with the relevant partners to plan for the II Phase of the Child Labour Project.

### **Background to the Final Evaluation**

ILO-IPEC projects are subject to conduct the final project evaluations as per the ILO technical cooperation policies and procedures and in agreement with the donor. The evaluation will be an internal evaluation as per the ILO procedures and a national consultant will be selected to facilitate the process. It will involve a stakeholders’ workshop to review the project experience, identify lessons learned, and discuss national follow-up.

### **Scope and Purpose**

The evaluation will focus on the Project, its achievements and its contribution to the overall national efforts to the achievement of a number of targets as outlined in the National Master Plan (2011-2020). It will emphasize assessment of key aspects of the programme, such as strategy, approaches, processes, implementation, and achievement of the objectives based on the criteria as effectiveness, relevance, efficiency and sustainability. The evaluation will also prioritize the achievements of the Project towards the elimination of child labour in Nepal with its worst forms as priority.

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<sup>15</sup> General Federation of Nepalese Trade Union-Nepal (GEFONT) and Nepal Trade Union Congress Independent

(NTUC), All Nepal Trade Union Federation (ANTUF), Federation of Nepalese Chamber of Commerce and Industries

in Nepal , Federation of Nepalese Chamber of Commerce and Industries

The scope of the final evaluation is to assess the overall outcome of the Project, including all specific interventions in the form of Action Programmes, Mini-Programmes, implemented by the ILO constituents including one-time events, advocacy interventions and collaborative programmes supported by the Project. It should also focus on the linkages and synergies developed and strengthened by the Project within the ILO and beyond. Any preparatory work would also be considered if relevant for the assessment of the programme.

The evaluation should be conducted with the purpose to draw lessons from experience gained during the implementation period, and how these lessons can be applied in programming future activities, existing or planned ILO/IPEC interventions as well as in broader terms of action against child labour in Nepal.

### **Suggested Elements to Address**

- The review should in general address the ILO established overall evaluation concerns such as relevance, effectiveness and sustainability (please see ILO Guidelines for the Preparation of Independent Evaluations of ILO Programmes and Projects, section 1.2, November 1997).
- The list of indicators, developed as part of the Project to assess progress
- Other elements as suggested and recommended by the Mid-Term Review report of the Project
- Given the focus on the capacity building of the Child Labour Elimination and International Labour Relation Section under the Ministry of Labour and Employment and the social partners, consultations with the concerned persons from these agencies will provide key suggested aspects to be addressed for the evaluation.

### **Methodology**

The following is the suggested methodology for the final evaluation.

1. Carry out the desk review, this includes the Project related documents as provided by the Project staff and other legal/policy and national documents as relevant to the child labour issue.
2. Based on the findings from the documents reviewed, conduct a brief meeting with the ILO Director, Project staff, Senior Child Labour Specialist-South Asia and, concerned ILO staff familiar with the Project, to verify results.
3. Conduct Interviews with key national stakeholders/social partners, implementing partners and informants for information on their work and involvement in the Project activities.
4. Prepare a brief report on the discussions and recommendations received
5. Prepare a schedule and programme for the final evaluation workshop with the concerned stakeholders.
6. Facilitate the process of the evaluation workshop (last week of April), including outcomes of workshop.
7. Analyse outcomes of evaluation workshops combined with own analysis to prepare a background report for the overall evaluation.
8. Prepare and submit final evaluation report to the satisfaction of the ILO.

## **Expected Outputs**

The expected outputs to be delivered by the national consultant are:

- A consolidated outcome of the consultation/Interviews with the key stakeholders that incorporates their suggestions and recommendations
- Materials/presentations/programme schedule for the evaluation workshop and its facilitation
- Suggestions from the evaluation workshops
- Final report of the Project Evaluation

### **The final report should include**

- Executive Summary with key findings, conclusions and recommendations
- Clearly identified findings
- Clearly identified conclusions and recommendations
- Lessons learned
- Potential good practices and effective models of intervention.
- Standard evaluation instrument matrix

The final report will be circulated to key stakeholders (participants of stakeholder evaluation workshops will be considered key stakeholders) for their review. Comments from stakeholders will be consolidated by the Design, Evaluation and Documentation Section (DED) of ILO-IPEC Geneva and provided to the team leader. In preparing the final report the team leader should consider these comments, incorporate as appropriate and provide a brief note explaining why any comments might not have been incorporated.

**Remuneration** for national consultant: 15 days of fees@18,000 NRS = 2,70,000 NRS

### **Management**

The management of “the Project” will provide all the logistic support related to the evaluation workshop.

## Annex-2: Consultative workshop schedule and agenda

<b>8:30 to 9:00 Tea/Coffee and Registration</b>		
9:00-9:30	<b>Opening Session</b> Welcome Remarks Key Note Address	Mr. Jose Assalino, Director, ILO Mr. Suresh Man Shrestha, Secretary Ministry of Labour and Employment
9:30-9:45	<b>Introduction of the Participants</b>	Mr. Kumar Upadhyaya and Mr. Bikram Subba
<b>TEA BREAK</b>		
10:00-10:30	<b>Major Objective and Highlights</b> of the ILO IPEC Child Labour Project (Aug 2011-May 2013)	Ms. Bipina Sharma, National Project Coordinator
10:30-11:00	<b>Presentation</b> on methodology and approach of the Final Evaluation of the Project	Mr. Kumar Upadhyaya (Evaluator)
11:00 – 12:00	Question Answer and brainstorm on <b>project achievements and constraints</b> by the Implementing Partners and relevant stakeholders( <b>Group work by participants</b> )	Mr. Bikram Subba (Facilitator) and the participants
12:00-1:00	<b>Feedback and discussion</b> on project management, intervention, institutional issues, linkages and sustainability ( <b>Group work by participants</b> )	Mr. Bikram Subba and the participants
1:00-2:00	<b>LUNCH</b>	
2:00-3:00	Sum up of <b>Final Evaluation of the Project</b>	Mr. Kumar Upadhyaya and Mr. Bikram Subba
3:00-3:30	<b>Moving Forward</b> and <b>Closing Remarks</b>	Ms. Sherin Khan, Senior Child Labour Specialist, DWT-South Asia
3:30	Group Photo and Tea/Coffee	



## Annex-3: List of workshop participants

## Annex-4: Workshop outcomes

The following group work presentations are the major outcomes of the workshop. One trade union partner (NTUC-I) did not make the presentation. Each of the presenting partners were asked to answer the following guiding questions for their group work:

### Key guiding questions

- What did the project (Action Program and the mini-programs) achieve?
- What factors helped the achievement of project objectives?
- What could the project not achieve as expected or planned?
- What factors hampered the achievement of the project objectives?
- What lessons can we draw for similar future initiatives?

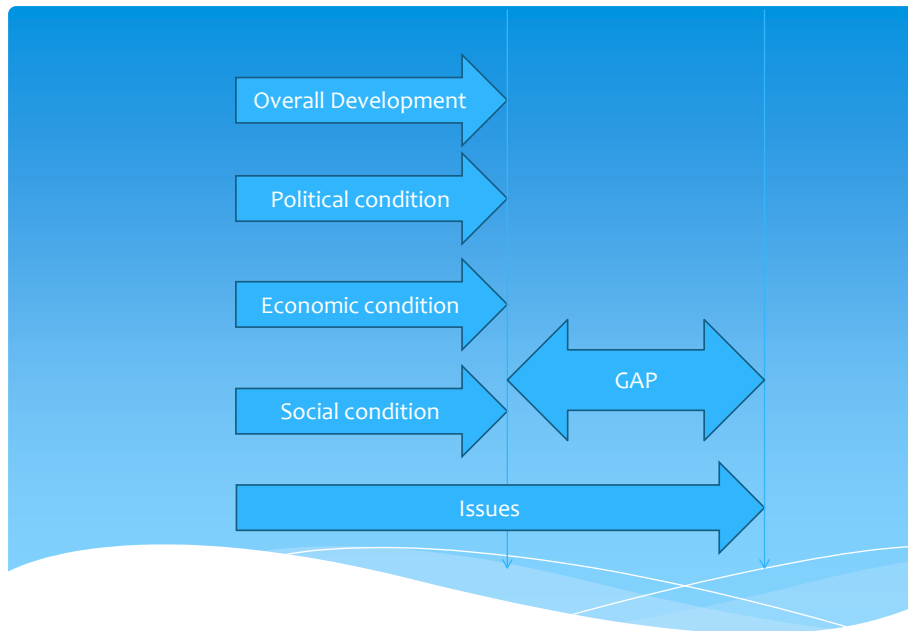
## Group work by the government partner (MoLE)

### Final Evaluation of the ILO/IPEC Child Labour project

#### Comments and presentation from Government Sectors Group

##### Group Members:

Narayan Prasad Risal  
Prakash Chandra Adhikari  
Kamal Sing Mahara  
Tirtha Raj Poudel  
Bijaya Baidhya  
Jagadish Chandra Siwakoti



## Objectives of CB Project

- \* Establishment of Child Labour Resource Centre
- \* Capacity Development of concern Staffs.
- \* Development of Child Labour Elimination Policy
- \* Amendments of Child labour related legislation.
- \* Developments of Hazardous Child labour list.

## Achievements

- \* Child labour resource center established
- \* Draft of Child labour Policy Prepared.
- \* Draft report of child labour related legislation.
- \* Capacity Development training (Result base management and Proposal writing) conducted.
- \* Capacity development training on local level (5 districts) conducted.
- \* Drafts of HCL list developed.

## Supporting Factors

- \* Positive support from MOF / NPC / MOLE.
- \* Positive Support from ILO/Donor Agency/Trade Unions/Employer's organization/INGOs /NGOs.

## Objectives: not achieved

- \* NMP Endorsement.
- \* Inadequate information of child labour in resource center
- \* Consultation among stakeholders

## Hampering Factors

- \* Coordination among implementing agency.
- \* Delay on project implementation.
- \* Short time period.
- \* Frequent transfer of staff. (high level / operational level)
- \* Inadequate capacity Development.

## Lessons Learn

- \* Gap between issues and context.
- \* Focus on decentralized program.
- \* Focus on hardware not software.
- \* Coordination is essential.
- \* Stability is base of success. (structure, staff, policies etc.)
- \* Integration with related program.

## Group work by ANTUF

### ANTUF comments on ILO-IPEC Group work

## Achievements of Miniprogrammes

- Spot survey on HLC in urban transportation
- A spot survey on 20 routes in the valley included all kinds of means of vehicles—bus, mibus, minibus etc.
- 60 helpers under the age of 18 were sampled...representing all routes and kinds of vehicles

### Contd...

- Survey achievements—at a glance
- Children massively used in the transportation industry as helpers..
- All of them were school dropped out and but once all of them were enrolled.
- even children under the age of 14 were massively used.. Majority of them were deployed in microbus..

### Contd..

- Comparatively we found less presence of HLC in bus and minibus as there were children fall under the 16-18 age group.
- However, according to the standards and existing criteria, all the sampled respondents were doing HLC who were working more than 14 hours in a day in dangerous workplace.

### Contd...

- We categorised all the respondent on the bases of their ethnicity—and found that almost all of them represented indigenous and Janajatis group
- While asking about their origin place from where they jumped in this business.. Majority of them responded that they were from adjoining districts of the Valley—nuwakot, Dhading, Kavre, Dolakha etc.

## 2. Helping factors

- Coordination and collaboration among the unionists of the respective routes taken during the survey.
- Direct spot survey and face to face interaction with the respondents.

### 3: Did project meet the objective?

- Yes, indeed, as the project was mini with limited budget and constraint timeframe, we concluded that we all met the expectations as planned.

### 4: factors creating hurdles

- We already said limited timeframe and constraint budget were the key hurdles while dealing with the projective achievements.
- Sometimes, some helpers and route representatives created disputes while putting forth our queries citing that we represented different union they were against.

### Contd...

- Disputes and frequent brawls among the unionists in the routes caused numerous hurdles.
- The lack of coordination and collaboration amongst the trade unionist in the field where hundreds of transportation are varied over their political lines.

### Lessons drawn by the project

- Collaboratin and cooperation amongts the unionist in top level and grass root is a must to cope with the issues jointly.
- Public forums—ILO, government and donor patners must talk initiatives to create conducive environment for the joint efforts of trade union in this field.
- We would like to request all the concerned and active stakeholders to take initiatives to forge unity among the trade unions in the working sectors so that they can deal the issues jointly.

**The Final Evaluation of the  
ILO/IPEC Child Labour Project**

GEFONT Group  
Kabindra Rimal & Bidur Karki

**The Final Evaluation of the  
ILO/IPEC Child Labour Project**

**Project Title:**

- Providing policy recommendations of identifying the situation of child labour in Nepal

**Duration:**

- Feb-July 2012

**The Final Evaluation of the  
ILO/IPEC Child Labour Project**

**Action programme:**

- Identify the area of child labour
- Identify the issue on policy recommendation
- Sharing of ILO child labour report 2010



## **The Final Evaluation of the ILO/IPEC Child Labour Project**

### **Hampering factor:**

- Political instability
- Diversification of the resources
- Lack of networking of the stakeholders
- Early transfer of Govt. staff
- Lack of coordination among Govt agencies

## **The Final Evaluation of the ILO/IPEC Child Labour Project**

### **Outcome of the programme:**

- Identified the situations child labour in particular places & sectors
- Identified gaps of child labour Act
- Collection of recommendations

## **The Final Evaluation of the ILO/IPEC Child Labour Project**

### **Lesson learned:**

- For elimination of child labour should be controlled from the sources
- Developed socio-economic condition of parents of the child labour
- Recourse mobilisation should be through major stakeholders

## **The Final Evaluation of the ILO/IPEC Child Labour Project**

### **Lesson learned:**

- Strong network among stakeholders from local to centre is essential
- Monitoring mechanism should be developed (Labour inspection system)

### **Group work by FNCCI**

#### **Federation of Nepalese Chambers of Commerce and Industry- Employers' Council**

Kabita Shrestha- Industrial Relations  
Officer

What did the project ( Action Program and the mini-programs) achieve?

#### **1. Radio Programs – 8 episodes**

- What is child labour?
- What are hazardous forms of child labour?
- National Master Plan
- ILO Convention 182- compulsory free education
- GoN policies, strategy related to hazardous form of child labour

## **Achievement**

2. Capacity to deliver advocacy and media action strengthened
  - Fellowship
  - Articles : 4
  - Published in National daily newspapers (Karoobar and Samachar Patra)

## **Achievement**

3. Employers' organisations/affiliates made aware on HCL conditions and processes and commitments towards HCL free and Decent Work
  - Formulation of Child Labour Code of Conduct

### **2. What factors helped the achievement of project objectives?**

- Employers' will to eliminate child labour
- Cooperation by Government of Nepal- Secretary of Ministry of women, Children & Social welfare ( Interview)
- ILO,
- Effectiveness of media- Radio Nepal, Journalists ( respective stakeholders)

What factors hampered the achievement of the project objectives?

- Technical procedures

**What could the project not achieve as expected or planned?**

- Effective implementation of child labour code of conduct

**2. What factors helped the achievement of project objectives?**

- Employers' will to eliminate child labour
- Cooperation by Government of Nepal- Secretary of Ministry of women, Children & Social welfare ( Interview)
- ILO,
- Effectiveness of media- Radio Nepal, Journalists ( respective stakeholders)

**What factors hampered the achievement of the project objectives?**

- Technical procedures

**What could the project not achieve as expected or planned?**

- Effective implementation of child labour code of conduct

What lessons can we draw for similar future initiatives?

- Media is one of the effective means for advocacy, lobbying and awareness raising to targeted groups.
- Employers' awareness level is synonym with employers' will and it is important along with political will.
- Cooperation of all stakeholders

Group work by the civil society partners

## Civil Society Presentation

Youraj Roka

### Achievements

- Coalition of organization to organize World Day against Child Labour (12 June)
- Multi sectoral( Govts, civil society, UN, NHRC and Media) involvement to celebrate the day
- 

### Capacity Development

- Trainings were organized to build the capacity of all stakeholders ( Govt., civil society, trade unions, Employers)
- Follow up meetings
-

### Not Achieved

- NMP – not translated and approved

### Factors Hampered

- Not clear delegation of authority at district and local level
- High turnover of govt officials
- No institutional memory
- Poor reporting and monitoring mechanism
- inadequate resources ( financial/ human)
- Lack of commitment of trade unions (membership)
- No connectivity between policy and action
- Lack of productive involvement and taking leadership
- Centrally focused activities
- 

### Lesson

- interconnection at local level with policy and action
- Issues should be observed /taken critically, technically from other ministries
- Accountability of Steering committee
- Advocacy with govt and donor agencies to allocate enough budget for comprehensive package for children
- Child labour issues should be the agendas of all