



Design Workshop

Part 2: A Training for Women's Economic Empowerment Actors



Funding is provided by the United States Department of Labor under cooperative agreement number IL-31469. 100% of the total costs of the project or program are financed with federal funds, for a total of \$1,872,000 dollars. This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.



About the RICHES Project

Few would expect that investments in women's enterprises are increasing the risk or incidence of harmful work for children (child labor) or adults. However, [research](#) conducted by the Reducing Incidence of Child Labor and Harmful Conditions of Work in Economic Strengthening Initiatives (RICHES) project unveiled that as women entrepreneurs struggle to manage the labor burdens of their businesses with household tasks and unpaid care work, many are turning to those closest in reach for help—their children. RICHES aims to promote the benefits of Women's Economic Empowerment (WEE) Actors—any entity or individual that supports the development or expansion of women's businesses, provides livelihood or financial services, and/or supports women (globally) in efforts to increase their access to economic opportunities—becoming involved in child protection and combating harmful work and the steps they can take to address these issues.

To this end, RICHES proposes a minimum set of practices and tools that all WEE Actors can implement at the organizational level to promote child protection. The minimum set of practices include:

1. Being aware of the risks to doing harm when supporting women's enterprises,
2. Assessing the risks and identifying situations of harmful work for children and adults,
3. Linking out to appropriate support services, and
4. Committing to Do No Harm.

Complementary to the minimum practices, RICHES has also developed both service provider- and participant-level tools for those who want to take a more comprehensive approach to child protection, such as market research, training, product development and monitoring and evaluation.

For access to the full toolkit, please consult <https://grameenfoundation.org/riches>. RICHES is a multi-sectoral capacity building project, led by Grameen Foundation, an expert in women's economic empowerment and financial inclusion and the American Bar Association Rule of Law Initiative (ABA ROLI), an expert in child labor and rule of law.



Our Design Challenge

How might we integrate awareness or mitigation strategies for harmful work for children and adults into their product/service offering?

Design Criteria:

WHO

1. Our organization as implementers
2. Women entrepreneurs, children and families as beneficiaries
3. Other organizations and policymakers as partners

WHY

To use our market research findings to design products, services, program adaptations, policy changes or new offerings to respond to need to integrate child protection into current strategies and programs/products/services



Workshop Objectives and Agenda

What will occur during today's workshop:

- Review key insights from our market research
- Opportunities for design: "How might we...?"
- Reviewing RICHES tools for possible use

What we expect to achieve during the workshop:

- Brainstorm ideas
- Prototyping

What we expect to come after the workshop:

- Development and refining of tools based on prototype
- Piloting
- Revision of Tools



Understanding Harmful Work for Children and Adults

By the end of this session, we will have:

- Clarified the definitions of Harmful Child Work vs. Child Work, as well as Harmful Working Conditions.



Key International Rights for Children


Right to Education

“Every child has the right to an education. Primary education should be free. Secondary and higher education should be available to every child”.

Protection from Harmful Work

“Children have the right to be protected from doing work that is dangerous or bad for their education, health or development. If children work, they have the right to be safe and paid fairly”.





**Child
Work**



Household chores and forms of legal work, including light work. This type of work does not interfere with schooling.



**Harmful
Child Work
(Child Labor)**



Children engaged in work that is physically, mentally or morally dangerous and harmful, and interferes with their schooling.



Five Types of Hazardous Work for Children



Work underground, under water, at dangerous heights, or in confined spaces



Work with dangerous machinery, equipment and tools or which involves the manual handling or transport of heavy loads



Work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging their health



Work which exposes children to physical, psychological, or sexual abuse



Work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer

The 3 Ds of Hazardous Work



Remember the **3 Ds**.
Protect workers from **dirty, difficult,**
and dangerous work.

How participants define Harmful Child Work?

By Age

“when they are under the age of 12,” “at an early age,”
“when they are small”

“When they are working without the parents’ knowledge”

“Child begging”

By Activity

“heavy work,” “handling machetes,” “spraying chemicals,” “day labor,”
“cooking on a stove”



By Location

“outside the house,” “alone on the streets,” “far from home”

By Hazards

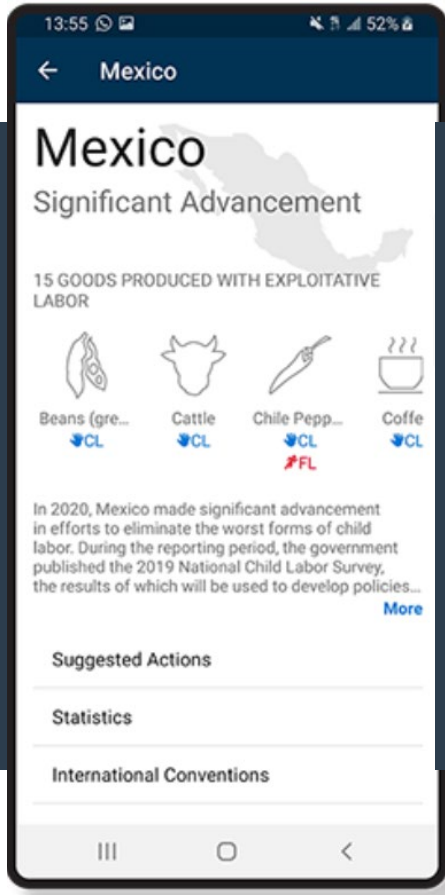
“in the mountains where they get animal bites--snake bites,” “on the street where they can get hit by cars”

“When it is forced”

By Work Hours

“long hours”





Sweat & Toil App

Market Research Findings

By the end of this session, we will have:

- Analyzed the information and results from the Market Research and/or Risk Assessments conducted by our organization



1. What is the nature and incidence of child labor and acceptable working conditions in our context?
2. Among our clients/beneficiaries, what is the level of awareness, existing practices and potential incentives to address child labor and harmful business practices?
3. What is the incidence and nature of child labor and working conditions in our women's enterprises specifically?

General Market Research Questions

Market Research Structure and Methodology

Participant or
Staff-level
Understanding
and Awareness

Nature of Harmful
Child Work and
Harmful Practices
among our participants

Partner/
Stakeholder
Analysis



Market Research Review

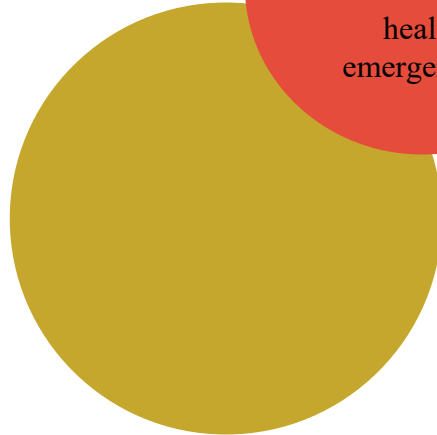
Nature & Incidence of Harmful Child Work



RURAL

Industry/
Hazardous
Labor

CRISES:
Conflict, natural
disasters, and
health
emergencies



Agriculture



Market Research Review

Nature and Incidence of Harmful Working Conditions

Workers in Poverty

300 million workers in emerging and developing countries were living in extreme poverty, on US\$1.90 (PPP) per day.

430 million in these same countries in moderate working poverty: between US\$1.90 and US\$3.10 per day (PPP).

Informal work -- 2 billion of the world's workforce is most prevalent in developing countries.

Vulnerable work -- contract work and work in environments that lack or have limited legal protections, poor working conditions or no/limited benefits—involves an estimated **1.4 billion**.

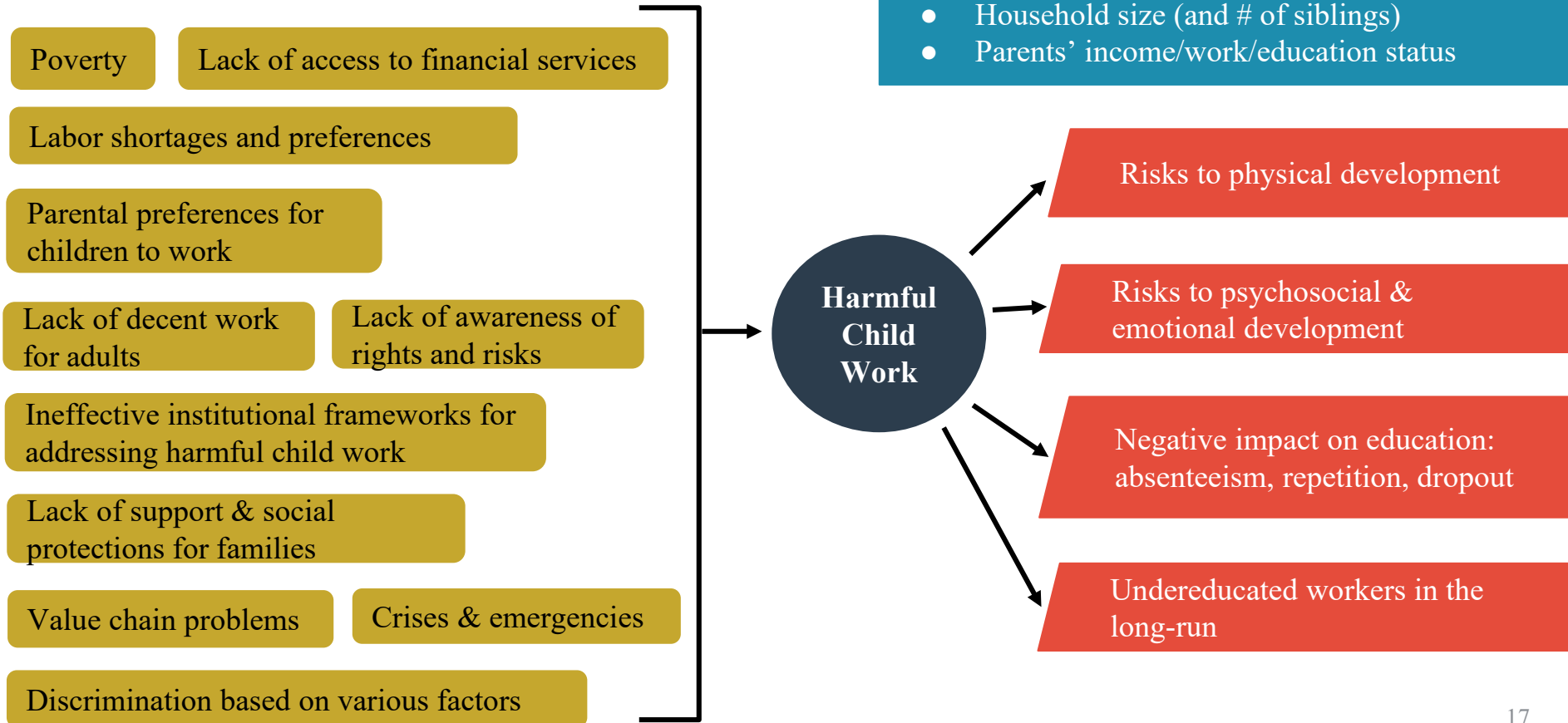
Precarious work -- **Hundreds of millions** of workers; includes temporary work, which typically occurs in sectors with weak health and safety protections such as domestic care work, the cleaning sector, kitchen work, retail and supermarkets, and construction.

Forced labor -- affects **40 million people globally**.



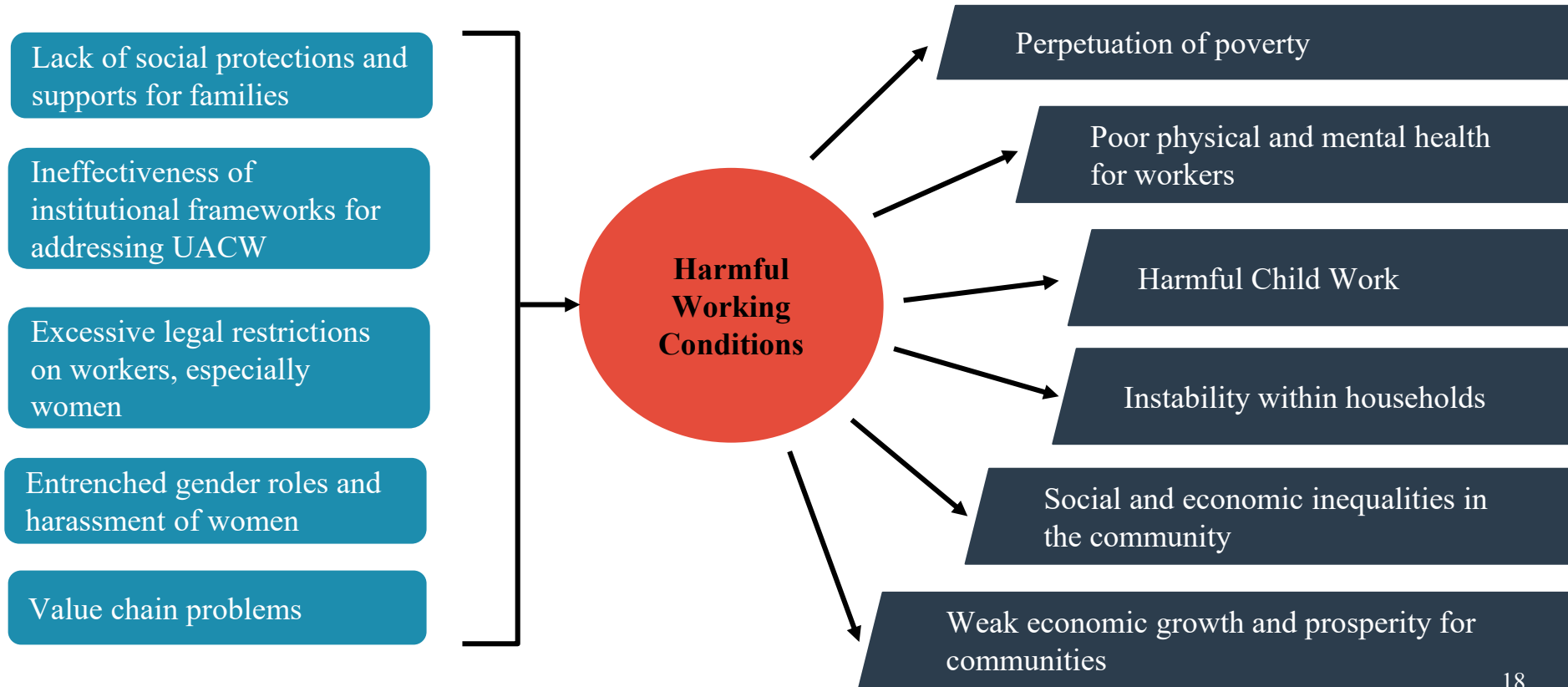
Market Research Review

Causes & Consequences of Harmful Child Work



Market Research Review

Causes & Consequences of Harmful Working Conditions (UACW)



Market Research Review

Nature and Incidence of Harmful Working Conditions in our Programs



Market Research Review

Participant
Understanding and
Awareness

What exists:

Gaps and Issues:

Market Research Review

Staff Understanding
and Awareness

What exists:

Gaps and Issues:

Market Research Review

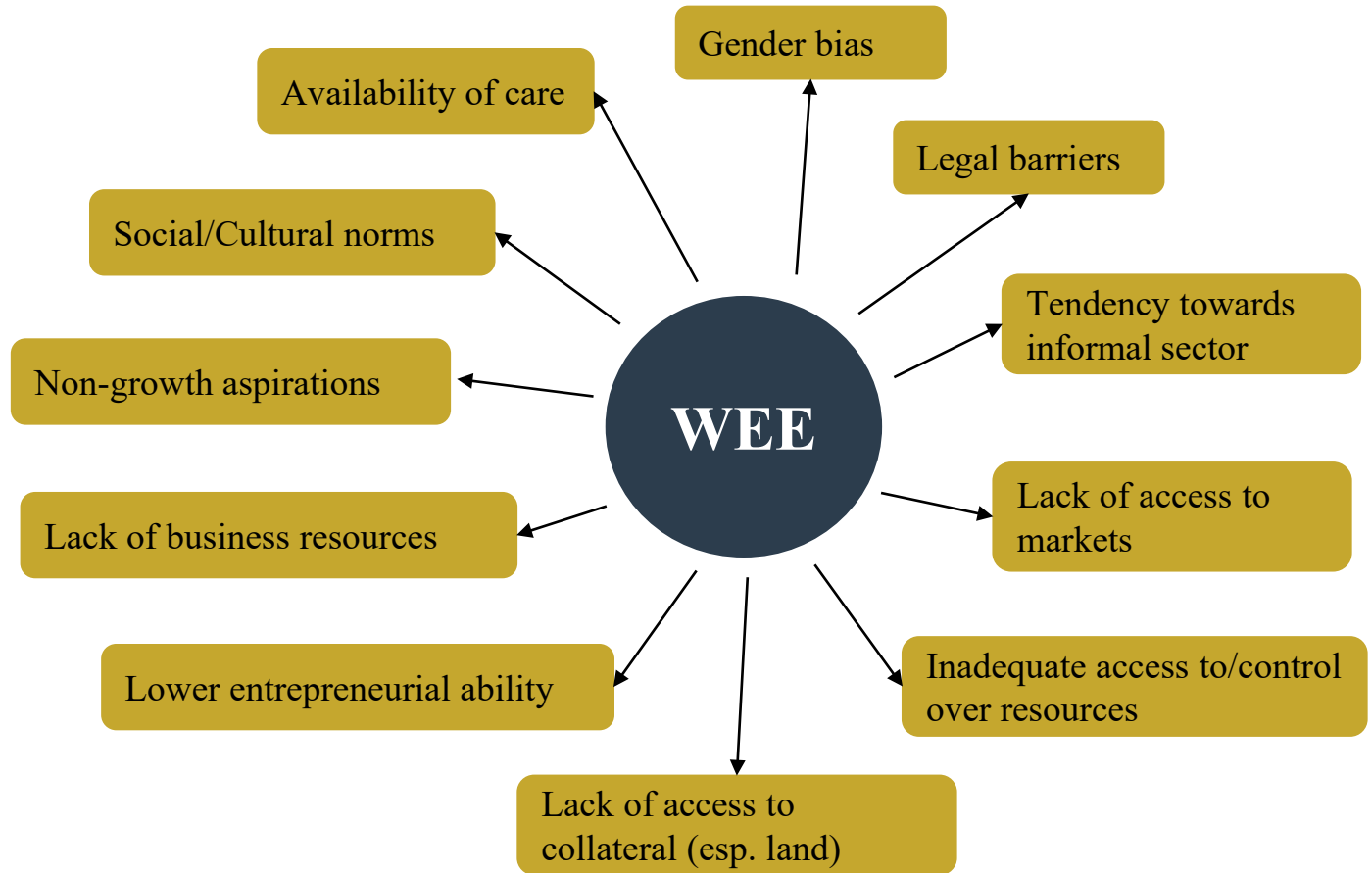
Our Programs and
Services

What exists:

Gaps and Issues:

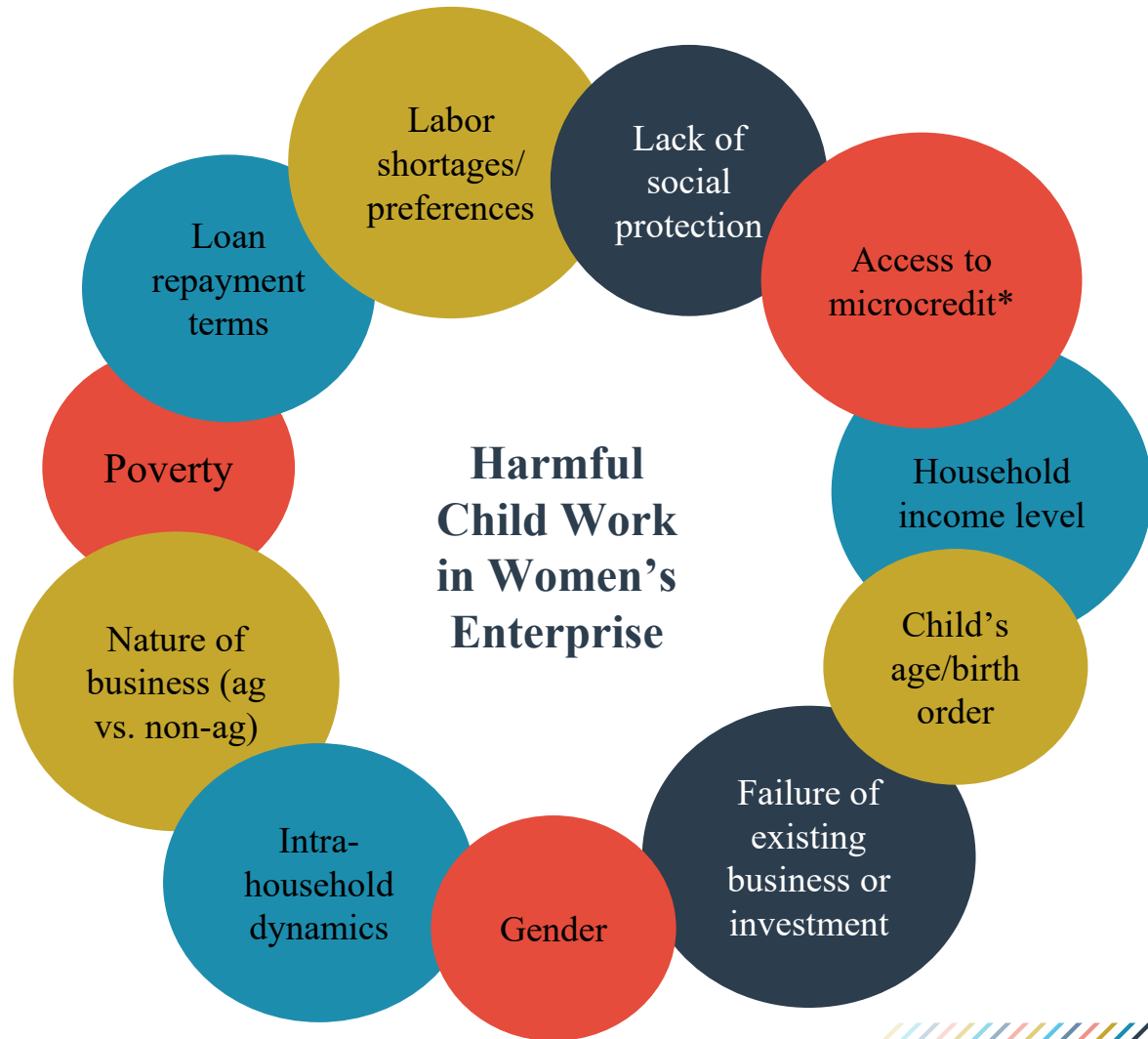
Market Research Review

Challenges in our Programs and Services



Market Research Review

Factors Affecting Harmful Child Work within our Programs and Services

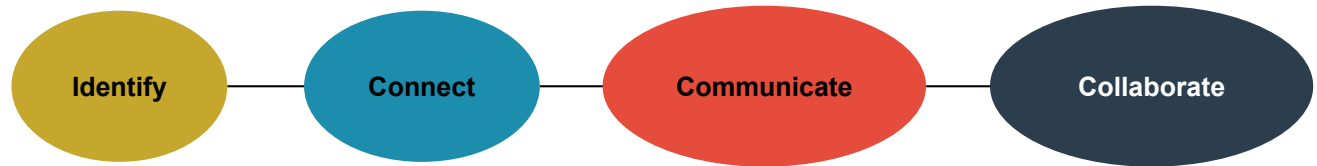


Market Research Review

Key Stakeholders and Partners

What Exists: Stakeholders at the various levels are working to address issues such as child labor, education, women's entrepreneurship, working conditions, gender issues, poverty, etc.

Gaps: Connections among stakeholders addressing the intersection of CL and UACW need to be made, followed by communication and collaboration.



Meet a Woman Entrepreneur



“I have a lot on my plate, not only am I managing a business but my house, I work long hours, the only solution is to have my kids at my business.”

“I’m worried an employee will steal from me or not help me run the business well.”

“If for whatever reason my children don’t go far in school or can’t get a job, at least they have this skill and can survive.”

“I’m worried about gangs, about what can happen, and bad-influence.”

“I am worried about my business being profitable so I can provide for my family.”

“I’m a single parent, affected by migration, or dealing with health issues in my family.”

“I worked when I was a child, so did my mom, and everyone has learned how to work, it’s good for kids.”

“I feel like there is no other choice but to have my children help. I have a hard time planning for the long-term and have to respond to unexpected events often”

Analysis Activity

Split into even groups.

On flip chart, draw table below.

Pick a scribe.

Discuss and document responses to the 2 questions.

Time: 15 minutes

What did you learn from the market research that was new to you or surprised you?

What implications do these results suggest for our organization?

Surprises	Implications
------------------	---------------------

Key Insights for RICHES

By the end of this session, we will have:

- Reviewed and summarized learnings from the market research through consolidated insights and “how might we” questions.



Policy Level Insight

Insight 1: Top-down approaches (especially punitive) to address child labor and unacceptable working conditions can be ineffective, have limited or no sustainability, and push child labor underground.

How might we: Institute and encourage participatory and cross-sectoral approaches to address child labor at the community and household level?



Insight and “How Might We” Activity

1. Get into groups of 2-4 persons.
2. Pick a scribe.
3. Divide flip charts between groups
4. Confirm/revise insight and “how might we” question – use paper and/or flipchart as necessary
5. Time:
 - a. 30 minutes in small group
 - b. 20 plenary discussion

Brainstorming and RICHES Toolkit Intro Part 1

By the end of this session, we will have:

- Brainstormed ideas and solutions for the different ways to answer the questions of “how might we”
- Presented ideas to the group and received feedback on brainstorming



Brainstorm Solutions Activity

1. Stay in assigned groups.
2. Pick a scribe.
3. For **each** “how might we” question, brainstorm approaches that you believe could effectively respond to the “how might we?” question.
4. Decide whether you want to break up into sub-teams or stay as one group.
5. Record ideas on a flip chart.
6. Time: 40 Minutes

1. Defer Judgement
2. Encourage Wild Ideas
3. Build on the Ideas of Others
4. Stay Focused on Topic
5. One Conversation at a Time
6. Be Visual
7. Go for Quantity

Brainstorming Rules

Let's Prototype!

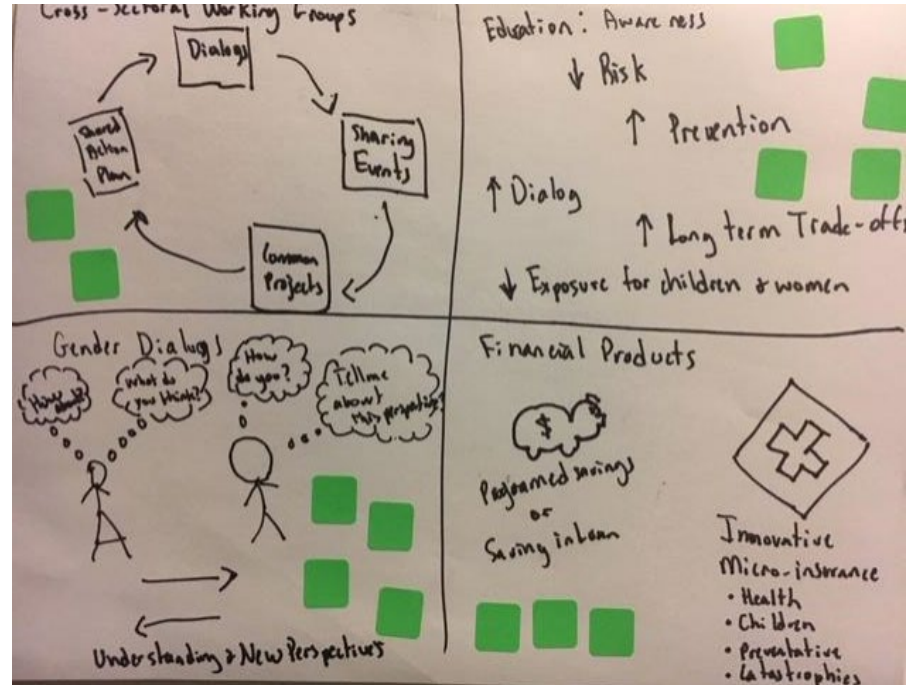
- Move from problem to solution.
- Consider how you might bundle ideas.
- Create at least 1-2 concepts.
- Visualize your concept(s).
- Make your idea tangible.
- Idea should be rough and only as accurate as needed to get feedback from others.

- Iterate! Iterate! Iterate!



Let's Prototype: Be Creative!

- Model/sketch/mock-ups
- Diagrams
- Role plays
- Stories
- Advertisement
- Design to get answers!



Sharing of Ideas Activity

1. Gallery Walk!
 - a. Review each flip chart on insights, design questions, and brainstormed ideas.
 - b. With Post-its, add other ideas, questions, considerations for the group.
2. Time: 20 minutes

Brainstorming and RICHS Toolkit Intro Part 2

By the end of this session, we will have:

- Voted on ideas by applying project criteria to determine viability
- Reviewed the tools in the RICHS toolkit that may help respond to ideas



Basic Viable Product Activity

1. Consider feedback on Brainstormed Ideas
2. Evaluate each brainstormed idea using three different colored dots (next slide)
3. Time: 15 minutes

Criteria for Prioritizing Ideas

Feasible	<p>Can a WEE actor (think financial services provider) either do it or can do it through partnering?</p> <p>Is there motivation/incentive to do it?</p> <p>Would women entrepreneurs find the “tool/approach” useful/attractive?</p>
Sustainable/ Scalable	<p>Is there a potential business case?</p> <p>Can it be implemented at low or no cost or cross subsidized with another idea?</p> <p>Is it simple enough to implement that it can be scaled easily?</p>
Evidence- Based	<p>Is there enough evidence to suggest it would work?</p> <p>Can the WEE Actor build evidence base or business case?</p>

Criteria for Brainstormed Ideas



Green
Sticker if
Feasible



Yellow
Sticker if
Sustainable/
Scalable



Blue Sticker
if Evidence
Based

Use the Color Sticker for each of your brainstormed ideas. An idea can receive 1, 2, or 3 stickers.





RICHS Toolkit for WEE Actors

Organizational Processes (Internal)

Programs (with Participants)

Phase 1: “Set the Foundation”

Phase 2: “Build the Structure”

Phase 3: “Engage Participants”

Learn & Listen

[Making the Case Presentation](#)
[Risk Assessments](#)
[Social Performance Management \(SPM\) Guide](#) (SPM Assessment Only)
[Understanding Harmful Work Training](#) (with Management Only)
[Investor’s Guide](#) (For Investors Only)

[Social Performance Management \(SPM\) Guide](#) (All tools)
[Understanding Harmful Work Training](#) (with All Staff)
[Market Research Guide](#)
[Financial Services Guide](#)

[Linkages Guide](#) (All tools)
[Business Diagnostics Guide](#) (All tools)
[Entrepreneur Business Diagnostic](#) (Paper + Digital Versions)
[Intra-Household Dialogue Guide](#)
[Risky Business Curriculum](#) (Paper + Digital Versions)

Act

[Linkages Guide](#) (Emergency and External Support Contact List Only)

[Design Workshop](#)

[Business Diagnostics Guide](#) (Assessment Only)

Measure

[Monitoring and Evaluation Guide](#)

Basic Viable Products

By the end of this session, we will have:

- Sketched out structure of details on selected ideas.



Prototype Activity

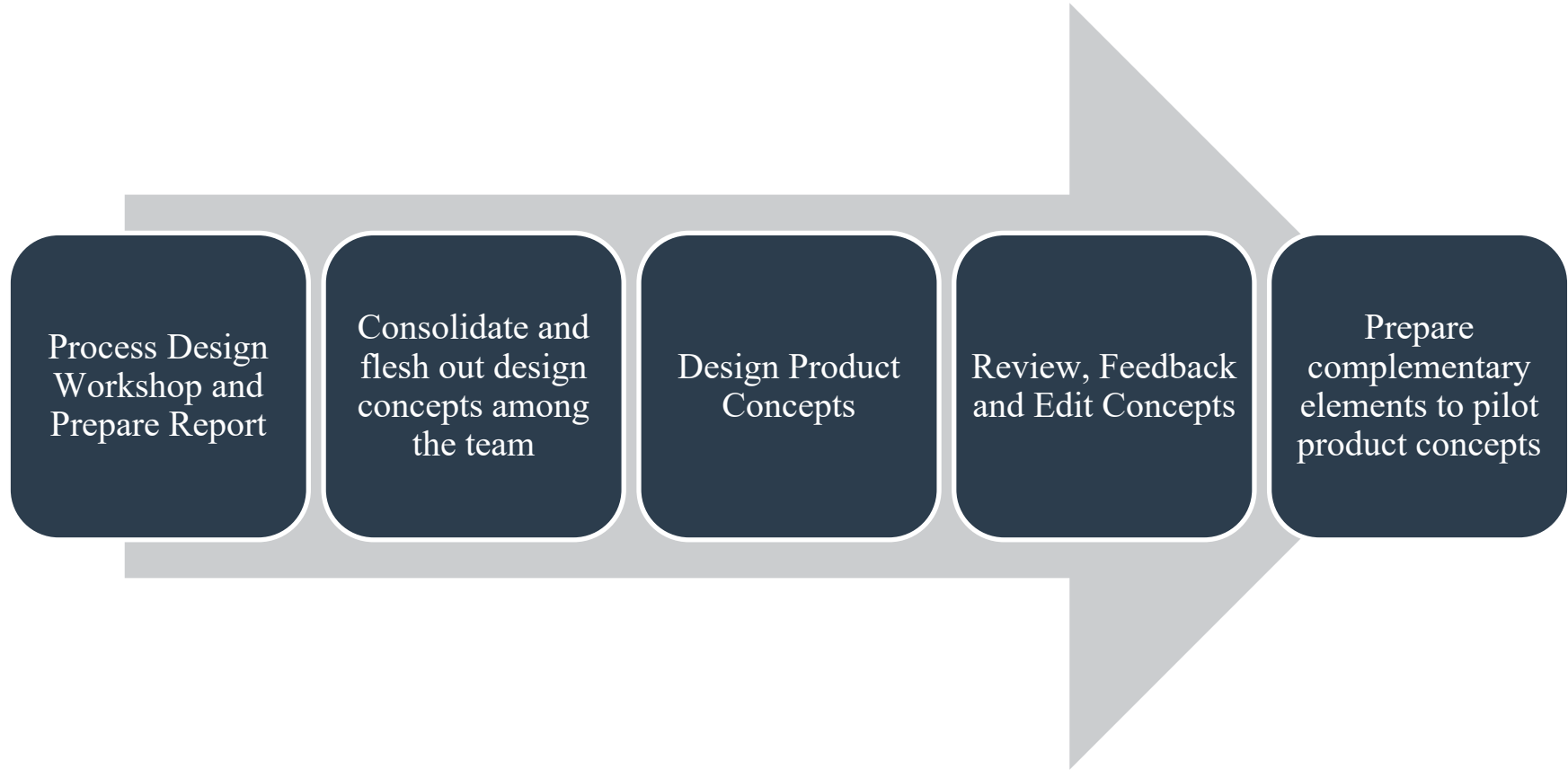
1. Draft prototype ideas.
2. Time:
 - a. 45 minutes to prototype
 - b. 30 minutes to report out
 - i. Explain the prototypes.
 - ii. Feedback: What's missing? What would you add?

What's Next?

By the end of this session, we will have:

- Discussed tools the organization has decided to prioritize implementing
- Mapped out an action plan with next steps and who is responsible





Action Plan Template

Action	Who is responsible?	Who will support?	By when?
Short-term (in next 6 months)			
Long-term (6 months +)			



Thank you!

