

**INTERNATIONAL LABOUR OFFICE (ILO)**  
INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR  
(IPEC)

Multi-bilateral Programme of Technical Cooperation

**Governments of Bolivia, Ecuador, Peru**

**Government of United States of America**

<b>Program Title:</b>	Program to prevent and progressively eliminate child labor in small-scale traditional gold mining in South America
<b>Duration:</b>	24 months
<b>Geographical coverage:</b>	Bolivia, Ecuador, Peru
<b>Programme language:</b>	Spanish/English
<b>Executing agency:</b>	ILO-IPEC
<b>Co-operating agencies:</b>	Ministries of Labor, Ministries of Education, Ministries of Health, Ministries of Mines, Employers' and Workers' Organizations, Local NGOs and community-based organizations.
<b>Donor contribution:</b>	US\$ 2,624,327
<b>Local contribution:</b>	In kind (minimum 10% of donor contribution)

## BACKGROUND AND JUSTIFICATION

### The problem

Child labor is a large-scale phenomenon worldwide and Latin America is no exception. It is estimated that at least 18 million children in the 10-14 year old age group are economically active in Latin American countries<sup>1</sup>. This number has been on the rise as a result of increasing poverty, inequality, unemployment and a growing informalization of the economy in the whole region - despite the important strides that have been made in terms of macroeconomic growth. Most of the working children are active in the informal sector, working for extremely long hours for wages that are significantly less than those paid to adults for equivalent work. Moreover, there are indications that a growing number of children are engaged in highly hazardous or exploitative forms of work.

One high-risk activity that has been identified by ILO/IPEC in several Latin American countries is small-scale traditional mining. During the last decade there has been a significant expansion of mining activity, not only in countries where mining has traditionally played an important role in the economy, such as Bolivia and Peru, but also in other countries where mining is of less importance, such as Ecuador.

Because traditional small-scale mining takes place mostly in the informal sector, there has been little statistical study of the sector. Nevertheless, the limited studies that are available show that this activity is significant, not only in Latin America but also globally. It is estimated that the number of people working in small-scale mining in the world is probably close to 13 million, of which a substantial part is women and, regrettably, children. The livelihood of between 80 and 100 million persons in the world possibly depends on this activity<sup>2</sup>. It is estimated that small mines represent 15 to 20 percent of the world's non-combustible mining production<sup>3</sup>. In developing countries small-scale mining activities have a great impact on the national economy, particularly in mining-oriented countries where the exploitation of high-value minerals such as gold and diamonds takes place.

Mining communities in the Andean region are usually located in remote areas, far away from any important town or from the capital of the country. They are particularly isolated during the rainy season (January to March), as roads, which in many cases are unpaved, become even more precarious. From the nearest town or city, it takes on average 15 hours to reach the communities targeted by this project in an automobile.

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<sup>1</sup> ILO: *Trabajo infantil en los países andinos: Bolivia, Colombia, Ecuador, Perú y Venezuela*. ILO Regional Office for Latin America and the Caribbean, IPEC Program, Lima 1998.

<sup>2</sup> ILO: *Social and Labor issues in small-scale mines*. Geneva, 1999.

<sup>3</sup> N.S. Jennings: *Small-scale mining in developing countries: Addressing labor and social issues in Guidelines for small/medium mining*. New York, United Nations, 1993.

The settlements lack basic services such as water, electricity, medical attention or schooling facilities for the children. The State rarely offers these services to these isolated communities. Houses are precarious, built with very poor materials, lacking the minimum conditions of habitability. In some cases, these houses are built just outside of the entrance to the mine.

Working conditions are very poor, as production systems are obsolete and inadequate. As small scale mining is very unproductive and brings scarce profits, there are no investments in productive technology. Miners descend up to 500 meters into the mines. They carry loads of ore that weigh up to 60 Kg. up to the ground level. In addition, they regularly handle dynamite, mercury and other toxic and hazardous substances.

Partaking in non-remunerated family work, children are involved in the three required processing stages for gold exploitation in all the small-scale mining centers of the subregion: extracting, transporting and crude processing of the mineral.

During the extracting stage, children enter the mines to help with the drilling and blasting operations or to perform tasks such as carrying in food or tools.

In the transporting stage, the children move the ore from the interior of the mine to the stockpiling centers or processing areas. This laborious task is usually performed by carrying loads on their backs or, in some cases, by using wheelbarrows, carts, or pack animals.

Once the ore is brought to the surface, children use hammers to crush the ore. They also grind the ore using motorized mills or large stones, called *quimbaletes*, that serve the same purpose. The manual method requires the children to use the weight of their bodies to move the *quimbaletes* back and forth over the ore. Their work days can last up to 10 hours. Children also manually sift dirt that is brought from the depths of the mine in search of small bits of gold, work that is shared with women. They also amalgamate the ore with mercury. The amalgamated ore is then heated at high temperatures in order to evaporate the mercury from the gold. Children participate in this activity as well.

Families involved in small-scale mining are usually migrants from other rural areas or marginal urban zones. Children begin mining activities from as young an age as 5 as a way to contribute to the family income. At 14 years of age, children often begin mining on a self-employed basis or begin mining for a third party outside of the family.

Due to cultural beliefs, miners generally do not allow females to enter the mines: the majority of children working down in the mines are boys. Outside the mines, girls process the ore and sift the mineral from the slag. Few children have access to formal education, which generally is limited to primary school. These children face extreme difficulties in trying to study while working in the mines. Moreover, their health and physical development is put at risk by their work. The most common dangers include exposure to the mercury, which is extremely toxic, that is used to recuperate the gold during the amalgamating process and osteo-muscular problems caused by carrying excessively heavy loads of ore and moving the mills.

Approximately 55 per cent of gold production derived from informal small-scale mining in the world is concentrated in Latin America, a region where informal mining activities<sup>4</sup> account for 30 percent of the total gold production. The Andean subregion, of which Bolivia, Peru and Ecuador are a part, is one of the principal locations in the region where small-scale gold mining is taking place and expanding.

**Peru** produces 93 million tons of gold per year, more than any other country in Latin America. According to estimates from the Ministry of Energy and Mines, informal small-scale mining generates 24% of this amount. An estimated 250,000 people depend on small scale mining in Peru for their livelihood. From figures on the population structure of mining communities Santa Filomena in the Department of Ayacucho and Mollehuaca in the Department of Arequipa, where 40% of the population is under the age of 18, we can extrapolate<sup>5</sup> that as many as 100,000 children and adolescents may be involved in the mining sector in Peru<sup>6</sup>. The minimum age for admission to employment in Peru is currently 12. Given the intention of the Government to ratify the ILO Minimum Age Convention No. 138, however, this age is likely to be raised in the near future.

In **Bolivia**, mining accounts for 40% of all exports, and small-scale mining represents 35% of Bolivian mining production. Approximately 50,000 people depend on small-scale mining for their subsistence, representing 73% of the all mining employment of the country. Including family members, an estimated 300,000 people depend on small scale mining. An estimated 120,000 children and adolescents under the age of 18 may be involved in small-scale mining activities<sup>7</sup>. Bolivia has signed Convention No. 138 and has established the minimum age for admission to employment at 14.

In **Ecuador**, an estimated 100,000 people depend on small-scale mining for their subsistence, and an estimated 40% (around 40,000) of them are children and adolescents<sup>8</sup>. Ecuador has announced its intention to ratify Convention No. 138 in the near future. The minimum age for work in Ecuador is 14<sup>9</sup>.

Preliminary studies suggest that about 700,000 people in these three countries are directly or indirectly dependant on this activity, and that as many as 260,000 children and adolescents may be involved in small-scale mining or are likely to enter this activity.

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<sup>4</sup> Gold Fields Mineral Services Ltd. Gold 1997. London 1997

<sup>5</sup> There are not reliable statistics in the region on child labor. In the case of small-scale mining no studies, surveys or statistical data exist

<sup>6</sup> Carlos Salinas. Cenda: Trabajo infantil en la minería artesanal del Ecuador, Loja 1999

<sup>7</sup> Cecilia Molina. Cepromin: La minería artesanal y el trabajo infantil en Bolivia, La Paz 1999

<sup>8</sup> Carlos Salinas. Cenda: Trabajo infantil en la minería artesanal del Ecuador, Loja 1999

<sup>9</sup> A new law being considered for adoption in the next few months would raise the minimum for work to 15.

Jurisdiction over small-scale mining rests in principle with the Ministries of Mines in the three countries. This jurisdiction includes, inter alia, mines legislation and authorization for mining activities and the use of explosives. However, given the informal nature of small-scale mining, Ministry of Labor inspectors are generally considered to be the appropriate authorities for regulation of the sector. Inspection is generally weak and often non-existent. Therefore, training and sensitization of labor inspectors on small-scale mining issues will play an important role in the project.

### **Prior actions**

The problem of child labor has become a matter of international concern and a significant international mobilization has taken place in the past decade. This includes major international conferences in Amsterdam, Oslo and Cartagena; the Global March Against Child Labor; and adoption of the ILO Convention No. 182 on the Elimination of the Worst Forms of Child Labor, among others. Such events reflect the rising concern regarding child labor, the recognition of the need to prioritize the abolition of high-risk child labor and the growing consensus on strategies and effective policies to deal with the problem.

In 1998, two action programs were initiated by ILO/IPEC in the small-scale mining settlements of Santa Filomena and Mollehuaca, located in Nasca-Ocoña region, on the southern coast of Peru. The NGOs CooperAcción and Ekamolle are implementing the programs in Santa Filomena and Mollehuaca, respectively. The action programs consist of awareness raising activities, surveys, occupational health studies, workshops on planning and participation, and economic and social support services. These programs have generated a wealth of information and a clearer understanding of child labor in these mining settlements. The programs have made clear that integrated development programs that enjoy strong community participation and institutional commitment can be successful. These types of programs in turn enable important progress to be made in the prevention and elimination of child labor in small-scale mining in the region.

The first phases of both interventions indicate that child labor provides an important contribution to family incomes in small-scale traditional mining. In such an environment, providing social services alone (such as health, nutrition and education) is unlikely to eliminate child labor. Rather, it is necessary at the same time to introduce technical improvements in the productive process in order to allow families to achieve higher levels of productivity and profitability. Such a strategy would allow families to sustain or improve income levels and eliminate their reliance on child labor.

In Santa Filomena, the installation of a mechanized winch to bring minerals from the interior of the mines to the surface has been one of the most effective components the project. The new system has eliminated the need for children to carry heavy loads on their backs from depths of up to 300 meters. Moreover, it has substantially increased production and productivity levels, which in turn has increased family income. The agreement signed by the miners, in which they express their commitment to withdraw their sons from the mining work, has allowed the complete elimination of child labor in underground activities. This program will seek to eliminate the

remaining child labor in Santa Filomena, that is, above-ground child labor, and to prevent non-working children from engaging in mining activities, on a permanent basis.

Furthermore, sensitization activities with the families and parallel improvements in education, health and nutrition services have resulted in a rise in school enrollment rates.

Although previous experience is limited to confined areas in Santa Filomena and Mollehuaca, there is strong reason to believe that this approach would be successful throughout Peru and other countries in the region where small-scale mining is prevalent.

In March 1999, a preparatory workshop was held in Lima for the Program *Child Labor in Traditional Small-scale Mining in South American Countries: Problems and Solutions*. NGOs, workers' organizations and representatives from the public sectors of Bolivia, Peru, Ecuador and Venezuela participated. The preliminary reports prepared by institutions and consultants that have close links with this sector in each of the countries were presented and discussed. The conclusions reached and the action proposals developed were important inputs for the preparation of this Program.

Some important projects in the traditional mining sector, apart from those implemented by ILO/IPEC, have also been initiated. Ministries of Energy and Mines, with assistance from the World Bank, have initiated projects in Peru (the *MAPEM* project) and Ecuador (the *PRODEMINCA* project), while in Bolivia the *APEMIN* project has been supported by the European Union. Also of importance are the projects implemented by the private sector, such as those developed with support from the Swiss Agency for Development and Cooperation in Ecuador (Mining without Contamination, *PMSC*), Bolivia (Environmental Management in Small-scale Mining, *MEDMIN*) and Peru (Environmental Management in Traditional Mining, *GAMA*, a project that at present is in its first phase). These projects, although not focused on the problem of child labor, improve the environmental management, working conditions and productivity of the small-scale miners, promote the formalization of their activities and strengthen institutional capacity for direct action in the sector. These efforts can complement efforts to combat child labor and add to the commitment to initiating sustainable development processes. Such a commitment will be indispensable to anti-child labor programs.

The media has also played a valuable role in exposing the grim reality of child labor. However, in Peru, Ecuador and Bolivia the level of public and social awareness is still deficient, due in part to a lack of information on the true magnitude and seriousness of the problem, particularly as it is manifested in small-scale mining.

Another problem is the absence or inadequacy of state policies that address the needs of people working in small-scale mining or that promote their development.

## **PROGRAM APPROACH AND STRATEGY**

## **Program strategies**

The objective of the Program is the prevention and progressive elimination of child labor in traditional small-scale mining in the region. Prior experience in Peru indicates that a key to success is to conduct situational analyses of the problem that outline its causes. Using the results of these analyses, effective programs and monitoring systems can be developed with close participation from the community.

Furthermore, the Program will seek to obtain financial commitments and build alliances with government institutions (legislative, labor, education, health and social welfare), NGOs, workers' and employers' organizations, community-based organizations and parents of working children in the fight against child labor in small-scale mining. The Program will target traditional mining locations where child labor is highly concentrated, enhancing the likelihood of success and of producing a replicable model for the prevention and removal of children from mining in other areas. Furthermore, the Program contemplates action at the national and sub-regional levels; it will seek commitments from partner agencies, build institutional capacity for direct intervention and promote national policies that would foster a solution to the problem.

An important goal of the Program is to prevent the involvement of children in traditional gold mining activities in selected locations of Bolivia, Peru and Ecuador. Prevention is mainly directed at children under the age of 8, since most children who work in mines will have begun to do so at an age younger than 8. Without intervention, these young children would probably enter into this activity, adding to the number of children already working in the mines.

The strategy consists, furthermore, of withdrawing children from work, initially from high-risk mining activities and gradually from the entire sector in the locations where the Programme is being developed. Temporary measures to protect the children, including awareness-raising, the provision of health and education services, vocational training and alternative income-generating schemes may be implemented simultaneously with the withdrawal component, depending on the situation at each site.

### *Strategic characteristics & key interventions*

- *strong focus on the prevention* of child labor;
- *removal* of children from conditions of child labor, with the provision of appropriate educational alternatives;
- *technical improvements* in the productive process, in order to enable families to attain higher levels of productivity and profitability;
- *'family approach'*, which will enable other members (in particular siblings) of the working child's family to avail of the services provided;
- strong emphasis on putting in motion a social and productive process of *sustainable development*;
- *coordination and networking* with ongoing efforts of the local government and other organizations;

- *emphasis on research, monitoring and evaluation* and the systematic feedback of results into program implementation;
- establishment of an *independent monitoring system* to verify that child labor is being phased out and to measure impact made on the target children and families;
- *replicable* throughout the entire industry;

### Awareness raising

Thorough action will be taken to raise awareness regarding: I) the magnitude of child labor in traditional small-scale mining ii) its grave impact on the working children's health, education and their future, and iii) the need to prevent and eliminate child labor in mining activities. Action will be directed at local communities and community organizations, as well as governmental, non-governmental, workers' and employers' organizations. To this end, relevant publications, videos and reports will be disseminated to National Committees NGO's, governmental organizations, worker's and employer's organizations and any other institution that deals with mining or children issues. Also, national and sub-regional events and seminars at the community level will be held. The Program will seek to mobilize targeted children to participate in the awareness-raising campaign.

### Building institutional capacity

The capacity of governmental, non-governmental, workers' and employers' organizations, as well as the local communities, to formulate policies and develop activities to prevent and progressively eliminate child labor in small-scale mines will be strengthened. There is little experience on the part of governmental institutions and NGOs in taking action to prevent child labor in the small-scale mining industry and to withdraw/rehabilitate children found working in this sector. Therefore, there is a need to develop a program component to build capacity among partner agencies (e.g., through training programs on various types of interventions and in the design, management and evaluation of child labor action programs).

The baseline surveys will serve as inputs for the organizations involved in each country to formulate and discuss proposals. They will also facilitate the selection of the communities where the program can be established. Base-line surveys and joint community planning techniques will be used to develop community action models for the prevention and elimination of child labor in traditional mining activities. The baseline surveys also will facilitate the identification of the working children and their relevant characteristics and provide a benchmark to measure the success of the program.

Networking will be promoted at local, national and sub-regional levels. An important goal is to create space for community-based, governmental, non-governmental, workers' and employers' organizations from each community and country to come together to share experiences and establish institutional commitments to prevent and progressively eliminate child labor in traditional small-scale mining activities. Local committees, national networks and a regional network to fight child labor will be established.

## Direct support

Drawing on experiences working in the Santa Filomena and Mollehuaca mining communities in Peru, programs to prevent and progressively eliminate child labor in traditional mining settlements will be implemented in each country. The programs will seek to improve the quality of life of the children and their families and to create viable income-generating mechanisms that will replace the income of children. They will promote and form part of a sustainable development process in the mining communities. To do so the program will develop 3 lines of work:

**1. Implementing low-cost technology** that will increase productivity and decrease the need for manual labor. This reduces the demand for children to engage in high-risk activities, promotes the progressive elimination of child labor and, simultaneously, improves the conditions of work in the mines and the income of parents.

**2. Develop schemes to increase family income**, particularly among women, that will replace the economic contribution of the children and substitute adult work for hazardous child labor. The insertion of women into the work force will be facilitated through vocational training programs, financing, technical assistance, day care services and primary education for children.

**3. Improve the quality and infrastructure of local education, health care and nutrition services** at schools and provide scholarships that will make schooling a viable alternative to work. Keeping children and adolescents occupied in recreational and cultural activities during rest periods or school holidays will divert them from becoming engaged in mine work.

Direct support activities for children and communities will be implemented during the second part of the project. The work with the communities will start with prior census, surveys and diagnostics. Once the project has current data and information, sensitization campaigns on child labor risks will be carried out with the population and a concrete strategy based on a participatory approach with the communities will be developed. Concrete activities in each community will be developed according to these strategies. These activities will refer to the implementation of low-cost technology, the development of schemes to increase family income, and the provision of education, health and nutrition services.

This can be done through direct investment in social services, including improvement of infrastructure, medicine stocks, and school libraries, direct investment to improve technology, revolving funds, microcredit schemes (individual or associative), investment funds, and productive workshops for the generation of alternative sources of family income.

### *Summary overview*

The Program will have two distinct components:

Part I (7 months)

**Sub-regional level:** National networks will be strengthened by means of a sub-regional event that will result in an outline for a Sub-regional Plan of Action and National Plans of Action. The National Plans of Action are centered on the design and implementation of national awareness-raising campaigns on the problem of child labor in traditional mining and the need to eliminate it.

**National level:** Baseline studies that will provide a better understanding of the child labor problem in traditional mining activities in each country and in the Subregion will be undertaken with the support of prestigious universities. Through training programs, government organizations pertaining to education, health, labor, mining and children's rights, NGOs, and workers' and employers' organizations will be strengthened to prevent and progressively eliminate child labor in traditional mining activities. These training activities will facilitate the development of networks of organizations that are committed to the goal of eradicating child labor in this sector. In the case of Peru, this component will be completed in a shorter time span because efforts have already begun there in this regard.

**Community level:** Based on the baseline studies of the sector, sites in each country where traditional mining is performed will be selected to develop replicable direct action projects<sup>10</sup>. With the participation of local actors (community-based social organizations, enterprises, local authorities, and governmental, non-governmental, workers' and employers' organizations) data will be gathered and the program budget for local intervention will be adjusted accordingly. Simultaneously, efforts will be made to raise awareness in the community among parents, children, teachers, workers, authorities, local leaders and the public at large.

## Part II (17 months)

**Sub-regional level:** The promulgation of national policies on child labor in traditional mining activities will be advanced during a sub-regional event where harmonized policy proposals for the region are outlined.

**National level:** National networks will develop National Action Plans for the abolition of child labor in small-scale mining activities. A part of these Plans will be to hold a national event in each country where national policy proposals are discussed, approved and presented to national legislative and executive bodies.

**Community level:** A Local Action Plan is executed to withdraw children from hazardous mining tasks. Community-based actions to transform traditional mining processes and to generate additional family income will allow children to retire from work in the mines and their tasks to be taken over by adults.

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<sup>10</sup> The program will focus on Santa Filomena and Mollehuace area in Peru, Loja in Ecuador and Potosi and Oruro in Bolivia.

Actions to improve the local educational system, holiday workshops and other activities will ensure that the children have an alternative to work. Better health services and nutrition at school will contribute to enhancing their education and quality of life.

Part of the awareness-raising activities and the strengthening of local capacity for sustainable development will be the participation of local actors in the Action Plans.

### *Subsequent Phase*

The small-scale mining sector is a complex one entailing many risks. Eradicating child labor in this sector will be a gradual process and a second phase will be almost certainly necessary. During the second phase, activities will focus on consolidating the achievements of this project and the replication and expansion of the approach to other communities and geographical areas to amplify the coverage of beneficiaries.

## **THE TARGET GROUP AND PARTNERS**

### *Direct beneficiaries*

**The direct beneficiaries of the Program are children below the age of 18** working in selected mining settlements in Bolivia, Peru and Ecuador who will be removed from this high-risk activity or whose involvement in the sector will be prevented. The focus of the Program will be on children between 8 and 14 years old. The number of children to be removed from work in each participating country is estimated at 2,000 in Peru (in two communities), 2,000 in Bolivia (in two communities) and 1,000 in Ecuador (in one community). The number of children (younger siblings) targeted for prevention is estimated at 1,000 in Peru, 1,000 in Bolivia and 500 in Ecuador. **The total of direct beneficiaries (children) is 7,500.** The impact of the awareness raising campaigns is expected to reach well beyond the areas of concentration of the program to benefit a much larger number of children at risk of entering the sector. The Program will prevent their involvement through public and social sensitization activities and through the development of national policies to combat child labor in the sector.

**The Program will also benefit parents in the selected communities** by improving their working conditions in the mines and by increasing their income and opportunities for employment. The total adult population in the selected communities is estimated to be in the region of **10,000, who are members of about 2,500 families.**

### *Indirect beneficiaries*

At the **community level**, groups benefitting will include the staff and representatives of organizations and local authorities in the selected zones in each country that will participate in the program (social organizations, workers' and employers' organizations, authorities and representatives of local public administration, among others). Their capacity will be strengthened to prevent and progressively eliminate high-risk labor among children in the mines.

At the **national level**, those who will benefit include staff and representatives of public institutions (congress, ministries pertaining to education, health, labor, mining, and children's rights) as well as private institutions (employers' associations, workers' unions, NGOs, churches) in each country that are involved in the fight against child labor in small-scale mining. They will be sensitized and have their capacity to design and implement action plans and monitoring systems to combat child labor strengthened. They will also be strengthened organizationally by promoting alliances, networks and other forms of inter-institutional cooperation.

#### *Partners & Implementing Agencies*

Implementing and Cooperating Agencies will implement the Program, under the direct supervision and with the support of ILO/IPEC. The role of each of the IPEC partners will be the following:

##### Implementing agencies

##### *CooperAcción / Acción Solidaria para el Desarrollo*

CooperAcción is a non-governmental organization for social development based in Peru. Its staff has ample experience in the field of technical cooperation, particularly in child labor in mining activities. In 1998 and 1999, they acquired widespread knowledge related to the sector of small-scale mining and gained valuable work experience by collaborating with social organizations and local authorities of the communities. Their expertise lies in research, socioeconomic studies, technical assistance, training, dissemination of information, income-generating activities and, in general, supporting local processes for sustainable development.

The role of CooperAcción in the Program will be:

Implement all the action components of the Program at the national and community levels in Peru.

Prepare and coordinate the activities and components of a sub-regional nature.

CooperAccion has worked in Santa Filomena during the last five years and has worked with IPEC since 1997. CooperAccion is currently implementing the second phase of the IPEC action program "Erradicación del trabajo infantil en el Caserío minero artesanal de Santa Filomena".

CooperAccion has a wide experience in the field of development and is one of IPEC's most reliable counterparts in Latin America.

##### *INNFA (Instituto Nacional del Niño y la Familia)*

INNFA was founded in 1960. It is a non-profit private entity that focuses on social issues. Its mission adheres closely to the principles of the UN Convention on the Rights of the Child and consists of proposing, supporting and executing innovative solutions to the problems of

Ecuadorian children and families. INNFA seeks to defend the rights of children and improve their standards of living primarily through interventions on behalf of children in poverty stricken and high-risk situations. To this end, INNFA promotes the active participation of civil society in its activities.

INNFA is a strategic partner of IPEC in Ecuador. It holds the Technical Secretariat in the National Commission for the Elimination of Child Labor in Ecuador and has been developing two IPEC Action Programs in the brick works sector in Quito and Cuenca since September 1998.

The role of INNFA will be to implement the action components of the Program at the national and local levels in Ecuador.

#### *ONG CEPROMIN / Centro de Promoción Minera*

CEPROMIN is a non-governmental organization based in Bolivia. Its works in the ambit of national, state-owned, private and cooperative mining activities. It operates from three regional offices located in mining areas. In close contact with miners, housewives, youths and adolescent workers, CEPROMIN has gathered abundant information on the sector and its problems related to safety, the environment, social development and child labor. CEPROMIN's main activities have included socioeconomic investigations, training, technical counseling, income generation and communications.

The role of CEPROMIN will be to ensure implementation of the action components of the Program at the national and local levels in Bolivia.

#### Cooperating Agencies

*Ministries of Labor, Education, Health, Mining and Social Welfare.*

The Ministries of labor, education, health, mining and social welfare will play key roles in the implementation of the Program. Their role in the Program will entail:

Inspecting and monitoring with ILO-IPEC the situation of children involved in hazardous work. Adapting and improving child labor regulations in small-scale mining and ensuring sustainable improvements in the working conditions of this sector.

Providing long-term education and health services in traditional mining locations.

Supporting the advancement of traditional mining, especially in technical development and environmental protection.

Participating in envisaged Program training courses, as well as in events for discussing and drawing up of plans for the prevention and progressive elimination of child labor in small-scale mining.

#### *Non-governmental Organizations*

A large number of non-governmental organizations that have experience and expertise in working with children and in programs of sensitization, vocational training, technical assistance and income generation in traditional mining locations will collaborate with the Program's implementing agencies in implementing components such as:

- Establishing national networks to combat child labor in mining.
- Awareness raising campaigns at the community and national levels.
- Formal and non-formal education and health services.
- Income generating programs for the families.
- Technologies to substitute child labor in traditional mining processes.

#### *Employers' organizations*

The organizations that represent employers in the mining sector will play an important role in collaborating with the Program. They will participate in:

- Awareness raising among their members as regards child labor in small-scale mining.
- Support for social and productive development in traditional mining, especially in supporting technical development and environmental protection, including public, political and financial commitments to the project.
- Training courses of the Program, as well as events aimed at discussing and drawing up plans for the prevention and progressive elimination of child labor in small-scale mining nationwide.
- Formulating a Code of Conduct in the procurement and processing of minerals or mineral by-products from amalgamation and other products obtained through the use of child labor in traditional mining.

#### *Workers' organizations*

Trade unions of the mining sector as well as small-scale mining cooperatives and their representative organizations will collaborate with the Program by:

- Conducting awareness raising activities among their members as regards child labor in small-scale mining.
- Supporting sustainable development of the traditional mining communities, and the prevention and progressive elimination of hazardous child labor.
- Conducting training courses in the Program, as well as events aimed at discussing and drawing up plans for the prevention and progressive elimination of child labor in small-scale mining.
- Formulating a Code of Conduct related to the participation of children in compromising or hazardous traditional mining activities.

<b>THE INSTITUTIONAL FRAMEWORK</b>
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#### *At the regional level*

A Chief Technical Advisor (CTA), i.e. an international program manager, will be recruited to manage the program for a period of at least 24 months. S/he will work in close consultation with the IPEC sub-regional coordinator based in Lima. The CTA will be responsible for overseeing the technical and administrative aspects of the program and for monitoring at the national levels. The CTA will be assisted by an administrative assistant.

The regional team will also be directly responsible for the implementation of the regional action components of the Program. These components include: undertaking the national baseline surveys in coordination with designated research institutions; synthesizing the survey results at the subregional level; distributing information and publications on the risks associated with child labor in traditional mining activities and the IPEC program activities; and organizing regional events to share experiences and discuss action plans and proposals. The SIMPOC team in Geneva will provide technical support in designing the baseline surveys to ensure that the data generated in each country are compatible and to ensure a uniform assessment of the indicators of achievement.

### National Level

At the national level, the program in each country will become an integral part of the IPEC country program. The National Steering Committee (NSC) will be responsible for coordinating and monitoring the program in accordance with existing practice concerning IPEC-supported action programs.

ILO-IPEC will organize and put together a Program team responsible for overall program implementation in each country. The team will consist of two monitors and a national program coordinator (NPC). The NPC will provide administrative, operational, and technical backstopping to the implementing organizations and is expected to undertake, with the monitors, field visits in the different locations of the Program. S/he will coordinate activities with the CTA and report to her/him on a regular basis on progress achieved and problems encountered. The selected communities in the three countries are all in remote areas and in most cases lack running water, electricity, and appropriate housing or lodging facilities. Therefore, the NPCs and monitors will be located in the nearest town or city.

### Program Level

A Program Advisory Committee will be established at the national level in each of the countries.

The PAC will be chaired by ILO-IPEC and will consist of representatives of all the partner agencies in the Program, including representatives from selected government, employers' and workers' organizations. The committee will be small and geared toward providing practical guidance on the Program's implementation, mobilizing local support, and promoting local ownership of the program and its sustainability.

### Community level

At the community level, a Local Committee, comprised of grassroots community organizations, local government authorities, community education and health system representatives, and local workers' and employers' organizations, will be established to serve as the community liaison of the Program. In close collaboration with the implementing agencies, the Local Committee will participate in: baseline surveys (research, censuses, maps, rural studies); the adoption of the Program for local intervention (planning workshops); the implementation of awareness-raising activities, income generating programs, and education and health services; and the monitoring component.

## **OBJECTIVES, OUTPUTS, MAJOR ACTIVITIES AND INDICATORS**

### **Development objective:**

The Program's development objective is to contribute to the elimination of child labor in small traditional mining activities in Latin America and to improve the lives of (ex) working children.

### Immediate Objectives:

The immediate objectives are as follows:

- 1 At the end of the Program, the commitment and institutional capacity of public and private organizations will have been strengthened in Peru, Bolivia and Ecuador to formulate and implement actions aimed at the prevention and progressive elimination of child labor in traditional mining. These organizations will have adopted national policies to eliminate child labor in small-scale mining.
- 2 At the end of the Program, 5,000 children in selected communities in Bolivia, Peru and Ecuador will have been removed from hazardous work in traditional mining and 2,500 will have been prevented from entering work. Successful and replicable experiences will be available to prevent and progressively eliminate child labor in this sector in other areas within the countries included in this project, and to other countries in the region.
- 3 At the end of the Program, increased awareness will have reached an estimated 260,000 children living in mining communities in Peru, Bolivia and Ecuador and informed them and their families about the dangers of entering perilous mining activities.

### *Indicators of achievement*

The list of indicators below is intended to measure progress during and towards the end of program implementation. Baseline information on the indicators will be provided through the baseline survey to be conducted when the program begins. Updated information will become available through the monitoring component of the program.

- Number of government and civil society organizations that request copies of the documented baseline surveys in order to formulate policies and action proposals to combat child labor in the small-scale mining sector.
- Number of government organizations, employers’ and workers’ organizations, and non-governmental organizations that participate in the debate and formulation of policy for to combat child labor in the small-scale mining sector.
- Increased number of policies and action plans to combat child labor in the small-scale mining sector that have been approved by the government organizations and civil society that are involved in the program.
- Number of government and civil society institutions that participate in the national networks and the regional network for the small-scale mining sector.
- Number of organizations and authorities in the selected communities that participate in the Local Committees against hazardous child labor in the small-scale mining sector.
- Number of children who are removed from traditional mining activities and who continue to refrain from working.
- Decrease in the incidence of child labor in the small-scale mining sector in the selected program area.
- Increased number of (ex)working children enrolled in formal/non-formal education;
- Reduction in drop-out rates and increase in completion rates of children enrolled in formal and non-formal education in the target communities;
- Improvement in educational performance of children enrolled in formal and non-formal education in the target communities;
- Improvement in the health and nutrition of the (ex)working children;
- Number of adults participating in the training courses to learn new income-generating techniques.
- Number of families that begin income-generating initiatives that effectively replace the lost income of their children.
- Number of income-generating initiatives that are underway as a result of the program and that effectively replace income previously earned by children.

- Number of additional initiatives (i.e. not planned and financed under the program) launched by local authorities and the community to combat hazardous child labor.

### *Outputs and activities*

#### Output 1

Baseline information will be generated at the beginning of the program. The results of the baseline surveys will be analyzed, synthesized, and widely disseminated in order to facilitate the adoption of community, national, and regional policies and plans of action to combat child labor in the small-scale mining sector.

- Conduct, in coordination with prestigious research institutions, comprehensive national surveys on the small-scale mining sector and the problem of child labor in this industry.
- Analyze the national survey results, synthesize them, and prepare a regional-level report on child labor in the small-scale mining sector.
- Disseminate the survey results and synthesis report to all interested parties, including governmental institutions, non-governmental organizations, workers' and employers' organizations, the media and the U.S. Department of Labor.
- Organize national workshops to present the results of the national studies and to debate proposed national policies and plans of action.
- Organize meetings with Local Committees to go over the results of the baseline study and to formulate community action plans.
- Organize an annual sub-regional workshop to: discuss the implications of the regional-level report on child labor in the small-scale mining sector; use the regional-level report to refine national plans of action to combat child labor in the small-scale mining sector; and discuss the possibility of a harmonized regional policy toward the problem.

#### Output 2

Capacity of partner organizations, including governmental institutions, non-governmental organizations, and workers' and employers' organizations, to contribute to programs aimed at preventing and progressively eliminating child labor in the small-scale mining sector strengthened.

- Develop national and local campaigns to raise awareness about the dangers and risks associated with child labor in traditional mining.
- Organize national seminars/workshops to share strategies and best practices in combatting child labor in the small-scale mining sector.
- Organize workshops with organizations that represent employers in the mining sector to discuss child labor and strategies for intervention.
- Encourage and motivate employers' organizations to include child labor in their policy agendas.
- Mobilise the support of the employers' organizations and their associations for the implementation of this program (in cash and in kind).

### Output 3

Establish national and sub-regional networks and local committees, consisting of representatives from governments, non-governmental organizations, and workers' and employers' organizations, to combat hazardous child labor in small-scale mining.

Mobilize support for participation in these networks.

Approve the constituting of the Networks and their Plans of Action in the above-mentioned national and sub-regional events.

Implement the networks' plans of action.

Form local committees to combat child labor in the target communities.

### Output 4

Remove children from hazardous traditional mining, enroll them in the formal or nonformal education programs in areas where the project is to be implemented. The age of the children targeted for removal from work ranges from 5 to 18 (children usually start to work at 5-6, and the age of 18 was established in accordance with ILO Convention 182). Educational services, including kindergartens, primary and secondary schooling, recreational services, and productive activities for school vacations, will be provided to 7,500 children and adolescents between 4 and 18 years of age.

As part of the above-mentioned baseline survey, identify hazardous tasks in the process of traditional mining and identify working children and those at risk of working in this industry. Work with local committees and parents to assess the educational needs of (ex)working children.

Improve the infrastructure of local schools and work with the Ministries of Labor and Education to provide scholarships and other incentives for (ex)working children to attend school.

Adapt the school curricula to best suit the educational needs of (ex)working children.

Sensitize teachers to the needs of (ex)working children and train them in methods for teaching the target children.

Implement programs for creative school holidays.

Establish a system to monitor the school performance of the children (teachers will monitor enrollment, retention and school performance).

### Output 5

Health and nutrition services provided to children working at targeted traditional mining sites.

Conduct medical diagnoses on the health and nutritional status of the children, focusing on job-related health issues.

Improve local health services for children by working with the Ministries of Health to increase the number of medical staff available and ensure a sustainable improvement in the medical infrastructure of the mining communities.

Establish school cafeterias, in collaboration with the Ministries of Health and Education.  
Undertake preventive measures such as vaccinations, medical checkups, and increasing public awareness of personal health care issues.  
Establish a system to monitor the health and nutritional status of the children.

#### Output 6

Train and strengthen the capacity of parents of (ex)working children in alternative income-generation skills.

Assess the target group (parents) for potential skills, potential improvements in productivity including the introduction of new technology, and assess possible time constraints.  
Assess the market for products and services with a good sales potential and for credit/savings/loan facilities.  
Design an income-generating program that includes training and implementation throughout the whole community.  
Provide training and technical assistance for developing viable economic initiatives, as well as for the implementation and management of the selected activities.  
Establish a system to monitor and evaluate the income-generating initiatives that are underway as a result of this program (local committees, workshop administrators, and credit/loan facilities will monitor start-up capital and investments and will evaluate socio-economic benefits with regard to family income).

#### Output 7

Implement technological changes in selected mining communities which eliminate the need for child labor while simultaneously improving the working conditions and income of adult miners.

Pinpoint the hazardous tasks that are delegated to children and identify feasible technological alternatives.  
Implement the selected technological alternatives.  
Offer training and technical assistance in using the new technology to miners.  
Establish a system to monitor the impact of implementing the new technology.

#### Output 8

Older working children (over age 15) will be removed from the hazards of small-scale mining activities, trained in marketable skills, and mainstreamed into non-hazardous occupations that do not interfere with their school attendance.

Identify children over 15 who are working in the small-scale mining sector.  
Assess the labor market for boys and girls with entry-level, marketable skills.  
Assess the capabilities of local providers of vocational education and the possibility of incorporating those providers into the program.

Design and implement a vocational training program or provide scholarships to programs already established in the vicinity.  
Mainstream the children into non-hazardous occupations.

#### Output 9

Prevent children from entering the small-scale mining sector or other hazardous occupations.

Launch national awareness raising campaigns on the risks associated with child labor in the mining sector.

Conduct workshops in the mining communities to raise awareness of occupational hazards faced by working children.

Strengthen the national inspection and monitoring systems through the participation of labor inspectors in the independent ILO administered monitoring system.

#### Output 10

Establish and implement an independent monitoring and verification system.

Develop a regional system to verify that the national monitoring mechanisms function adequately in the different countries and that there is compliance with the established basic objectives related to the elimination of hazardous child labor (see annex 1 for details).

At the national level, ILO-IPEC-supervised monitoring units will be established, with the participation of the ministries of labor (labor inspectorates). These units will establish inspection models in the target communities and verify the commitments of the mining communities themselves as regards the prevention of child labor (see annex 1 for details).

At the community level, local committees will be established to ensure that children do not participate in any mining activities. To this end some internal regulations will be developed to facilitate the development of community self-control mechanisms (a similar model is being applied in the Santa Filomena mining settlement).

INPUTS
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Inputs provided by the donor

### **1. REGIONAL COORDINATION**

Chief Technical Advisor (CTA)

Administrative assistant.

## 2. NATIONAL COORDINATION

Three National Program Coordinators, each supported by two monitors.

## 3. EQUIPMENT AND OPERATING EXPENSES

**Office equipment for the CTA and PC's** (Computers, printers, fax machines, telephone system)

**Miscellaneous for the CTA and PC's** (Communications, stationary, furniture)

**Official travel CTA** (Coordination and monitoring visits to the countries, projects and regional events)

**Travel expenses for PC's** (Coordination and monitoring visits to the countries, mining areas and regional events)

**Mid-term evaluation:** in order to assess the progress of the program a mid-term review meeting will be developed. All the main actors involved in the program (NGO's, public and private sector representatives, worker's organizations, employer's organizations and donor country representatives) will meet in a regional event.

**Independent final evaluation:** at the end of the project a final independent evaluation will be carried out. An evaluation team composed of two evaluators from an independent and reputed institution and two evaluators designated by ILO-IPEC will conduct the evaluation.

## 4. AWARENESS RAISING ACTIVITIES

**Comprehensive national studies with baseline surveys in target communities:** There are no studies on the extension and the impact of small scale traditional mining in the region. We do not have current or valid data on child participation in such activities. Therefore, one of the first steps is to carry out national and sub-regional investigations of the child labor situation in traditional mining activities. Reputed universities and public/private institutions will develop these

studies. At the local level, baseline surveys will be developed. On the base of these studies, Local representatives, authorities and social organizations will develop on a participatory basis a diagnostic and a local plan of action to eliminate child labor on each community.

**National workshops to present the national studies and to discuss policy proposals and plans of action:** Once the information on the extension and impact of child labor in the sector is available, national meetings will be developed in order to train public and private institutions in methodologies to combat child labor and to develop national policies and concrete strategies to combat child labor in small-scale traditional mining.

**Publication and dissemination of studies:** It is vital for all the actors involved in the mining sector and committed to combat child labor to have information on the extent of the problem and on how to address it. The program will publicize and disseminate the information gathered in the national and sub-regional studies as well as the reports and conclusions reached on the national workshops.

**Awareness raising campaigns by National Networks:** The program will propitiate a change in the public opinion regarding child labor in small-scale mining, as well as among public and private institutions, including ministries, mining enterprises, communities and local populations. In order to do that, sensitization campaigns in the media will be developed, focusing on the effects and damages of child labor in small-scale mining and the need of eliminate it.

## 5. INSTITUTIONAL CAPACITY DEVELOPMENT

**Plans of Action developed by National Networks:** A technical committee will be created and trained to co-ordinate the activities to be developed in each country. A wide range of institutions involved in the problem will be identified and contacted, promoting the development of networks in order to implement the activities contained in the National Plans of Action.

**National seminars and workshops to share successful strategies and best-case examples:** Public and private institutions will be trained in methodology of implementation of direct action activities to eliminate child labor through a national workshop (in each country), based in experiences developed in the region.

**Regional workshop to exchange experiences and train NGO's:** in order to share and spread a common methodology of intervention, a regional workshop will be held in order to train NGO's on strategies and methodologies of intervention on the small-scale mining sector.

**Systematize and disseminate local experiences:** publications and videos will be edited in order to systematize the information gathered at the different levels: Sub-regional, national and local.

## 6. DIRECT ACTION SUPPORT TO REMOVE CHILDREN FROM WORK

**Awareness raising workshops and activities at the community level:** Sensitization of the population on child labor risks is an essential element in promoting actions oriented toward its elimination. Campaigns and sensitization workshops will be hold on each mining community.

**Training workshops for Local Committees:** Representative and strong Local Committees/counterparts in the communities are another essential element in assuring the success of the intervention. Accordingly, training these counterparts in all matters related to child labor and how to eliminate it is a prior basic step to be taken at the local level. Three training workshops will be held in each community.

**Schooling for the working children:** In order to give children alternatives to work and assuming that education is a key factor the fight against child labor, the program aims at increasing substantially school attendance in the communities. Actions will be implemented to improve the infrastructures, train teachers, provide scholarships and establish school libraries. As noted above, 7,500 children will receive educational services.

**Attending the health and nutrition of the children:** Actions will be carried out to improve the health and nutrition status of the working children and the population in general. This will include the improvement or construction of medical infrastructure, the provision of medicines,

and the improvement or construction of infantile canteens, and training in nutritional health.

**Generation of family income:** Actions will be developed in order to provide communities (especially among women) with productive activities to generate alternative income for the families. This will be done through productive workshops, microcredit schemes, revolving funds, and investment funds. 500 families will receive assistance in this area.

**Implementation of technologies to substitute child labor in the mining processes:** Implementing technical changes in the mining productive system is a key to the definitive withdrawn of child labor on the mining process. The program aims to improve and mechanize the production process through the provision of low-cost appropriate technology solutions. (See the case of Santa Filomena) funds.

**Support for community development initiatives:** In order to develop the alternative income initiatives and the improvement of the production process, the program will provide technical assistance to communities and individuals. Support will be provided in areas such as: management of microcredit funds, implementation of small family business, water and sanitation studies, viability studies for agricultural initiatives, mining and technology studies, land studies, and identification of best practices in the mining process.

## 7. MONITORING COMPONENT

### For each participating country

- 2 monitors @750 \$ per w/m (17x2= 51 w7m)	25,500
- DSA labor Insp. @ 20 \$ per day (150 days)	3,000
- 1 part-time Admin. Data typist	2,000
- 1 driver @ \$ 750 per w/m (x17)	12,750
- Training	2,000
- 1 vehicle	25,000
- Miscellaneous	2,500
- TOTAL	72,750

### Input provided by ILO-IPEC and the Implementing Agencies

ILO-IPEC has covered part of the cost of developing this program. ILO-IPEC program will provide backstopping on an ongoing basis to the implementation of the program. It will provide technical and administrative support of the ILO Area Office (where present) and will cover part of the staff costs for technical expertise from ILO.

The implementing agencies will contribute their human resources and facilities. As stipulated in the contractual arrangements with the respective partner organizations, at a minimum, these in-kind contributions will amount to around 10% of the amount donated by the donor

## **PLANNING, MONITORING AND EVALUATION**

The implementation of the program components will be partly subcontracted to implementing agencies. In line with regular ILO-IPEC procedures, agreements, including an Action Program Summary Outline (APSO, i.e. project document in the logical framework format, including an overall work plan) and a detailed budget will be drawn up by the implementing agencies in consultation with the ILO-IPEC field staff. IPEC Geneva will obtain the approval of the relevant ILO departments. Upon the signature of the sub-contracts between the implementing agencies and the ILO, the respective organizations will submit a detailed workplan and an expenditure forecast for the first three months, and disbursement will follow. Thereafter, progress and financial reports, and expenditure forecasts will be prepared by the implementing agencies on a three-monthly basis for agencies that need frequent monitoring and assistance to comply with the reporting requirements, and on a six-monthly basis for agencies that prove they can comply with reporting requirements without difficulty.

IPEC-established procedures for planning, monitoring, evaluation and reporting, which are based on ILO procedures for technical cooperation programs, will be used throughout the cycle of the Program.

A planning workshop/meeting with all partner organizations will be set up at the beginning of the program. Training in program design, monitoring, evaluation and reporting will be provided to the Program Implementation Committee members and staff of implementing agencies to ensure that all the required ILO-IPEC procedures are followed on an on-going basis.

An annual workplan will be prepared and 6 monthly review meetings will be organized with all partner agencies as well as staff of community councils and the monitors, in order to appraise progress, review obstacles and devise strategies for improvement. Implementing agencies will be required to organize regular consultations with their target group.

Monitoring tools will be used for each component of the Program in which key members of target groups will be involved: teachers will monitor enrollment, retention and school performance; medical staff will monitor medical attention and the state of children's health; local committees, workshop administrators and credit/loan facilities will monitor start-up capital and investments and evaluate socio-economic benefits of income-generation alternatives with regards to family income. Monitoring and self-evaluations will be carried

out by the implementing agencies and the ILO-IPEC Program team. ILO-IPEC will report on a four-monthly basis to the donor.

ILO-IPEC will report on a four monthly basis to USDOL on progress achieved and problems faced, while the financial report will be submitted twice a year. In addition, an internal mid term review will be carried out at the end of the first year of the Programme and an independent evaluation will be conducted at the end of the programme implementation. The results of the evaluation will serve as a basis for the development of a second phase of the Program aimed at consolidating the achievements of the Program and its expansion to other areas where the involvement of child labor in small-scale mining is a problem. The costs of the evaluation are built in the Program document. USDOL will be invited to participate in this evaluation and will be provided with a copy of the final evaluation report.

<b>VII BUDGET</b>		
<b>SUBREGIONAL COORDINATION</b>		
Chief Technical Advisor (CTA , P4/5 - 24 months)	279,100	
Administrative Assistant to the CTA (1,000 x 24)	24,000	
<b>HQ coordination</b>		
2 w /m HQ	24,000	

<b>NATIONAL CO-ORDINATION</b>		
Three PCS (1,500 x 3 x 24)	108,000	
<b>Equipment and operating expenses</b>		
Equipping the CTA and PCS (5,000 x 4)	20,000	
Miscellaneous for the CTA and PCS (5,000 x 2 years x 4)	40,000	
Official travel CTA	14,000	
Travel expenses for PCS	9,000	
Mid-term evaluation	5,000	
Independent final evaluation	20,000	
Program development	24,000	
<b>Co-ordination Subtotal</b>	<b>567,100</b>	
<b>AWARENESS RAISING ACTIVITIES</b>		
Comprehensive national studies with baseline surveys in target communities (20,000 x 3)	60,000	
National workshops for presenting national studies and discuss policy proposals and plans of action (3,000 x3 countries)	9,000	
Publication and dissemination of studies (5,000 x 4)	20,000	
Awareness raising campaigns by National Networks	60,000	

(20,000 x 3)		
<b>Awareness raising subtotal</b>	<b>149,000</b>	
<b>INSTITUTIONAL CAPACITY DEVELOPMENT</b>		
Plans of Action developed by National Networks (3000 x 3 countries)	9,000	
National seminars and workshops to share successful strategies and best-case examples (3,000 x 3)	9,000	
Regional workshop to exchange experiences and train NGO's	15,000	
Systematization, consolidation of experience for the development of a common methodology of intervention.	15,000	
<b>Capacity development subtotal</b>	<b>48,000</b>	
<b>DIRECT ACTION SUPPORT TO REMOVE CHILDREN FROM WORK</b>		
Awareness-raising workshops and activities at the community level (3,000 x 5 communities)	15,000	
Training workshops for Local Committees (3,000 x 5)	15,000	
Schooling for the working children (80,000 x 5)	400,000	
Attending the health and nutrition of the children (25,000 x 5)	125,000	
Generation of family income (45,000 x 5)	225,000	
Implementation of technologies to substitute child labor in the mining processes (90,000 x 5)	450,000	
Support for community development initiatives (15,000 x 5)	75,000	
<b>Direct action subtotal</b>	<b>1,305,000</b>	
<b>MONITORING COMPONENT</b>		
Independent monitoring system ( 72,750 X3)	<b>218,250</b>	
<b>SUBTOTAL</b>	<b>2,287,350</b>	

Program support income (13%)	294,106	
Provision for cost increase (3%)	67,871	
<b>GRAND TOTAL</b>	<b>2,649,327</b>	