

Mid-Term Review Report

“Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority” (ACHIEVE) Project

(NEP/13/01/DAN)



Submitted to:

International Labour Organization (ILO)
Nepal Country Office

Submitted by:

Lalita Thapa
Consultant for the MTR
27 November 2015

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Abbreviations:

ACHIEVE:	Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority
ANTUF:	All Nepal Federation of Trade Union
DCWB:	District Child Welfare Board
DWCP:	Decent Work Country Programme
DDCs:	District Development Committees
FGD:	Focused Group Discussion
GEFONT:	General Federation of Nepalese Trade Union
IEC:	Information, Education and Communications
ILO:	International Labour Organization
IPEC:	International Programme on the Elimination of Child Labour
MoLE:	Ministry of Labour and Employment
MTR:	Mid-Term Review
NMP:	National Master Plan
NTUC:	Nepal Trade Union Congress
NGO:	Non-Governmental Organization
OECD/DAC:	Organization for Economic Co-operation and Development/Development Assistance Committee
RBM:	Results Based Management
TOR:	Terms of Reference
UN:	United Nations
UNDAF:	United Nations Development Framework
VDCs:	Village Development Committees

Acknowledgement

This is to acknowledge with great appreciation for the excellent cooperation and support provided by the Project Management Team, particularly Ms. Bipina Sharma, Mr. Arbinda Lekhak and Ms. Sherin Khan during the entire process of the mid-term review of the project “ACHIEVE”. The Review Team is also thankful to all the implementing partners for their time and cooperation during the consultation process as well as Mr. Jose Assalino, Director, ILO Country Office, Nepal for his guidance.

Mid-Term Review

“Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority (ACHIEVE) Project”

(NEP/13/01/DAN)

I. Background

Since the ratification of the ILO Conventions on child labour No. 138 and No. 182, most of the state parties to these Conventions have adopted legislation to prohibit or place severe restrictions on the employment and work of children. In spite of these efforts, child labour continues to exist on a massive scale, sometimes in appalling conditions, particularly in the developing world. This is because child labour is an immensely complex issue. It cannot be made to disappear simply by the stroke of a pen.

In 1992, ILO initiated, as part of its global technical programme on child labour issues, the International Programme on the Elimination of Child Labour (IPEC). Since its inception, IPEC has had a significant influence both in building global awareness of the child labour problem and responses. The IPEC’s work has also increasingly focused on efforts to influence policy discussions and frameworks that can help to tackle child labour in a sustainable way. Whilst much progress has been made on global awareness and legislative and programme responses in many countries, much remains to be done in Nepal as noted in the ILO 2010 Report on Child Labour¹.

The Government of Nepal has demonstrated its commitment to the elimination of child labour by ratifying 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, which is awaiting Government’s endorsement.

The Decent Work Country Programmes (DWCPs) are the main vehicle for delivery of ILO support to countries. The ILO’s DWCP provides the focal impetus for this priority, “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 through its various technical support. The DWCP in Nepal was developed in consultation with the ILO Constituents. Child labour is an integral component of the DWCP Nepal.

¹ 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.

ACHIEVE Project and its Strategic Links:

The First Phase of Child Labour Elimination Project (August 2011-May 2013) supported by the Embassy of Denmark in Kathmandu was relevant in terms of addressing inadequacy in existing child labour related policy, strategy and legislation as well as in enhancing the institutional capacity of the government body responsible for child labour elimination. With the termination of first phase in May 2013, the second phase in the form of Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority (ACHIEVE) Project, supported by the Government of Denmark, started its implementation in August 2013 targeting the elimination of the worst forms of child labour in Nepal.

DWCP and the ACHIEVE Project:

The ACHIEVE Project is to contribute to the Priority 3 of national outcome (3.1) of the ILO's Decent Work Country Programme (DWCP) for Nepal that is "Constituents and major stakeholders have improved capacities to address the implementation gap in respect of conventions 29, 105, 69, and 182 and ratify conventions of national priorities".

The Project has been collaborating and supporting the Child Labour Elimination Section and the International Labour Relation Section within the Ministry of Labour and Employment for the promotion and effective implementation of the ILO ratified child labour related Conventions. It has been capacitating the concerned officials of these sections through capacity building trainings and orientations in developing periodic reports in relation to the implementation of the ratified Conventions.

UNDAF and the ACHIEVE Project:

The ILO has been contributing directly to the outcome 2, 3 and 9 of the United Nations Development Framework (UNDAF) of Nepal out of which the ACHIEVE Project is linked to Outcome 3 for the years 2013-2017 as follows:

- Vulnerable groups experience greater self-confidence, respect and dignity

The Project is collaborating with the local bodies and concerned Government agencies in the districts that work directly with the child labourers (vulnerable groups of children), their families and children at risk of child labour in the communities. A number of actions (mentioned hereunder) that the Project is supporting help in contributing to Outcome 3 of UNDAF. They are 1) mainstreaming child labour issues in the policies and programmes of the institutions for sustainability- 2) creating a referral system within the communities for school support programme, apprenticeship trainings for the children at legal working age, including for health and other child protection issues and 3) awareness raising programmes for institutions, groups, and individuals for behavioral change.

Project Outcome:

The ACHIEVE project is expected to attend two main outcomes:

- i) Child labour free communities created through replicable and scalable models and
- ii) Policy environment and institutional capacities strengthened

Target Beneficiaries/Areas:

The ACHIEVE Project activities are more targeted to contribute to the elimination of child labour in Bhaktapur and Kavrepalanchow districts, with a priority on its worst forms by 2016.

Key Partners:

At the national level Ministry of Labour and Employment (MoLE) as the focal Ministry including the Department of Labour and Labour Offices under MoLE in capacity building and in policy reform on child labour issues. At the district level, District Development Committees (DDCs), Village Development Committees (VDCs), Municipalities including District Child Welfare Board, Women Children Office, trade unions, employers' organizations and civil society for creating child labour free communities through social mobilization and mainstreaming approaches.

II. The Mid Term Review:

The Mid-Term Review was carried out in close consultation and participation of the Project Management Team which include: Child Labour Specialist, DWT – New Delhi; National Project Coordinator, Programme Assistant and Project Admin and Finance Assistant of the ACHIEVE Project and Programme Officer (focal person for child labour issues from the ILO CO, Nepal).

The review was also conducted with internal and external participation that included the implementing partners- representatives from government officials, workers' and employers' organizations, civil society, community based organizations, training/research institutions, and concerned stakeholders involved in child labour issues.

The Focus of MTR:

The Mid-Term Review (MTR) is an internal technical and management review process as part of the ILO's technical cooperation policies and procedures. Thus, the MTR is more focused to assess the progress against the project objectives, strategies, and results in terms of outputs, good practices and lessons learned. Towards these objectives, the MTR was carried out to:

- 1) **Review the implementation** of the ACHIEVE project to-date, including the project design, the log frame with resource and results framework, and consider any changes in strategy on the basis of experience;
- 2) **Review the ongoing work initiated by the partners**, capacity for execution/implementation, opportunities and challenges in implementation if any;
- 3) **Review the emerging experience and strategies of the Project** and (in initial consultation with stakeholders), suggest practices that could be considered for documentation **as good practices**;

- 4) **Review the linkages and synergies developed** and strengthened by the Project within the ILO programmes and with stakeholders involved in child labour elimination work;
- 5) **Review project documentation/information, IEC materials developed by the Project including strategies**, and the usefulness of the specific documents during implementation and in the long term;
- 6) **Review institutional sustainability mechanisms** and suggest measures that the Project could undertake in the remaining period, which could enhance sustainability.

Methodology:

The Mid-Term Review was carried out in adherence with the relevant parts of the ILO Evaluation Framework and Strategy, which follow the UN System Evaluation Norms & Standards, and the OECD/DAC Evaluation Quality Standard. Accordingly, the following Table 1 below was designed as a review framework to be used for information collection and analysis:

Table 1. Review Framework

Key aspects	Focus of Review	Data Source	Methods
Relevance	Objectives, strategies, Results/Outputs	Documents, reports Beneficiaries, key informants, observations	Document Review , Individual meetings; interviews, FGDs, field visits
Efficiency	Timeliness, optimum use of resources/value for money, seeking for better options	Reports, interviews	Interview; stakeholder consultation
Effectiveness	quality and relevance of outputs, Use of outputs, enhanced capacities	Reports, stakeholders, beneficiaries	Document review, interviews, discussions
Sustainability	National/local ownership, mainstreaming strategy	Implementing partners' plans and programmes	Reviews, interviews and discussions

The above framework was used as appropriate during the consultative process with the implementing partners. A consultative workshop was also organized in which all the relevant stakeholders of the project actively participated and provided their views and valuable suggestions to support the implementation of the current project as well as to suggest the way forward.

III. Findings:

- 1. Project Design:** The overall objective and the immediate objectives of projects with different partners are well elaborated. However, the project's logical framework is based on traditional approach. Thus, the results statements are not as concrete as they could be. They should have been defined taking Results Based Management (RBM) approach to focus more on the results/outcome statement than on activities.
- 2. Relevance:** The relevance of objectives, activities and the strategies of the ACHIEVE Project were found to be valid and be based on the wider consultation and discussions with all relevant stakeholders such as the Ministry of Labour and Employment, trade unions and employers, Child Labour Coordination Forum initiated under Child Labour Phase I Project as well as local partners in the districts of Kavre and Bhaktapur.
- 3. Assumptions:** The project assumes that the awareness campaigns will have massive impact on the level of understanding of child labour issue and will be integrated in the plans and programmes of local bodies and local communities. It was anticipated that the necessary resource allocations will also be made in their respective annual budgets. However, it would need a continuous lobbying, technical backstopping, follow-up as well as close monitoring would be required. In view of the Project's interventions and anticipated results, the consultations required for preparation including the implementation period of programmes through partners are found to be inadequate. However, the resource allocation for the project implementation is somehow realistic.
- 4. Project's Progress Status:** At the time of the Mid-Term Review, there were nine projects ongoing and four projects² under pipeline. Although the projects in pipeline were planned to be in Agreement with the ACHIEVE Project in 2015 but were delayed due to the devastating earthquakes in April and May 2015 including the current crisis. A list of all the ongoing, pipeline and completed projects is provided in Table 1 and 2 attached as Annex. Based on the reviews of project documents, reports and project site visits to implementing agencies following are the key findings:

4.1 To produce an analytical report of child labourers as per hazardous and worst forms of child labour in Kavre & Bhaktapur districts: Under this project, an analytical assessment on the status of child labourers in Kavre and Bhaktapur districts were carried out in 2014 and a report has been produced. The outcome of the report has also been disseminated to the relevant stakeholders of Kavre and Bhaktapur and was utilized in developing the Implementation Agreements, presentations, concepts on mainstreaming including the Green Flag Campaign against child labour for these districts in 2015.

4.2. "Towards addressing the worst forms of child labour in Dhulikhel and Panauti Municipalities." The programme was started in November 2014 until September 2015 under the Implementation Agreement with District Child Welfare Board of Kavre. All the project activities were found to be completed and outputs have also been produced as per the Agreement.

² Note: the Implementation Agreement between the ILO and Lalitpur_Sub Metropolitan City came into effect in November 2015 at the time of drafting this report.

Some of the key achievements in Dhulikhel Municipality are: establishment of a child labour desk within the municipality structure with a child labour focal person, IEC materials developed are extensively disseminated; two wards (8 & 9) have been declared as child labour free zones; an action plan has been prepared to make the municipality as “child friendly” municipality by 2016. This will need further support from ILO.

Similarly some important achievements of the Paunati Municipality are: major political parties have signed a commitment to eradicate child labour from their municipality; a child labour desk established with a focal person appointed to coordinate child labour related issues; three wards (6, 7, & 9) have been declared as child labour free zones; and it has started its own programme to eliminating child labour.

The District Development Committee and the two municipalities (Panauti and Dhulikhel) in Kavre district pursued with their DDC/Municipal Councils to adopt the mainstreaming of child labour issues in the 14-steps planning process in the programmes and budget in 2014 with ILO assistance. As a result, child labour issues integrated in the policies and plans of these local bodies.

4.3 “Towards addressing the worst forms of child labour in Banepa Municipality”: The agreement with Banepa Municipality was signed in September 2015. Thus, activities in Banepa Municipality have just rolled out. The survey on worst form of child labour was being commissioned. The consultation/sensitization meeting with all the relevant stakeholders, media, political parties and community leaders and teachers have already been taken place. A team of four officials has set up to implement the project. It has also trained 11 social mobilizers to perform the baseline survey. Due to the ongoing political crisis in the country, it is highly unlikely that the project will complete all its activities by 31 April 2016. Therefore, the duration of the project will have to be extended.

4.4 “Moving towards Eliminating the Worst Forms of Child Labour in the Transportation Sector”: The project was signed in March 2015 with its implementing partner All Nepal Federation of Trade Union (ANTUF). Targeting workers and unions from transport sectors, various campaigns organized and awareness raised on issues related to child labour laws and ILO conventions on child labour elimination. More than two hundred public vehicles displaying the green stickers with anti-child labour related messages were declared child labour free in 12 June 2015 from the routes of Kathmandu, Bhaktapur and Kavre.

ANTUF adopted a slightly different approach in dissemination of information on child labour issues and posting of green flags. Instead of pasting the posters on the vehicles, it built shades for bus stops and posted the information on the walls. It was considered a better option though it required additional funds which were adjusted from other headings of the project budget. It has also prepared a code of conduct for the transportation sector. Thus, 80 percent of its activities have been completed. The activities related to coordination with other trade unions, district administrations, and metro-traffic police, DCWB etc still to be carried out. Similarly joint monitoring also needs to be carried out as planned.

4.5 “Towards Addressing Child Labour Issues through Capacitated Trade Unions as Change Agents”: The collaboration with the trade unions in programmes and social mobilization against child

labour issues since the inception of the ACHIEVE Project resulted in signing an Agreement (service contract/programme) with Nepal Trade Union Congress (NTUC) in April 2015.

The programme with NTUC was in process of completing a tool kit on child labour related issues including the existing legal provisions on the issues. Various posters have also been printed and are in the process of distribution. However, important activities related to, school enrolment campaigns, support services to the families for income generation activities, and joint school based monitoring still need to be completed.

Thus, around 30 percent of its activities are to be completed before 31 December 2015 which is highly unlikely requiring extension of the duration beyond 2015.

4.6 “Capacitating the Trade Unions in Addressing the Issues of Young Workers in Workplaces”:

The Agreement (service contract) with General Federation of Nepalese Trade Union (GEFONT) was initiated in March 2015 for the period until December 2015. The project has produced and disseminated campaign materials on child labour issues for union workers. Child labour issue has been mainstreamed in the ongoing curricula of the Trade School and a five-day training programme of GEFONT which includes sessions on workers' rights, trade union movement and other labour related issues.

In addition, it has also taken the initiative of translating the Child Report 2015 in Nepali language to be used as a reference for child labour related sessions. However, a number of important activities such as identifying occupational safety and health issues including corporal punishment against children at work places, identifying hazardous works and work place for children at legal working age, providing recommendations related to labour inspections etc. are ongoing. The request for extension of the project duration beyond 2015 was under way.

4.7 “Towards Creating Critical Mass against Hazardous and Worst Forms of Child Labour with Effective Social Mobilization”:

The project was signed in July 2015 with its implementing partner the Worldview Nepal with the duration until 31 December 2015. Two main outputs of the project: (i) materials on hazardous and worst forms of child labour have been produced and disseminated, and (ii) social mobilization trainings for the government and nongovernmental organization as well as local communities have been conducted in collaboration with the DCWB Kavre and NTUC.

4.8 “Towards Addressing the Worst Forms of Child Labour in Bhaktapur District”: The project was signed in July 2015 with its implementing partner District Development Committee (DDC), Bhaktapur. The Project is supporting the DDC to implement a number of actions of the the five year strategy endorsed by the District Council, Bhaktapur to make it child labour free by 2017.

However, due to the devastating earthquake in April and May of 2015 and Bhaktapur being one of the worst hit districts of Nepal, the project activities were delayed. Only a few initial activities were possible in 2015 such as the recruitment of the Project Coordinator, the establishment of the Child Labour Elimination Desk within the DDC structure for reporting, preparation for the baseline survey including coordinating and monitoring child labour incidences in the District.

4.9 "Training of Trainers-Elimination of the Worst Forms of Child Labour in Nepal": The Seminar Agreement was signed with the Nepal Administrative Staff College in September after a series of consultations and meeting over a period of six months starting January 2015. A pool of 50 National Master Trainers produced who were found to be mobilized by the Project in disseminating child labour related information and trainings organized by the partners. The capacitated human resources (50 national master trainers) represent the Government officials both from the central and local level, workers' and employers' representatives, civil society members including teachers and community mobilisers. The Manual on the Capacity Building Training on Child labour issues was reviewed by the Project as was used in the ToT programmes to standardize the child labour related training sessions.

5. **Partners' Capacity:** The implementing partners' capacities at different levels, individual, organizational and institutional - has been significantly enhanced in understanding the core issues of child labour, e.g. categorizing different forms of child labour, age limit of child workers, policies strategies adopted by various international conventions for the elimination of all forms of child labour. Similarly, the technical capacities in conducting surveys, designing IEC materials, and organizing awareness campaigns on child labour issues have been remarkable. However, the capacities of these implementing agencies seem to be lacking in monitoring and documenting the lessons learnt in the form of reports.

Similarly, the capacity at the National level has not been significant. The continuous turnover of officials at the Ministry of Labour and Employment and in other key institutions such as the National Planning Commission has adversely affected the progress in finalizing, approving and endorsing several important policy documents that include: draft National Child Labour Policy; draft Hazardous Child Labour List; amendment of the Child Labour (Prohibition and Regulation) Act as well as the Nepal's Master Plan on the Elimination of Child Labour. These documents need to be reviewed on the basis on current development and context through tripartite consultations for submission to the cabinet/parliament for endorsement.

6. **Innovations & Good Practices:** An innovative way of using the collective strength and skills of social mobilizers in advocating the child labour issues and sensitizing the communities to address them has been noted. In Dhulikhel Municipality, the social mobilizers visit the communities in groups and in teams so that they can depend on each other's strength to defend and resist the adverse and difficult situations while advocating for elimination of child labour. Similarly, the implementing partners have been using the ward citizen forums (consisting over 20 members at the ward level) that include political leaders, civil society, children, women and others for creating a critical mass and spreading the momentum of the Green Flag Campaign against child labour.

The Banepa Municipality is taking advantage of the survey already conducted by another NGO (CIF) on the status of child labour instead of conducting its own survey again. Such collaborative efforts in sharing and using the information and knowledge not only enhances the effectiveness of the local knowledge but also becomes cost effective and promotes conducive environment in programme districts.

The establishment of a child labour desk at the institutions of partner organization has been very effective in addressing child labour issues. This needs to be replicated in other districts and municipalities. Similarly, the “green flag” campaign has also been a very good practice, and has been very popular among the municipalities. This needs to be spread even at the VDC level where families and individuals need to know about the importance of sending children to education and being protection from economic exploitation for its impact in the family and society in the long run.

The project’s 16 steps mainstreaming strategy for integrating child labour issues in the plans and programmes is another effective and innovative intervention. This needs to be institutionalized within the local bodies through collaboration with the Municipality and Environmental Promotion Department under the Ministry of Federation Affairs and Local Development at the central level.

From the workshops, trainings and orientations organized by the partners, more than 500 individuals were found to have been trained on child labour issues from the inception of the Project. These include members from the central and local government, social partners, I/NGO members, social mobilizers and members of the ward citizen forums individuals. The Project has been using the trained individuals as "advocates" in the programmes and activities of the partners for spreading and disseminating the learnings on child labour issues.

- 7. Linkages & Synergy:** Some linkages of activities among the implementing partners (e.g. NTUC and ANTUF) were noted. The school programme of NTUC was able to accommodate the children rescued by ANTUF.

Similarly, coordination between the District Child Welfare Board, NTUC and World View was observed with regards to disseminating the child labour related information and trainings of the World View run Implementation Agreement.

The dissemination of information on child labour issues could be better coordinated with uniform and standard materials avoiding potential duplications. Similarly, other programmes being supported by ILO need to establish better linkages and integrate the child labour issues.

- 8. Use of Project Outputs:** The important outputs of the project such as surveys/data collected and case profiles of child labourers can be used by the Project throughout the Project period and by the local bodies and the concerned agencies to provide additional social assistance to the identified child labourers beyond the Project period.

Similarly, the strategy to mainstreaming child labour issues, social mobilization strategy and the processes to declare child labour free zones and the campaign materials on the Green Flag against child labour can be used by the stakeholders for scaling up and replication purpose within and beyond the Project districts. There is in fact a greater scope to introduce this campaign across the South Asia Region where child labour is regarded as one of the common problems of all the South Asian Countries.

Likewise, the capacitated human resources 50 national master trainers including more than 500 trained individuals can be used particularly to disseminate child labour related information within the project period and beyond.

Likewise, IEC materials produced on the occasion of the World Day against Child Labour, 2014 and 2015 have been relevant and effective for the implementation of the project activities in eliminating all forms of child labour in the programme districts. The Manual on the Capacity Building Training reviewed by the Project can be used to standardize the child labour related training courses for institutions, agencies and particularly the partners implementing the child labour related programmes through ILO assistance.

9. Status of Child labour: Based on the interview with the officials of the municipalities and review of reports, three wards in Panauti and two wards in Dhulikhel have been declared as free from child labour.

Case profiles of each child identified as child labourers have been developed and are recorded at the municipalities for follow up of services, referrals and monitoring. The ones under 14 years are reintegrated into their families with school support to the families to continue the education of the children until the next session.

In the absence of sufficient number of proper and well facilitated alternative care especially for the rescued children without parents or single parent, the implementing agencies are very concerned that the rescued children become more vulnerable to other dangerous and hazardous form of occupations as the core issue is poverty in the family. Especially in the post-earthquake scenario where there is a scarcity of the young people and a lot of labour demand for reconstruction efforts, there is probably a risk that a maximum of child laborers can enter the hazardous forms. "A case in point in Dhulikhel stated that a boy was taken out from a restaurant. After two months he was found in the street." Thus rescue operation needs to be initiated with utmost cautiously and sensibly so that it has no adverse impact on the child. The monitoring of the status of the rescued children needs to be strengthened in the coming days, and if possible through the Project's partners to sustain the results.

10. Sustainability and Ownership: The organizational structures of implementing partners have established a child labour elimination desk under the social development division with the responsibility of addressing child labour issues. Their plans and programmes have also integrated the child labour issue as part of the development issues and budgetary provisions have also been made (e.g. in Dhulikhel and Panauti Municipalities), local communities seemed to have owned the Green Flag Campaign and also determined to address not only the worst forms of child labour but also address other social issues and reforms e.g. open defecation in the communities.

11. Way forward: As discussed and presented in the consultative workshop, some of the key suggestions made by the stakeholders as way forwards are:

- Need for continuous support from ILO until the time the legal policy framework to address child labour issues are endorsed and child labour issues are mainstreamed in key policies, plans, mechanisms and system.

- Replicate the best practices of the Project on 1) "16 Step" Process on Mainstreaming child labour issues in the local plans, policies, programmes and budget, 2) Green Flag Campaign and 3) declaration of child labour free zones
- Government's factory inspection system strengthened with the adequate provisions for labour inspection component including status of child labour issues both in formal and informal sectors
- Social security issues of the children at legal working age be addressed;
- Child labour issues be integrated into the development process, sectoral plans-education, social protection
- Children Trust Fund be created to establish transition home for children rescued from worst form of child labour;
- Joint Monitoring mechanism to be introduced;
- Code of Conduct adopted be rigorously followed and monitored;
- Families of the child labourers be supported with income generation activities;
- Additional awareness campaigns against child labour;

IV. Conclusions:

Considerable differences exist between the kinds of work children do in Nepal. Hence the issue of child labour also seems to be quite complex because of country's socio-economic and level of poverty. In view of the magnitude of the child labour issues as can be seen from the table 2 as annexed to this report, the current interventions are only the tips of the iceberg. However, the project seems to have made a good impact in terms of mainstreaming child labour issues in the local development plans and policies and creating awareness among the Government officials at the National and local level, local communities, trade unions, school teachers, students as well as employers.

In view of efficiency, effectiveness, and relevance, the review noted the following:

Efficiency: The project designs and implementations strategies took a lot of participatory approach and have taken a lot of time and efforts. But this has paid in making the partners more committed and accountable for timely implementation despite the number of constraints. The Project Management Team from ILO seemed to be in constant contact with the implementing partners to facilitate in adjusting programmes. An innovative approach of "catch up strategy" adopted by the Project Management Team has ensured the efficiency of project operation.

The projects implemented by different partners should have the same objectives or outcomes but should be made responsible for different outputs and this is well reflected in the programmes of the local bodies and should be applicable in programmes with the social partners. Each implementing partner's project defining different objectives can make the Project efforts fragmented as well as less coherent.

Effectiveness: Despite the short durations of the projects with limited resources, the level of awareness on child labour issues and the commitments demonstrated by their implementing partners as well as general public to address those issues are quite commendable. The involvement of diverse stakeholders including local Government bodies, ward citizen forums, social mobilisers, trade unions, employers, teachers, students and individual houses has contributed in ensuring projects' effectiveness.

Relevance: The objectives and strategies developed with wider consultations confirms the views and concerns of all the stakeholders. The projects have become more relevant in the context of the earthquakes of April and May 2015. The Project Management Team including the experts from the ILO were actively involved in the child protection cluster meetings to design strategies and way out for immediate relief and recovery work in the affected areas. With the collaboration of other UN bodies and Development agencies, the ILO provided assistance to the Government of Nepal (National Planning Commission) in Post Disaster Needs Assessment exercise in number of issues including on child labour which is a subsection of the Social Protection chapter.

In this context, the project is well designed to capture important and urgent issues. The objectives and outputs of the projects are relevant to the current issues and more so after the devastating earthquake in April and May 2015 which have further aggravated the vulnerability of children.

V. Recommendations

1. **Additional support required:** Strong commitments are shown by the implementing partners to continue the efforts as far as possible through mainstreaming the issue in their plans and programmes and structural adjustments. Therefore further support would be required for capacity building, policy advocacy and mainstreaming the child labour issue in the sectoral programmes and policies of the Governmental related to education and social protection including at the institutional level of the implementing partners.

2. **Extension of the project duration:** The current project interventions are more process oriented requiring much longer duration than envisaged. Project's duration should be much longer than as envisaged in the current project as the preparatory work including the development of the programmes with the local Government and the concerned agencies take longer time for it requires wider consultation, consensus and formal approval for implementation. Therefore project needs to be extended to complete the following outcomes and activities:

a. To scale up the mainstreaming strategy of the Project and create child labour free zones in additional municipalities and Village Development Committees in Kavrepalanchowk, Bhaktapur and Lalitpur.

b. To maintain the momentum of the Green Flag Campaign and its effects in the communities, otherwise it will be too costly to start the initiatives all over again once the activities are stopped due to financial constraints

c. To conduct policy dialogues and legal reform on child labour related issues at the National level with the key ministries and parliamentarians

d. To implement programmes on social dialogues between the employers and workers on workplace improvement and endorse a campaign module against workplace corporal punishment for children at legal working age with the Government and South Asian Networks on children.

3. **Quality assurance:** The standards and quality of the project outputs needs to be reviewed to ensure quality assurance. The IEC materials used should be more user-friendly with less text and more visuals (pictures, cartoons etc)

4. **More focus on prevention:** The focus of the future intervention should be more on identifying the potential and vulnerable children and preventing them from any form of child labour. The programme

should be linked to the recently adopted Sustainable Development Goals, the new Constitutional provisions and the concerned Regional and National policies, actions plans related to child labour elimination.

5. Correct understanding of child labour: The implementing partners as well as other stakeholders that can influence the status of child labour should be well informed of the nature and magnitude of child labour and its vicious circle of poverty. However, it is also important for them to understand, particularly the trade unions that are responsible for monitoring the child labour situation, that not all work done by children should be classified as child labour. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling is generally regarded as being something positive.

6. Reducing administrative layers: As there is no value addition is noted from the District Child Welfare Board (DCWB) as the implementing partner for Kavre District, the project may consider having direct agreement with Municipalities for project implementation in future.

7. Two most critical concerns raised by the participants are: (i) the need to ensure that the legal policy framework to address child labour issues are endorsed by the GoN; and (ii) child labour issues are mainstreamed in the key policies, plans, mechanisms and systems both at the national and local levels. The participants strongly expressed their views that this will not be possible unless continuous support from ILO in terms of funding and technical backstopping is ensured.

VI. References:

- Project document: Towards Technical Support in Achieving the Elimination of the Worst Forms of Child Labour as Priority (ACHIEVE)- agreement with Embassy of Denmark, Nepal;
- District Strategy on Mainstreaming Child Labour Issues;
- Information on Green Flag Campaigns;
- Technical Progress Report as of June 2015;
- Summary Outline of DCWB, Kavre;
- Summary Outline of DDC, Bhaktapur;
- Implementation agreement with Worldview/Nepal
- Project Proposal of ANTUF
- Project Agreements with NTUC and GFONT
- TOR of the MTR

VII. Annexes

Annex 1: Status of Children in Nepal

Status of Children in Nepal

Fact Sheet

Total population of children	11,500,000
Total child labourers (22.61%)	2,600,000
a. General child labour	2,293,885
b. Worst forms of child labour	306,115
1. Child porters	46,000
2. Domestic hands & workers	56,000
3. Street urchins/rag-pickers	4,000
4. Bonded child labourers	17,000
5. Children trafficked for flesh trade & circus	12,000
6. Child labourers in hazardous industries	
◦ Resturants, tea-shops	72,000
◦ Brick kilns	60,000
◦ Stone chipping	32,000
◦ Carpet industry	7,000
◦ Coal industry	115

Source: ILO, Nepal Government's Central Bureau of Statistics and Tribhuvan University Population Department

Annex: 2. Points and questions used for the Review:

- The initiation of the Project date versus the Agreement with the donor.
- Is the project work plan being implemented as planned? If not why not?
- What factors (external/internal) of the project's design might have contributed to project delays in the implementation of action?
- What were the measures that were adopted by the Project Management to overcome the problems caused by the delays in achieving the immediate objectives the Project?
- Assess the project's original assumptions related to each of its Immediate Objectives (IO);
- Assess the relative appropriateness of the project's Indicators and Means of Measuring those indicators;
- Assess Project's progress to date in relation to targets set within the project document, the project work plan, and the Project Monitoring Plan (PMP);
- What is the status of the project outputs?
- What are the measures and processes planned or initiated by the Project to sustain eventual benefits of the Project? How effective Project? How effective has the project been in promoting local ownership? Has the idea of a phase-out strategy for the project been clearly articulated and progress made towards this goal?
- Assess capacity requirements in the Project, both financial and human resources;
- Assess the training and guidance that has been provided to implementing organizations by the Project;
- What are the current challenges that the Project is facing in the implementation of the project and what efforts are made to overcome these challenges?
- If necessary, how should the project reallocate resources or adjust activities or strategies in order to achieve its Immediate Objectives?
- How is administrative and technical support being provided to the Project Management by ILO CO Kathmandu, DWT New Delhi and IPEC HQ in the implementation of the Project activities?
- Assess the degree to which project management has effectively utilized tools such as the project work plan and PMP to enhance strategic planning and target setting;

Points rose at the Consultative Workshop with all the stakeholders on in October 2015 at Hotel Annapurna

- What are the problems in your district/area that lead to child labour (can include institutional, implementation, conceptual, others? Try to prioritize starting with those problems that have the most impact)
- What is being done to solve these problems?
- How did the project interventions support/ contribute to solving these problems?
- What critical actions need to be taken by partners?
- How can the project assist within the remaining period to help with sustainability?

Annex 3: Table 1: List of completed and ongoing Projects

No.	Type of Contract	Title of Service Contracts	Implementing Agency name	Total Amount in US \$	Start date	End date
1	Service Contract	To Observe the WDACL in Nepal	Children and Women in Social Service and Human Rights, CWISH	2945	6/06/ 2014	20/06/2014
2	Service Contract	To produce an analytical report of child labourers as per hazardous and worst forms of child labour in Kavre & Bhaktapur districts.	Development Inn, Kathmandu	5546	11/11/2014	12/31/2014
3	Implementation Agreement	Towards addressing the worst forms of child labour in Dhulikhel and Panauti Municipalities	District Child Welfare Board (DCWB), Kavre	29985	11/10/2014	10/9/2015
4	Implementation Agreement	Towards addressing the worst forms of child labour in Banepa Municipality	Child Labour-Banepa Municipality	15001	7/9/2015	31/3/2016
5	Service Contract	Moving Towards Eliminating the Worst Forms of Child Labour in the Transportation Sector	All Nepal Federation of Trade Unions (ANTUF)	11257	3/18/2015	12/17/2015
6	Service Contract	Capacitating the Trade Unions in Addressing the Issues of Young Workers in Workplaces	General Federation of Nepalese Trade Unions (GEFONT)	13882	3/18/2015	12/17/2015

7	Service Contract	Towards Addressing Child Labour Issues through Capacitated Trade Unions as Change Agents	Nepal Trade Union Congress (NTUC)	13371	4/6/2015	12/31/2015
8	Implementation Agreement	Towards Addressing the Worst Forms of Child Labour in Bhaktapur District	District Development Committee (DDC), Bhaktapur	28446	7/1/2015	3/31/2016
9	Implementation Agreement	Towards Creating Critical Mass Against Hazardous and Worst Forms of Child Labour with Effective Social Mobilization	Worldview Nepal	13346	7/1/2015	12/31/2015
10	Seminar Agreement	Parliamentarians Without Borders for Children's Rights	Global March Against Child Labour and Backward Society Education (BASE)	7,000	3/27/2015	3/28/2015
11	Seminar Agreement	Training of Trainings – "Elimination of the Worst Forms of Child Labour"	Nepal Administrative Staff College (NASC)	22,000	02/09/2015	31/09/2015

Annex 4. Table 2: List of pipeline programmes and implementation agreements

No.	Proposed title or purpose	Area of intervention	Proposed Implementing agency	Date submitted for technical clearance	Proposed Budget (in US\$)
1	Towards Creating “Child Labour Free Brick Industry”	Child Labour- Bhaktapur	Federation of Nepal Brick Industries	Will start from January 2016	29900
2	Campaign Materials on Corporal Punishment Against Children at Workplaces	Regional	SAIEVAC	Will start from January 2016	5000
3	Policy Reform on Child labour issues	National	National level Policy Institute	Will start from January 2016	9000
4	Towards Child Labour Free Lalitpur	Child Labour- Lalitpur Sub- Metropolitan City	Lalitpur Sub- Metropolitan City	Agreement signed in November 2015-April 2016	25000

Annex 5. Sample Format on Results and Resource Framework

DEVELOPMENT OBJECTIVE: Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority

Objectives (Outcomes)	Outputs	Key Actions	Implementing Partner	Collaborating Agencies	Duration	Resource
IO.1. By end of the Project, integrated area-based models for child labour-free communities are tested in selected communities in two districts and available for scaling-up in others	Worst forms of child labour in Dhulikhel and Panauti addressed	To generate Child labour related information To integrate child labour issues in plans... To establish linkages.	DCWB, DDC Kavre	Dhulikhel and Panauti Municipalities	11 months	US\$ 29,815
	Worst forms of child labour in Banepa Municipality addressed	To generate Child labour related information To integrate child labour issues in plans... To establish linkages.	Banepa Municipality	-	7 Months	15,000
	Worst forms of child labour in Bhaktapur addressed	To generate Child labour related information ; To integrate child labour issues in plans... To establish linkages.	DDC Bhaktapur	-	9 months	28,445
IO.2. By end of the project, the policy environment is conducive and institutional capacities are strengthened for the prevention and elimination of child labour, with a priority on its worst forms.	Workers'/trade union's capacity developed to address hazardous works and workplace of young workers	Produce Master trainers: Identify hazardous works to raise awareness on OSH	GEFONT		9 months	13,000