INTERNATIONAL LABOUR OFFICE

International Programme on the Elimination of Child Labour (IPEC)

Project Document

Combating the Worst Forms of Child Labour in El Salvador

2002-2005

(Photograph by D. Bregnard - Repatriated children in the outskirts of San Salvador - © ILO)

Supporting the Time-Bound Programme for the elimination of the worst forms of child labour in El Salvador

San Salvador - Geneva – July- September 2001

Project Document

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EXECUTIVE SUMMARY

This project will contribute to the National Time-Bound Programme for the elimination of the worst forms of child labour in El Salvador.

Therefore, it should be considered as an essential part of a bigger effort of national and international institutions to combat the worst forms of child labour. The project aims at coordinating action between all actors and providing seed resources to mobilize other donors to support the government's efforts to combat the worst forms of child labour.

The project has been divided into two main strategic components. The first strategic area aims to create an enabling environment conducive to the elimination of the worst forms of child labour, while the second one targets specific forms and districts with the aim of reducing the incidence of specific worst forms.

This project will directly benefit around 9,300 working children and 16,780 siblings of working children under the age of 18 as well as 5,050 families.

Creating an enabling environment

A consensual national time-bound plan for the eradication of the worst forms of child labour will be elaborated.

The project will sponsor research and policy analysis to better understand the links between macro economic policies and child labour. It will also build the capacity of national institutions to collect and analyse data and to create a system for monitoring the incidence of the worst forms of child labour.

Advocacy, awareness raising and social mobilization of all sectors of society will motivate national and local authorities, employers, workers, civil society organizations, families and communities to take action against child labour. The project aims to help change social norms and values related to child labour, mobilize the considerable existing resources of civil society for the cause, and make the general public aware of the problem of child labour and its negative consequences. The project will support the development of educational policies and programs aimed at working children as well as training teachers in child labour issues.

The project will assist in the reinforcement existing regulations concerning child labour and in strengthening the institutions responsible for these regulations

Targeted interventions

This project will focus on four sectors, which reflect the priorities identified by the National Steering Committee; they are (i) sexual exploitation of children; (ii) children scavenging in dump sites; (iii) hazardous child labour in sugar cane production and harvesting; and (iv) fishing.

Assistance to the four target groups will follow an area-based strategy, and will include building an information base, as well as education, health, income generation, awareness raising and capacity building components.

Many of these elements, although primarily aimed at the specific target groups, have the potential to benefit other children involved in different forms of child labour. The project management will seek to maximize the multiplier effect of the planned activities.

Creating Partnerships

It must be recognized that this project cannot meet all the demands and promote all the actions necessary to eliminate the worst forms of child labour in El Salvador. The available resources cannot address the priority worst forms in all geographical areas of the country. The process of identification

of hazardous activities in El Salvador will probably identify other target groups. A key element of this project's strategy will be to increase inter-agency collaboration and to develop innovative partnerships to encourage various agencies to focus on the same target groups and geographical areas.

Although financed separately and with its own budget, this project will coordinate activities with the education project that will be financed by the USDOL Education Initiative. Therefore this project document makes assumptions on the objectives, output and activities of the education initiative project (see Annex 4 for a list of suggested outputs and activities.)

The project will work closely with partners from government, the workers' and employers' organizations, international and bilateral donors, the media, NGOs, CBOs and other civil society organizations Effort will be placed on ensuring coordinated and complementary action between all actors. To ensure long-term sustainability, the initiatives will be placed within the current Government programs in particular the educational reform process.

The project has a duration of 48 months, starting January 1, 2002 till December 31, 2005. A CTA will be hired to manage the project and IPEC programme personnel in El Salvador will be strengthened to implement it.

An important component of this project will be the development of tools and mechanisms to measure the impact of the programme and its contribution to the National Plan of Action. A base-line survey will be conducted to measure selected indicators including the incidence of the selected worst forms at the national level and in the targeted geographical areas as well as knowledge, attitudes and behaviour. A mid-term evaluation and a final independent evaluation that includes a repeat baseline survey will be conducted.

The proposed budget is set at US$ 4,034,351.The Government of El Salvador will provide a national contribution in kind equivalent to US$822,500.

GLOSSARY OF ACRONYMS AND ABBREVIATIONS

ACE	Community Associations for Education
APREMAT	Support to the Reform Process of Secondary Technical Education (project financed by the European Union)
CABEI	Central American Bank for Economic Integration
CBO	Community-based organization
CENDEPESCA	Fishing Development Centre
CL	Child labour
DIGESTYC	General Department of Statistics and Census - Ministry of Economy
DCI	Defence of Children International (NGO)
EDUCO	"Education with Community Participation" Programme
EHPM	Multi-purpose Household Survey
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FEPADE	Entrepreneurial Foundation for Education Development
FUNDAZUCAR	Sugar Foundation
FUSADES	Salvadorean Foundation for Social and Economic Development
GDP	Gross Domestic Product
GTZ	German Technical Cooperation Agency
IDB	Inter American Development Bank
IAEA	International Atomic Energy Agency
ICAITI	Central American Research Institute for Industry
IFAD	International Fund for Agricultural Development
IICA	Inter American Institute for Cooperation on Agriculture
ILO	International Labour Organization
IMF	International Monetary Fund
INSAFORP	Salvadorean Institute for Vocational Training
IOM	International Organization for Migrations
IPEC	International Programme on the Elimination of Child Labour
ISPM	Salvadorean Institute for the Protection of Minors
MINED	Ministry of Education
OIRSA	Regional Organization for Agriculture and Livestock Sanitation
PAES	Test of Skills and Learning for Secondary Education Graduation
PAHO	Pan-American Health Organization
PNC	National Civil Police
SEED	Boosting Employment through Small Enterprise Development (ILO In-Focus Programme)
SIPI	Information System on Childhood
TBP	Time-Bound Programme
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
USDOL	United States Department of Labor
WFCL	Worst forms of child labour
WFP	World Food Programme
WHO	World Health Organization

GLOSSARY OF TERMS

Commercial sexual exploitation of children: This term is used to refer not only to sexual exploitation in prostitution but also in such activities as the production of child pornography.

Leverage resources: This term refers to an organization's ability to use existing resources and influence to identify and obtain new sources of funding for an initiative.

Time-Bound Programme: ILO member states that ratify Convention No. 182 commit themselves to prohibit and eliminate the worst forms of child labour as a matter of urgency through time-bound measures. The IPEC Time-Bound Programme approach is designed primarily to assist member States to implement Convention No.182 in an integrated and effective manner that ensures sustainability in preventing the engagement of children in the worst forms of child labour, withdrawal and rehabilitation of those already in intolerable work situations, and protection of working children (of legal working age) from hazardous activities. To be sustainable, the withdrawal of children from intolerable work situations needs to be accompanied by measures to offer them and their families appropriate education, income and employment alternatives, as well as measures to prevent other children from getting involved. Towards this end, the Time-Bound concept combines sectoral, thematic, and area-based approaches, linking action against child labour to national development policy, macroeconomic trends and strategies, and demographic and labour market processes and outcomes. For countries adopting the approach, it aims to eradicate specified worst forms of child labour within a defined period of time.

An important feature of a Time-Bound Programme is "country ownership", meaning that the programme is activated and led by the country itself. Therefore each country adopts its own specific terminology for its time-bound plans and initiatives, although the main principles and approaches of the IPEC Time-Bound Programme remain the same. Official commitment sets the IPEC Time-Bound Programme in motion in a country, creates the structure through which it will be implemented, and provides resources. IPEC, with the support of the international community, backs this commitment with technical assistance.

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BACKGROUND AND JUSTIFICATION

El Salvador is the smallest country in Latin America. With an estimated population of 6.2 million in 2000, it is also one of the most densely populated countries in the world. The gross domestic product (GDP) per capita was estimated at $ 2,108 in 2000. El Salvador has a limited resource base and no remaining agricultural frontier.[1]

A 12-year civil war ended in 1992 with the Chapultepec Peace agreements. The war left 75,000 dead, thousands of displaced, orphaned or disabled, and provoked a massive migration, pushing 20 per cent of the population abroad.

The war exacerbated two decades —the 1970's and 1980's— of absolute decline in per capita income. Following the peace agreements, income and standards of living rose significantly in the 1990's, although growth has recently slowed down (table 1). Growth was driven by services, especially financial, and the "maquila[2]" sector. Wage remittances by the Salvadoreans abroad have become an important factor in the economy. It is estimated that in 2000 they accounted for 13 per cent of GDP.[3]

Table 1. GDP Growth in El Salvador

	Average GDP growth (annual)	Average GDP per capita growth (annual)
1991-95	5.7%	3.6%
1996-99	2.9%	0.07%

Effects of the earthquakes

El Salvador suffered two devastating earthquakes on January 13th and February 13th 2001. The whole country was affected, and the main damage was located in the Departments of Usulután, San Salvador, La Libertad, La Paz and San Miguel. With more than 5,000 casualties and 270,000 dwellings totally or partially destroyed, the earthquakes constitute the worst catastrophe in El Salvador since Hurricane Mitch of 1998. Concerning social infrastructure, 218 schools have been completely destroyed and another 1,500 have been damaged, while 23 hospitals and more than 130 health centres have been affected. In the productive sector, more than 40,000 small and medium enterprises were affected, meaning a loss of at least 30,000 jobs. The overall damage was calculated at more than 1.25 billion US dollars.

(More information in Matrix D, Annex 5).

A rise in tax revenues from 11 per cent of GDP in 1990 to 15 per cent in 1998 and a reduction in military expenditures allowed for increased expenditure in health and particularly in education.[4] The adoption of the US dollar as legal currency is one of the milestones of the economic and monetary policy in the last years.

This general scenario was affected during the nineties by several natural disasters, including Hurricane Mitch in 1998 and two earthquakes in 2001 (see box). The destruction was followed by the establishment of important reconstruction policies fuelled by humanitarian assistance and external aid.

[1] UNDP (2001): *Human Development Report*, *El Salvador 2001.*
[2] From the Spanish *maquiladora,* refers to export-processing zones set up to allow import of components and raw materials duty-free for assembly and re-export.
[3] Ibid.
[4] Ibid.

1.1. Child labour situation in El Salvador

The Multi-purpose Household Survey (EHPM) of the General Department of Statistics and Census (DIGESTYC) estimated that in 1999 there were 159,717 children between 10 and 17years working in El Salvador (Table 2). This represents 14.6 per cent of the 1.1 million children between 10 and 17years. Despite this general information, a comprehensive picture of the magnitude and nature of child labour in the country is still lacking.[5]

The number of children involved in economic or household activities is probably higher. Almost a quarter of the children aged 10-17 years —250,813— are not enrolled in school and an additional 6.4 per cent (70,420) are enrolled in school but not attending. These 321,233 children not attending school represent 30 per cent of the children aged 10-17 years and are potential child workers. This figure does not include children who go to school and work. Research conducted by IPEC indicates that many working children also attend school.[6]

Table 2. Basic information on child population

	Boys	Girls	Total	Urban	Rural	Rural Boys	Rural Girls
Children 10-17	553'257	543'296	**1'096'553**	579'435	517'118	266'945	250'173
Children 10-17 working	110'741	48'976	**159'717**	58'528	101'189	77'494	23'695
	20.0%	*9.0%*	***14.6%***	*10.1%*	*19.6%*	*29.0%*	*9.5%*
Children 10-17 enrolled in school	433'668	412'072	**845'740**	495'832	349'908	188'465	161'443
	78.4%	*75.8%*	***77.1%***	*85.6%*	*67.7%*	*70.6%*	*64.5%*
Children 10-17 not enrolled in school	119'589	131'224	**250'813**	83'603	167'210	78'480	88'730
	21.6%	*24.2%*	***22.9%***	*14.4%*	*32.3%*	*29.4%*	*35.5%*
Children 10-17 enrolled in school but not attending	48'495	21'925	**70'420**	28'873	41'547	33'444	8'103
	8.8%	*4.0%*	***6.4%***	*5.0%*	*8.0%*	*12.5%*	*3.2%*
Children 10-17 not attending school because they work	35'826	14'159	**49'985**	17'770	32'215	25'372	6'843
	6.5%	*2.6%*	***4.6%***	*3.1%*	*6.2%*	*9.5%*	*2.7%*
Children 10-17 attending school and not working	83'763	117'065	**200'828**	65'833	134'995	53'108	81'887
	15.1%	*21.5%*	***18.3%***	*11.4%*	*26.1%*	*19.9%*	*32.7%*

Percentages are related to the first line of the table (total population of children 10-17).

Table 2 shows that school enrolment and attendance is much lower and the proportion of working children higher in rural areas. More than twice the number of boys than girls is working; yet girls are less likely to be enrolled in school. About a third of rural girls are not in school and not working. They are probably involved in work in their own households.

Most of the working children (45.6 per cent) work in agriculture, fishing or mining (Table 3), but there is a significant variation between boys and girls. In this age group 61 per cent of working boys are involved in agriculture followed by 37 per cent in services and 16 per cent in industry, while 66 per cent of working girls in this age group are engaged in services, followed by 22 per cent in industry and 12 per cent in agriculture, fishing or mining. Of the 32,303 girls working in the service sector, 12,759 (33%) are in domestic work. These figures do not take account of the many children involved in

[5] The source of data for this section is DIGESTYC: *1999 Multi-purpose Household Survey*, (San Salvador, 2000). The survey does not collect information on working children under 10 years of age.

[6] As part of the preparatory activities for this programme, IPEC organized and conducted a series of rapid assessments in selected worst forms of child labour. See section 2.3 for more information.

subsistence agriculture only, but do include children who contribute to the cultivation and harvest of coffee, sugar and other commercial crops.

Table 3. Distribution of economically active children by sector

	Total Children 10-17	%	Boys (%)	Girls (%)	Urban boys (%)	Urban girls (%)
Agriculture, Fishing and Mining	72,844	45.6%	60. 6%	11.7%	16.9%	4.1%
Industry	28,483	17.8%	15.8%	22.4%	30.1%	25.7%
Services	48,390	36.6%	23.6%	66.0%	53.0%	70.2%
Total	159,717	100%				

The proportion of urban boys and girls in services is much higher than the average for the country as a whole: 53 per cent of the boys and 70 per cent of the girls working in urban areas can be found in this sector.

Almost half (48 per cent) of the children are engaged in unpaid family work and 25.7 per cent work as temporary workers.

Working children report working long hours: 32.4 per cent work 45 hours or more a week, and 34.2 per cent work between 21 and 39 hours a week. Girls in particular tend to work long hours: 40.9 per cent of girls and 28.7 per cent of boys work more than 45 hours.

1.2. The worst forms of child labour in El Salvador

Vast gaps in knowledge and understanding of the variety of forms and conditions in which children work remain. This is especially true for the worst forms of child labour (WFCL), which by their very nature are often hidden from public view and scrutiny. In order to obtain further information, rapid assessments were undertaken in selected sectors or activities.[7] These were carefully chosen taking into account the general knowledge about the existence and prevalence of particular practices considered to be the most dangerous and/or unhealthy. The sectors and activities selected were child domestic workers, children working on the streets, hazardous child labour in fishing, garbage dumps and sugar cane plantations, and sexual exploitation. Prior to undertaking these studies, baseline surveys had been implemented in the context of IPEC direct action programs on child labour in the production of fireworks and coffee plantations.

The Government of El Salvador has determined the following five WFCL as priorities: children working in fireworks, fishing, garbage dump sites, sugar cane and sexual exploitation. Other occupations (for example, child domestic workers, children working on the streets and/or in markets may be targeted in the near future.

Table 4 summarizes the findings of the studies on commercial sexual exploitation, garbage dumps, fireworks, sugar cane and fishing. The tables present estimates on the number of children in the worst forms of child labour. These estimates are explained in Annex 3.

[7] The rapid assessment methodology does not provide a complete picture of the number of children in the worst forms since they involve qualitative interviews conducted in a limited number of localities, but the assessments do provide information on the conditions, under which these children work, and the nature of the hazards involved.

Table 4. Main characteristics of the worst forms of child labour in El Salvador

WFCL	MAIN CHARACTERISTICS AND HAZARDS / PROBLEMS ASSOCIATED WITH WORST FORMS	Issues
Commercial sexual exploitation **Location** Metropolitan area of San Salvador San Miguel Ports (La Libertad, Acajutla, Cutuco) Border areas (Guatemala-Honduras) Sugar mills (during harvesting) **Estimated magnitude** N/D	The results of the rapid assessment carried out in the metropolitan area of San Salvador show that both girls (66%) and boys (34%) are sexually exploited. Children interviewed were from 14 to 17 years old (one fourth are 16 and more than half 17 years). Almost one in every five has at least one child. More than half live with their parents or other relatives and almost 14% live in their own households. Approximately 7.5 % have a partner. Parents are engaged in occupations mostly not related to sex; almost 20% of the parents have professional occupations. Only in approximately 5% of the cases the mothers have been engaged in prostitution. The younger they are, the smaller is the probability that they are living with their parents. This suggests that the younger the victim is, the greater the probability of being in slavery or slavery-like conditions. Almost 60% have the perception of not having faced significant problems in their childhood like violence or abuse. Yet, almost half of them stated that they had faced problems such as spanking or beatings (parents), verbal punishment (parents), sexual abuse (fathers, uncles, cousins, godfathers, neighbours), alcohol and drugs (fathers) and economic problems (parents). This indicates that many children do not consider these things to be abuse. The age when they were forced into prostitution varies from 6 to 17 years (21% at 14 years, 17% at 15 years old, and 40% at 16 years). Economic motivations led the majority to be forced into prostitution (approximately 72%) and 65% reported that they remained involved in sexual exploitation for economic reasons. Other factors included a lack of self-esteem, family problems, influence of friends or relatives, fear and tension. Alcohol and drug addictions were additional reasons for maintaining this lifestyle. The children are sexually precocious. Close to half of interviewed children had their first sexual relationship at the age of 13 or 14 years, one third when 10-12 years. One in every four had their first sexual relationship with neighbours, a little more than one in five with friends and a little less than one in five with cousins. First relationship with fathers (6.4%), brothers (4.3%) and partners (6.4%) were also indicated. The first relationship was linked to curiosity (in some cases associated with offer of money or expressions of kindness or closeness) in almost half of the cases; but 20% were forced (sexual abuse). The risks linked to this activity are many, such as sexual transmitted diseases, undesired pregnancies, verbal and physical abuse (including sexual abuse from authorities), robbery, drug and alcohol addiction, skin diseases, malnutrition, exhaustion and psychological problems (suicidal tendencies, high anxiety, depression, loss of appetite, insomnia).	- Poverty. Aspiration to good income levels. - High demand for sexual services. - Hidden nature of this activity. - Cultural perceptions of exploited children as criminals, not as victims. Discrimination against women in the society. - Physical / psychological abuse and traumas. - From the children's perspective, lack of perception of being forced into prostitution as well as of the real conditions surrounding the activity. Little expectation of changing lifestyle; economic aspects, no perception of other job opportunities, fear and tension. - High levels of literacy (97%), though less than half (40%) are currently going to school. High levels of dropouts--the lifestyle impedes them from continuing with formal education (the schedule of formal education is incompatible with their life style. Also, they feel ashamed to begin studying with younger classmates. - Expectations to change lifestyle hinges on finding a job that pays similar amount or more, and to a lesser extent finding a partner. Expectations of changing lifestyle decrease with age.

Table 4. Main characteristics of the worst forms of child labour in El Salvador

WFCL	MAIN CHARACTERISTICS AND HAZARDS / PROBLEMS ASSOCIATED WITH WORST FORMS	Issues
Dump sites **Location** Departments of: Santa Ana San Miguel San Salvador **Estimated magnitude** Areas of intervention: 1,000 National level: 1,000	Both boys and girls work on garbage dump sites, though girls participate in fewer numbers than boys. The rapid assessment studied two dump sites. Results showed that the percentage of girls on one site was 47% while on the other it was 40%. The average age of the children is 11-12 years old; there were significantly fewer children less than 8 years old. There was a marked increase of participation among children older than 14 years. Children usually scavenge or collect materials —glass, plastic, paper, cloth and metal— in the garbage dump sites to sell. Metals are prized due to their relatively good selling prices. Children sell the recyclable material collected to intermediaries who in turn sell them to major traders or directly to industries. Children also collect other materials such as kitchen utensils, mattresses, clothes, toys, food, and cardboard for household consumption. Dangerous materials are also found in the dump sites such as batteries, oils, pesticides, herbicides, painting and cleaning products, solvents, expired medicines, aerosols and hospital garbage. A higher number of scavengers is found in garbage dumps close to networks of intermediaries and/or industries that buy recyclable products. No protective equipment is used. Children carry hooks to help them separate the garbage and plastic bags to put the collected material in. The results of the rapid assessment showed different patterns at the two sites investigated as regards the number of working days. On one of the dump sites, the majority of the children work 2 days per week (45%) and significant numbers also work for one day (24%), 3 days (14%) and 7 days (10%). Children consider Monday to be the best day for scavenging, and Saturday the second best. Children are more often in the garbage dumps in the mornings than the afternoons. On the other dump site, children work on average 5-6 days per week and more than half of them go to the dump sites in the morning and in the afternoon; a little more than a fourth go only in the mornings. These children consider all days as good ones; a few stated that Monday, Friday and Saturday were the best days. The majority of children give their income to parents or relatives. The risks to the health and safety of children are serious and many: lacerations from broken glass and jagged pieces of metal; various infections and diseases — eye, ear, throat, respiratory, gastrointestinal — from unsanitary conditions (including the presence of birds of prey, rats, pigs and insects), serious and sometimes fatal accidents involving the garbage trucks and machines that roll over the garbage to compact it. Fumes, smoke and fire due to high concentrations of methane are frequent.	- Extremely poor families. Families usually have diversified occupations but have very low income levels and there are few economic alternatives to increase their income. Scavenging is necessary to complement family earnings. - Very poor housing conditions: houses of plywood and cardboard on the garbage dump sites are a common sight. Children usually live close to or on the garbage sites. Lack of basic infrastructure at some sites (water, electricity). - Environmental problems: polluted water, air and soil. - Changing the organization of garbage sites will be difficult. The recycling of materials is rudimentary and the sale of recyclable materials takes place on the dump site itself. However there are profits to be had and there are virtually no barriers to entry into the sector. Single-parent families. Also a significant number of families who have migrated to dump sites. A few children or close relatives had problems with alcoholism and drug addiction. - Little or no schooling of parents or children. As regards children at one of the investigated sites, a little more than half knew how to write and read. In the other, only 28%. In the latter, only 24% of children attended school the previous year. Late entry into the education system and difficulties in completing grades. - Parents are receptive to the idea of withdrawing their children from work, but there is a high opportunity cost involved in sending children to school.

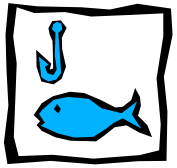
Table 4. Main characteristics of the worst forms of child labour in El Salvador

WFCL	MAIN CHARACTERISTICS AND HAZARDS / PROBLEMS ASSOCIATED WITH WORST FORMS	Issues
Fireworks **Location** Departments of: - Cabanas - Chalatenengo - Cuscatlan - La Libertad - La Union - San Miguel - Santa Ana - Sonsonate - Usulután **Estimated magnitude** Areas of intervention: 1,600 National: 2,200	About 2,200 children, both boys and girls, work in the production of fireworks. The results of the baseline survey show that almost 40% of the working children in fireworks are girls. More than a third are aged 6-9 years, a little over 40% are in the age group 10-13 years, and approximately 20 per cent are 14-17 years. Similar percentages are found for both boys and girls. Children are involved in activities ranging from mixing and packing the gunpowder and other chemicals to putting in the wick. The results of the baseline survey show that 30% of the children work 5 days per week, a little more than 20% work 6 days and approximately 10% work every day. The majority of the children work 5 or 6 hours per day. Their work is carried out usually during the day, almost half of them work either in the morning or in the afternoon (21% and 27% respectively), a third work in the mornings as well as afternoons. A smaller proportion (less than 10%) was found to work in the evenings. Children are usually paid by piece. A similar pattern is found for adults. Owners of fireworks enterprises provide the material to either adults or children for them to work in their households or in establishments. Close to 60 per cent of the boys and 65 per cent of the girls work in their own household. All children working in fireworks are in danger. The risks are obvious and enormous: burns and death from accidental explosions; chemical burns and cuts from sharp instruments used in the manufacturing process. Children frequently have headaches, fever, back and/or neck problems, pain in their hands, cuts, eye, ear, gastrointestinal, skin and respiratory diseases. In the long-term, daily contact with gunpowder and chemical materials provokes serious lung diseases. Alterations in the bone structure also appear given the bad posture the children adopt while working. The dangers for children working at home are high, because of the limited space in their households and lack of security systems, means of stopping a fire or emergency exits. Fireworks production is high in the second half of the year. The production during this period corresponds to 88% of the annual production. While the end of the year coincides with the school holiday period, the other months overlap with the school year. 91% of the children combine school and work; approximately 9% do not attend school. Approximately 13% of boys and 12% of girls are illiterate.	- Mainly small-scale and family business. Poor families. Half of the children's parents work only in fireworks and the other half work in this activity only during the high season near Christmas. In the other months, mothers are usually engaged in domestic work and fathers in civil construction, working as drivers or in manufacturing or repairing vehicles. Children follow families' traditional occupations mainly because of their economic needs. - In many cases, the work is carried out in the households. As a result, children help from early ages. More than 90% of household heads started working between 6 and 14 years old. - Extremely hazardous work and high risks of accidents. Very limited number of small enterprises has a safe infrastructure. - Single-parent families are usual due to the absence of fathers. Women headed 47% of the interviewed households. Mothers count on children's work to support the family needs. - School dropouts are frequent. The main reasons are economic, not having been enrolled by parents or because parents took children out of school. To help with household chores, lack of motivation and sickness were also significant reasons. - Parents recognize the dangers of fireworks production, though children's work is perceived as economically necessary. To a smaller extent parents indicate that it is important for children to learn an occupation to cope in life.

Table 4. Main characteristics of the worst forms of child labour in El Salvador

WFCL	MAIN CHARACTERISTICS AND HAZARDS / PROBLEMS ASSOCIATED WITH WORST FORMS	Issues
Sugar cane **Location** Departments of: - Sonsonate - Santa Ana - La Libertad - San Salvador - San Vicente - San Miguel **Estimated magnitude** Areas of intervention: 5,000 National: 11,300	Thousands of children, particularly boys, work in sugar cane plantations. The results of the rapid assessment show that 13% of the working children in sugar cane are girls. Close to 30% of the children are 12-13 years old. A similar percentage is found for those aged 14-15 years. The group of children aged 10-11 years is slightly larger than the group of 16-17 year olds, and 6 % of all children are 9 years or younger. Tasks in the plantations are divided according to the children's sex, and to a lesser extent age. Girls sow, scrape and pull the cane branches, organize the cut cane into big bunches and collect cane bits. Older girls also cut. Approximately 70% of the boys cut, 30% undertake tasks similar to a girl except sowing, which is considered a girl activity (only very young boys do it). The average number of working days is 6, though one third of the children indicate that they work seven days a week. The average working day is 6 hours (usually in the mornings). On plantations, in general, girls work longer hour than boys. After work, children go either to school or home to help with housework. Prior to going to the plantations either with their parents or by themselves, children undertake some household chores. Of the children interviewed 85% informed that they receive pay in cash for their work. More than 70% of them give their pay to their parents. Nearly all children working in sugar cane are involved in the dangerous activities of cutting or scraping and pulling canes. Protective equipment is lacking; some of the children work even without shoes. These child labourers risk cuts and mutilation from accidents with sharp cutting tools or farm machinery as well as injuries related to the sharp edges of the cane and the carrying of heavy loads. They are also exposed to ashes of the burnt cane and dust, and directly or indirectly to poisons from the application of pesticides, fungicides and fertilizer. As a result, they face an increased risk of respiratory, lung and eye disease. Sugar cane workers must often endure insect and snakebites and long hours in humidity and heat, which cause skin and kidney problems. Hygiene is very poor on the plantations due to the lack of running water. Children complain that they frequently have headaches, back and/or neck problems, cuts and respiratory diseases. Parents added that the children often have fevers. The sugar cane season lasts for about five months starting in mid-November. While the first three months coincide with the school holiday period, the last two overlap with the beginning of the school year. The hours and tiring work translate directly into low school attendance, though two-thirds of the interviewed children stated that they attend school (71% of the total of boys and 32% of the total of girls). A little more than three-fourths of the children are literate; more boys are illiterate than girls, even though fewer girls are attending school. 22% of the children working on sugar cane plantations stated that they work on other plantations when not working with sugar cane.	- Poor families. Parents usually work in sugar cane plantations with temporary contracts. Children work due mainly to their families' economic needs (low salaries, unstable contracts, high unemployment rates in the agricultural sector) and the lack of other economic opportunities for their parents. - Large families (four children on average). Single-parent families are common due to absence of fathers. Mothers count on children's work to meet the family's needs. - Little or no schooling of parents and children. A third of interviewed parents are illiterate. School attendance of children is irregular; half of them usually skip school. Also children drop out in the first years of education and prefer not to repeat or re-start school because of their age. The rapid assessment results showed that the main reasons for dropping out are economic (close to half of the children), not having been enrolled by parents or because parents took them out of school (24%), helping in household chores (17%) and difficulties in learning and lack of motivation (12%). Among the children who attend school almost one-third reported that they have difficulties at school because of their work. Another third refused to reply to this question. Work and bad nutrition hinder school performance. - Parental attitudes to and perceptions about education are positive, if children do not have to leave work. Children's work is perceived as economically necessary. To a smaller extent parents indicate that it is important for children to learn an occupation to cope in life. - Environmental and health problems arisen from traditional practices of burning the soil and cane.

Table 4. Main characteristics of the worst forms of child labour in El Salvador

WFCL	MAIN CHARACTERISTICS AND HAZARDS / PROBLEMS ASSOCIATED WITH WORST FORMS	Issues
Fishing  **Location** Fonseca Gulf Jiquilisco Bay Estuaries of Jaltepeque, Barra de Santiago and Garita Palmera Ports at La Libertad and Acajutla Suchitlan Lake Los Cobanos La Bocara San Marcos Lempa **Estimated magnitude** Areas of intervention: 3,100 National: 10,200	Thousands of boys and girls work in the fishing industry, mainly in small-scale family or private businesses. The results of the rapid assessment show that 31% of the children working in fishing were girls. Girls are mostly involved in household chores but also assist in the marketing of fish. Nearly half of the children are in the age group 13-15 years old. Children are involved in different kinds of fishing, such as shellfish harvesting, and fishing with hooks, nets and explosives. Girls participate as much as boys in shellfish harvesting and 40% of children engaged in fishing with hooks were girls. Almost 14% of the interviewed children (all of them boys) gather oysters and work with explosives. Children participate in all stages of the fishing process, i.e. preparation, transportation, operation, selection, storage and commercialization. The rapid assessment shows that close to two-thirds of the children work seven days a week. The average daily working hours of a child involved in shellfish harvesting is 10, oyster gathering 5, fishing with hooks 11, and with nets, 13 hours. The latter is normally undertaken during the night. Among the interviewed children, 25% work at night, 30% day and night and 45% only during the day. Children are most often found in labour-intensive kinds of work. Many children work alone, others with their parents or guardians, and others work for third parties without contracts (per day or per piece). When working for non-household members, half of the interviewed children receive payment in kind, 20% in cash only and others in cash and in kind. If the catch is not satisfactory either they do not receive pay or are punished physically or verbally. Normally, they give all or almost all income to their mothers, or to a lesser extent to the fathers or persons in charge of the household. In the majority of cases, fathers teach their children how to fish. When children are approximately 9 years old, they replace their fathers or other relatives in fishing. This allows some adults to leave in search for other jobs (usually in the agriculture or service sector). The long, exhausting and irregular hours associated with fishing translate directly into low school attendance. As most types of fishing depend on ocean tides and often requires night work, children involved in this activity frequently abandon school. Activities are usually undertaken in teams with an adult, except shellfish harvesting and fishing with hooks, which children do on their own. The safety and health faced by children involved in fishing are very serious and even life threatening, depending on the type of work they do. These hazards include drowning, being lost at sea, asphyxia by immersion, injury from knives or cutting instruments, exposure to the sun for long hours every day, accidents from the handling of explosives (illegal fishing), attacks from sharks and other sea creatures, muscle injuries, respiratory diseases, gastrointestinal diseases, ear problems, blindness and contamination by micro organisms associated with this environment. It is common to find children with badly sun-damaged skin, fungus infections covering their feet and hands or even mutilated or amputated limbs. Many of these children also abuse amphetamines to keep them awake during night shifts and regularly smoke tobacco (mostly cigars) to help repel mosquitoes. Their bodies show the effects of the early physical labour and malnutrition. The fishing sector also includes hundreds of children who spend long hours wading in mosquito-infested mangrove swamps in search of shellfish buried in the mud. For them, the continual contact with mud and stagnant water and the presence of insects and snakes pose additional risks. As girls are usually engaged in shellfish harvesting and fishing with hooks, activities that are normally undertaken alone, the risk of sexual abuse is high.	- Traditional occupation on the coast. Mainly small and family businesses. - Very poor communities. In addition, they are located in areas El Salvador which were most affected by Hurricane Mitch in 1998 and the earthquakes of 2001. As a result, the basic infrastructure of these communities (health centres, schools, streets and roads) was largely destroyed, as were many private houses. - Very poor and large families who have no capital goods for production, only their labour. Equipment is normally rented from boat owners (75% of the children interviewed in the context of the rapid assessment). Single parent families are common due to the absence of fathers and on many occasions also mothers who leave in search of paid employment in other areas. As a result, children from an early age assume the economic responsibility of supporting their households. - Little schooling of parents and children or none. School attendance of children is irregular. The majority of the children drop out after a few years of schooling. The rapid assessment results showed that the main reasons for dropping out are the incompatibility of school and working hours (43%), the high cost of schooling (38%) and distance (19%). - Lack of economic alternatives (and lack of knowledge of economic alternatives). - Families and communities perceive children's work as normal and useful. Low expectations for children's future, due to the lack of opportunities in their socio-economic environment. - Environmental problems arising from the use of techniques like dynamiting. - Few obstacles to entry as no specialized skills are required.

1.3. Underlying causes of child labour

There are several factors and reasons that explain the situation described in sections 1.1 and 1.2. The causes can be grouped in four categories: poverty, education, demographic factors and social and cultural attitudes.

Poverty and economic development

Although relative poverty declined during the 1990s, the widespread nature of absolute poverty is the major cause of the high incidence of child labour in El Salvador (table 5).

Table 5. Poverty indicators in El Salvador (% households)

	Country		Urban		Rural	
	1992	1999	1992	1999	1992	1999
Total poverty	58.9	41.4	53.2	33.2	.65.2	55.1
Extreme Poverty[8]	27.8	16.82	22.0	10.4	34.0	27.2
Access to electricity	69.6	79.1	93.6	93.1	43.5	56.2
Access to running water	41.9	54.3	64.6	71.6	17.2	26.0
Access to sanitary services	27.8	36.5	52.5	58.2	0.1	0.9

Two thirds of the working children live in the rural sector; where over 55 per cent of households are poor and one in every three households lives in a situation of extreme poverty. For these families, income from the work of children is often deemed crucial for survival. Table 5 shows that the provision of basic infrastructure and services is very deficient in the rural areas. The communities, including schools, often lack water, electricity or sanitation facilities. Children have to fetch water and wood daily, which contributes to their leaving school early. A recent World Bank report recommended the improvement of rural infrastructure as one of the most important strategies to combat rural poverty.[9]

Unemployment is estimated at about 7.5 per cent, but the conditions of employment are very precarious. 70.3 per cent of those employed are in the informal sector, 26.5 per cent are self-employed, 8.4 per cent work in a family enterprise and 18.6 per cent work only on a temporary basis.[10] The predominant low-technology production techniques and the widespread occurrence of piece-rate payment mean that most work requires very few skills and wages and income are low. In El Salvador, most working children participate in the same economic activity as their parents in the informal sector. This implies not only poorly paid unskilled work but also uncertain income and no social safety nets for the children and their families.[11]

Education and Child Labour

The educational system in El Salvador consists of three years of pre-school (from 4 to 6 years old), nine years of basic education (from 7 to 15) and two or three years of secondary education (16 to 18). The constitution (1983) recognizes the right to free pre-school and basic education.

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[8] Extreme poverty is defined by EHPM as not having enough income to purchase the basic basket of goods.
[9] World Bank: *El Salvador rural development study* (Washington DC, 1998).
[10] UNDP (2001).
[11] Only 18.2% of those employed have health insurance. *Ibid*.

Recent data indicate that the average number of years that children attend school in El Salvador is 5.3 for the national level and only 3.2 in the rural areas. [12] Most children attend school from ages 7 to 12 years. Enrolment in pre-school and secondary education is less than 50 per cent.[13]

The provision of education is still a challenge for El Salvador. According to the EHPM, in 1998 11 per cent of communities still did not have schools and one third had no pre-school. Of those interviewed 61 per cent stated that there were not enough classrooms and 65 per cent that there were not enough teachers.

Nevertheless, before the damage to school infrastructure of the 2001 earthquakes, the supply of schools had increased faster than the demand.[14]

Recent research has explored why rural families do not enrol their children in school when they reach school age, as well as why children dropout after a few years. Although poverty was found to be the most important factor, research results demonstrated that parents and children do not value education. Many parents are only interested in seeing that their children learn basic literacy and numeric skills, so they send children to school for three or four years. The research also found that Salvadorean parents and children perceive the quality of education as lacking. The school system is not able to meet the needs of the working children and their families not only because the opportunity costs are high but also because it seems irrelevant in terms of future employment. The returns from education are much higher in the urban areas than in the rural areas and much lower for the poorest households that derive a higher proportion of their income from agriculture, where the perceived returns from education are insignificant.[15]

Demographic factors

There is clearly a positive relationship between poverty and large families and an inverse relationship between family size and school attendance. The rapid assessments confirm that working children come from large households. In El Salvador, fertility rates remain high among the poorest households. In 1998, 43.3 per cent of all children 4-17 years in the urban areas and 42.2 per cent in the rural areas came from the poorest 10 per cent of the population.[16] Women have little access to contraception and the cost is high, especially for the poor.

In addition, civil war and the resulting migration left El Salvador with one of the highest rates of single-parent households in Latin America. Of households (accounting for 919,638 children aged 0-17 years) 34.7 per cent have a father or mother missing. Of urban households classified as extremely poor 45.2 per cent have lost at least one of the parents.[17]

Compounding these factors is El Salvador's population density, which is the highest in Central America. The high population density results in great pressure on El Salvador's natural resources and limits the potential to alleviate poverty by such measures as land reform.

Social and cultural attitudes

Work has traditionally played an important role in the socialization of children in El Salvador. Children work mostly with their parents, who in many cases believe that work is in the interest of the child and will prepare him/her for coping with life. Children may attend school but still be expected to work in the family business, even if it is very dangerous. This is demonstrated in the fireworks sector where over

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[12] UNDP (2001).
[13] MINED: *Challenges in the New Millennium* (1999).
[14] For example, between 1991 and 1997 pre-school classrooms had increased by 30% and basic education classrooms by 33%. In the rural sector, basic education classrooms increased by 9% and enrolment by 5%. Source: Anabella Lardé de Palomo and Aida Arguello de Morera: "*Late Incorporation of Rural Children To Schools: Causes and Possible Solutions",* in FUSADES: Socio-economic Bulletin No. 177 (San Salvador), August 2000.
[15] Ibid.
[16] Population growth has slowed down from 2.08% in 1992 to 1.98% in 2000, while the fertility rate has moved from 3.6 to 3 births per woman in the same period. 60% of the Salvadorean women —only 52% in the rural sector—have access to contraception (UNDP, 2001).
[17] UNICEF: *Situation of the Rights of Salvadorean Childhood and Adolescence*, (San Salvador, 2000).

90 per cent of the children attend school and work in the family business.

A commonly held view is that poor families have no option but for their children to work and that such work is preferable to delinquency. This opinion is shared by part of the population and disseminated by some journalists and opinion leaders.[18]

1.4. The response

Legislative framework and policy development

The Constitution of El Salvador (1983) defines the minimum age and conditions under which children under the age of 18 are permitted to work. Children under 14 and older children who have not completed school through the required basic education levels are prohibited from working.

Since 1992, the year of the Chapultepec Peace Agreement, the Government of El Salvador has enacted a number of important legal reforms and policy measures to address more directly the problem of child labour, better enforce and implement existing laws, and improve access to education. In 1993, a National Policy on Minors was formulated, which spells out the responsibilities and obligations of the family, community and state with regard to children, including child labour.

In that same year, two institutions were created to protect children's rights: the Salvadorean Institute for the Protection of Minors (ISPM)[19], one of its functions has been to implement policies and programs to eradicate child labour, and the National Bureau of the Family as the entity responsible for overseeing policy.

Most of the regulations regarding the work performed by children under 18 date from the 1994 modifications to the National Labour Code (1972). They define further the types of work acceptable for minors and require that medical examinations of working minors (14-17 years) be free and compulsory. Children 12-13 years of age may work in extreme cases when their work is necessary for the subsistence of the family, but only if it does not interfere with basic education. All work at night and all work that is hazardous or poses health risks are prohibited under the age of 18 years.

Sexual exploitation of children is addressed in the Code of the Family (1994) and the Penal Code (1998).

Having already ratified the UN Convention on the Rights of the Child in 1990, the government ratified Convention No. 138 on the minimum age for employment in 1996 and Convention No. 182 on the worst forms of child labour in 2000. Since 1995, the Government of El Salvador has ratified 18 ILO Conventions, demonstrating its commitment to the values and principles of the ILO.

Education

Improved primary education has been one of the most visible successes in El Salvador since the peace agreements in 1992. The current reform process aims to improve the quantity, quality, efficiency and equity of education and is backed by a multitude of donors including the World Bank, IDB and USAID. The process of reforming the educational system continues to broaden accessibility and improve the quality of basic and secondary education, particularly in rural areas. In recent years, El Salvador has:[20]

- *Increased public expenditure in education from 1.9 per cent of GDP in 1994 to 3 per cent in 2000;*

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[18] See for example, "*Mejor de Vagos que Trabajando*". Editorial *in El Diario de Hoy*, 13 November 2000 and "Otra persecución contra los niños." Editorial in *El Diario de Hoy*, 9 July 2001.
[19] Minor is the term employed for children under 18 years.
[20] The source for this section is MINED: *Desafios de la Educación en Nuevo Milenio, Reforma Educativa en Marcha*, (San Salvador, 1999).

- *Increased the number of schools, classrooms and teachers and reduced the average distance to primary schools*[21]*;*

- *Expanded early childhood centres (*Centros de Bienestar Infantil*) in coordination with ISPM and expanded the number of pre-school programme (*Programa de Educación Parvularia*) for children;*

- *Increased teachers' salaries and provided a salary incentive to rural teachers to motivate and retain them;*

- *Created a training programme for teachers;*

- *Provided incentives to quality education that reward schools and principals that achieve certain indicators; and*

- *Decreased adult illiteracy rates, from 20.4 per cent in 1994 to 17.2 per cent in 1999.*

The Ministry of Education (MINED) currently sponsors a variety of programs aimed at increasing both coverage and quality of education:[22]

To address coverage

- **EDUCO** (Educación con Participación de la Comunidad) is a long-standing and well-documented success story of the Salvadorean educational reform. EDUCO incorporates community participation in the provision of pre-school and primary education in rural areas, especially in the most impoverished ones. Under this programme, MINED enters into a contract with parent-run boards (Asociaciones Comunales para la Educación, ACE) for the administration and financial management of educational services. The parents run the school, are directly involved in hiring teachers and other administrative matters while the State provides the resources. This programme has allowed rapid expansion of primary education to rural areas and currently serves 200,000 children in primary schools and 27,000 in pre-school. Evaluations indicate that educational outcomes do not suffer and that the programme is more successful at retaining students than traditional schools. The programme is now emphasizing the creation of pre-school and 6th-9th grade classrooms.

- The **Accelerated School Programme** (Programa de Educación Acelerada) is a pilot project that provides special personalized curriculum and tutoring to enable children, who are more than 2 years over age and entering 1st through 6th grades, to catch up and mainstream into the grade corresponding to their age group.

- The **Multi-Grade School Programme** (Programa de Educación Alternativa) offers school facilities to under-serviced areas.

- The **Distance-Learning Programme** (Programa de Educación a Distancia) is aimed at secondary school students, providing education through radio, satellite, television and other technologies.

- **Adult Education Programme** and **School for Parents** (Educación para Jóvenes Adultos y Escuelas para Padres) offer literacy programs for adults.

- A **scholarship programme** for secondary and university education based on need and merit.

To address quality

- Continued training and capacity building of teachers and improving the accreditation and monitoring of teacher colleges.

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[21] This information refers to the existing situation before the damage caused by the 2001 earthquakes.
[22] There is no updated information on the total number of beneficiaries of these programmes.

- **Healthy School Programme** (Escuela Saludable**)** is an inter-agency programme coordinated by the National Bureau of the Family in conjunction with the Education and Health Ministries. It provides school meals as well as preventive and primary health care.

- The **Open-School Programme** (Escuelas abiertas) permits schools to remain open all day and provides after-school informal and technical courses built around the interest of children and adolescents.

- The **Centres of Educational Resources** (Centros de Tecnologías Educativas) is a new programme that will invest 40 million dollars to create 560 centres and supply schools with books, libraries, computers, televisions, videos, access to satellites and other pedagogical tools. MINED is also developing curriculum for 6th to 9th grade that can be delivered through radio, television and other media.

- The **Quality Management Model** (Modelo de Gestión para la Calidad) is a pilot programme that involves the community in reforming the school curriculum to make it more relevant to children, their parents and the socio-economic environment.

- **APREMAT** (Apoyo al Proceso de Reforma de la Educación Media en el Area Técnica) is a project financed by the European Union to strengthen technical training by creating vocational centres for adolescents in secondary schools and improving technical education opportunities for adults.

International donors and NGOs[23]

Since 1992, El Salvador has received considerable resources in technical cooperation, first to support the implementation of the peace agreements, and from 1998 for relief and reconstruction efforts after Hurricane Mitch, and after this year's earthquakes. Resources are expected to increase in the near future.

The largest bilateral donors are the United States (primarily through the Agency for International Development) and Japan, followed by Spain, Sweden, Italy, Canada and Germany. The largest multilateral lenders are the Inter-American Development Bank (IDB), the Central American Integration Development Bank (CAIDB) and the World Bank (see matrix E in Annex 5). The World Bank and IDB have provided substantial loans and USAID has given grants to support the implementation of the Educational Reform process.

In addition to its programs and advocacy campaigns on child rights, UNICEF has conducted research on the magnitude of child labour. It has direct action programs for pre-school children and supports projects in adolescent health, including reproductive health education.

The Save the Children coalition (Sweden, United Kingdom and United States) has also worked on children's rights issues and supported work with street children. It has recently conducted a national consultation on the worst forms of child labour with NGOs, community leaders and the children themselves.

The Olof Palme Foundation has been working with street children in San Salvador for a decade. In addition, a network of five NGOs called PROCIPOTES provides health and education programs to children, including working children, in the cities of Santa Ana, San Miguel, Sonsonate and La Libertad.

Two programs provide direct protection to sexually exploited children. One of them is supported by Save the Children Sweden and implemented by the ECPAT Network, coordinated by the organization *Defence of Children International* (DCI). ECPAT is trying to create an inter-institutional coordination mechanism in order to construct common strategies to address this issue. The impact of the initiative in terms of policy development is still uncertain.

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[23] Programmes implemented through ILO-IPEC are described in section 1.5.

The second initiative provides health care and legal advice to sexually exploited children and is being supported by *Medicos del Mundo* Spain in coordination with the Mayor's Office of San Salvador.

This project will interact with some of the major initiatives supported by international donors (see section 4.4, on partners). The following table summarizes the activity of donors who work in areas relevant to the Time Bound Programme.

Table 6. Areas of intervention of the main international donors in El Salvador

	Donor Agency	Population	Health	Education	Employment	Social Development	General Development Issues	Agriculture, Forestry & Fisheries	Industry	Trade and Development
Bilateral Cooperation										
1	UNITED STATES		■	■		■	■	■	■	■
2	JAPAN	■	■	■		■	■	■	■	■
3	GERMANY	■	■	■		■	■	■	■	
4	SPAIN		■	■	■	■	■	■	■	■
5	NETHERLANDS		■	■		■	■	■		
6	CANADA					■	■	■		
7	SWEDEN		■	■		■	■			
8	ITALY			■		■	■		■	
9	NORWAY		■	■	■	■	■			
10	DENMARK			■		■	■	■		
11	FRANCE		■	■		■	■	■		
12	SWITZERLAND			■		■	■	■		
13	BELGIUM									
14	KOREA						■			
15	AUSTRALIA					■	■			
16	CHILE		■							
Multilateral Cooperation										
1	IDB			■		■	■	■	■	
2	CABEI		■	■			■	■	■	■
3	EU	■	■	■	■	■	■	■	■	■
4	WORLD BANK			■			■	■		
5	UNICEF		■	■		■	■			
6	ILO			■	■	■	■	■		
7	WFP		■	■		■	■	■		
8	IFAD					■		■		
9	PAHO/WHO	■	■	■			■	■		
10	UNDP	■	■			■	■	■	■	■
11	UNESCO			■		■	■			
12	UNFPA	■	■			■				
13	IOM	■		■			■			
14	IAEA		■					■		
15	FAO							■		
16	IICA						■	■		
17	OIRSA							■		
18	UNIFEM					■				
19	ICAITI		■					■	■	
20	IMF						■			

1.5. ILO and IPEC in El Salvador

ILO Programs in El Salvador

Through the Multidisciplinary Advisory Team (MDT) in San José, Costa Rica, the ILO provides policy advice, technical assistance and capacity building to government, employers and workers organizations in El Salvador. A few of these initiatives are particularly relevant to this project.

During the past five years the ILO has provided El Salvador with technical assistance for the reform of the Salvadorean Institute for Vocational Training (*Instituto Salvadoreño de Formación Profesional*, INSAFORP) to increase its efficiency and responsiveness to the labour market needs. It has also assisted the Ministry of Labour in the development of new health and safety regulations.

Through PROMICRO, a project to promote micro-enterprises in the Central American region, the ILO assisted in the creation of the National Micro-Enterprise Committee (*Comité Nacional de la Microempresa Salvadoreña*, CONAMI) that has developed policies to promote the creation of micro enterprises, which are now being discussed with the government. In collaboration with the Central American Bank for Economic Integration (CABEI), PROMICRO has also assisted municipalities in the preparation of local development plans.

Through its Safe Work programme, the ILO provided technical support to the Ministry of Labour to revise national health and safety regulations.

Recently the government of El Salvador has requested technical assistance in the development of employment generation policies.

IPEC experience

A Memorandum of Understanding between the Government of El Salvador and the ILO was signed in 1996. At this time, the International Programme on the Elimination of Child Labour (IPEC) of the ILO officially began operations with the following objectives:

- *to mobilize and sensitize government institutions and civil society;*
- *to involve these actors in the creation of a national strategy to eradicate child labour through their participation in a National Steering Committee formed for this purpose; and*
- *to develop direct action programs to eradicate and prevent child labour.*

Since then, numerous activities to mobilize government and social actors against child labour have been carried out and direct action programs to withdraw and rehabilitate victims of child labour implemented. For example, recent IPEC-sponsored action programs have successfully:

- *removed 175 children from shellfish (*"curiles"*) harvesting on the Island of Espíritu Santo, near Usulután;*
- *removed or protected 130 working or at-risk children from garbage scavenging in a dump site in Santa Ana Municipality in the northwest of the country;*
- *withdrawn or prevented some 250 children from vending and related activities in the market of Santa Ana Municipality;*
- *targeted some 2,000 working or at-risk children in the coffee sector in the municipalities of Ataco and Juayúa; and*
- *targeted some 2,500 working or at-risk children involved in the production of fireworks in the municipalities of Apopa, Cuscatancingo, Delgado, and Mejicanos.*

In order to improve child labour data collection, processing, analysis and dissemination in El Salvador, a child labour module has been attached to the DIGESTYC Multi-Purpose Household Survey (EHPM), which will be conducted in the period July - December 2001. Approximately 9,000 different households selected countrywide will be interviewed. The result will provide an improved picture of the magnitude, nature, distribution, causes and consequences of child labour among children aged 5-17 years, as well as a greater understanding of the categories of work in which children are neediest or at the greatest risk.

The programs in the shellfish, coffee and fireworks sectors as well the child labour module have been or are funded by USDOL.

1.6. Existing gaps

Despite the efforts to address the problem of child labour, especially in its worst forms, in El Salvador, there are still several gaps in the response to child labour. This project will assist the Government of El Salvador to address these gaps. Information is still unreliable or unavailable, legislation should be complemented and enforced, and education policy has to take into consideration the needs and demands of this specific population group. Poverty alleviation schemes and economic alternatives to replace the income earned by the child must be provided to families and awareness of the negative consequences of child labour has to be raised.

Information

Detailed data on child economic activity available through the national household survey is not sufficient to understand the magnitude and nature of child labour in El Salvador. The data is available only at the departmental level and does not include children under 10. Better data on poverty would be useful in determining which communities to target. It is impossible to cross-tabulate information on the economic activity of children and school attendance. Information on the WFCL is even scarcer since these are often hidden**.**

Despite recent efforts, there are significant weaknesses in the MINED's collection of data on attendance, drop-out rates and net enrolment. The information system in the Ministry needs to be strengthened in order to collect, analyse and disseminate information and indicators that would allow the Ministry and others to monitor performance more closely and design appropriate policies and programs.

Legislation and enforcement

Although the reforms of the Labour Code in 1994 and the adoption of a National Policy on Minors were significant improvements, El Salvador still lacks a comprehensive legal framework for the protection of the rights of children, including working children. With the assistance of UNICEF and other donors, the government is addressing this issue. The issue of child labour needs to be explicitly addressed in the new Code of Minors.

National norms and legislation need to be harmonized with Convention No. 182, which will come into force in October 2001.[24] It is particularly important to define the hazardous forms of child labour as mandated by Article 4 of Convention No. 182, in consultation with workers and employers. For adolescents over 14 and younger than 18, certain categories of work might need to be prohibited as "hazardous work", unless protection and better conditions are insured.

There is a lack of clear assignment of responsibilities to government institutions for the enforcement of the existing laws regarding child labour. Regulations are generally inadequate, and the public is not sufficiently aware of those that do exist. Designated agencies lack training, human and financial resources to enforce their mandates.

The constitutional right to compulsory education and the minimum age of employment are routinely ignored. For some categories of work for which minimum age legislation might apply, there are no occupational safety and health measures, or existing measures are not adequately enforced, making work dangerous for adolescents.

The sexual exploitation of children is addressed by Salvadorean legislation in international treaties and in the Penal Code. Criminal punishment for sexual exploitation ranges from 2 to 4 years for procurers and promoters. However, the situation of exploiters ("clients") is not considered. Sentences clearly need to be increased given the severity of the crime and they must be better enforced if they are to be effective deterrents. Penalties for exploiters must be established. There is no clear institutional responsibility for prevention and the protection of child victims of sexual exploitation.

Education

Despite the substantial gains made to date, further investment is needed to provide universal primary education for all Salvadorean children. The educational reform process has stressed the link between education and development and made substantial efforts to increase coverage. However, the reform process must explicitly address the relationship between child labour and school dropouts and absenteeism, and educational programs should address the needs of working children and their families.

Some poor parents may consider education worthwhile, but for them the direct costs - uniforms,

[24] Convention No. 182 was ratified in El Salvador by virtue of Legislative Decree No. 28 of June 15, 2000. It was registered with the ILO on October 20, 2000.

books, other supplies and transportation - are high and unaffordable. Some principals or parents boards impose fees to supplement the budgetary allocations received by the schools. Although the Constitution and MINED prohibit discrimination against those who cannot pay, the parents or the children often feel uncomfortable attending if they cannot pay these fees. The inability of many poor households to afford even basic education clearly must be addressed.

In addition, a programme of non-formal/transitional education and special vocational training schemes that cater to the needs of child labourers and school dropouts in general should be developed.

Working children are often rejected by the educational system since they lack discipline and study habits. Sexually exploited children are often stigmatised in the school setting, making quality education virtually unattainable.

Coverage and infrastructure

MINED[25] estimates that the expenditure on education would have to increase from 3 to 4 per cent of GDP just to meet minimal coverage and infrastructure requirements. The UNDP Human Development Report for El Salvador estimates a similar figure, 4.2 per cent of GDP, for the country to reach international averages in educational expenditure for its GDP level.[26] The emphasis of government educational programs has been on primary education, but access to secondary schools must also be improved. Secondary schools are still distant for many children. The distance also increases the cost to parents since they have to pay for transportation, making secondary school unaffordable for many families. These problems are clearly linked to the sharp drop-off in attendance rates between primary and secondary school.

Late enrolment, dropout rates and retention

Decreasing late enrolment is one of MINED's priorities: 37.9 per cent of children begin the first grade late, 9.6 per cent of these by more than two years. Of sixth grade children 46.6 per cent are over age, 13.6 per cent by more than two years. MINED has also found that children that enrol late are more likely to drop-out.

The improvements in quality brought about by the educational reforms need to be increased to foster the demand for education, especially for rural parents and for secondary education. Improving school infrastructure, the relevance of course content and the quality of teaching will stimulate demand. Vocational training needs to be made available to children under 16 years as a means for making school more relevant.[27]

An important challenge for MINED is to continue to motivate teachers. Parents complain of unmotivated teachers and teacher absenteeism. Hiring and firing of teachers and principals is controlled by a board composed of representatives of MINED, the teachers associations and the Supreme Court. Disciplinary action and dismissal is a lengthy and bureaucratic process and should be streamlined.

Poverty alleviation and economic alternatives for families

From 1995-2000, economic growth averaged 3 per cent (2% in 2000) with an average demographic growth of 2.1 per cent. The difficulty of increasing government revenue and the expected fiscal deficits in the coming years make it very difficult for the government to address combined social demands for education, health, decent housing and basic infrastructure such as water, electricity and sanitary services.

The UNDP recently published the El Salvador Human Development Report 2001. It advocates for the development of a national poverty alleviation plan (no such plan currently exists) and the revision of

[25] MINED (1999).
[26] UNDP (2001).
[27] INSAFORP only accepts adolescents over 16 years and adults who have finished basic education.

economic development programs to ensure that they benefit all segments of society.[28]

Local communities and municipalities could benefit from existing economic development programs, including infrastructure improvement programs and employment generation schemes available from government, bilateral or multilateral donors. However, communities either lack the organization to demand them, or local officials lack the project identification and formulation skills to access them.

There is a need to address the socio-demographic dimensions of the child labour problem, including family size issues, teenage pregnancy, households headed by adolescents and the implications of the high incidence of single parent households.[29]

It is essential to promote the use of new technologies and the development of local product markets. The rapid assessments showed parents of working children are often illiterate and lack skills that would permit them to compete in the job market. The existing vocational training institutions are inaccessible to them since they require at least a basic education diploma.

Faced with very limited employment opportunities, self-employment and the creation of micro-enterprise offers the most promise in efforts to improve the income of many households. Yet, this option is limited because of the lack of access to credit from the formal financial system and the absence of entrepreneurial, business or technical skills. The government and other organizations sponsor micro credit schemes. However, the extremely poor often lack either information regarding existing programs, the minimum income required or the skills to fill the credit application, which includes a feasibility plan or market assessment.

Awareness raising and social mobilization

The target population needs to become aware of their constitutional right to education and be mobilized to demand quality education that meets their needs. The laws and regulations regarding minimum age, working adolescents and hazardous work need to be more widely known. Moreover, the widely held view that child labour is formative or inevitable in El Salvador must be changed if lasting progress is to be made against the WFCL.

RATIONALE OF THE TIME- BOUND PROGRAMME IN EL SALVADOR

The unanimous adoption of the Convention on the Worst Forms of Child Labour (No. 182) by the International Labour Conference in June 1999 has been considered a milestone in the history of the ILO-IPEC and the fight against child labour. As of July 2001, 90 countries have ratified the Convention, two-thirds of which are, notably, developing countries. El Salvador registered its ratification in October 2000.

The Convention lists four categories of the WFCL, which require immediate elimination:

- *all forms of slavery or practices similar to slavery, such as the sale and trafficking of children; debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;*

- *the use, procurement or offering of a child for prostitution, production of pornography or pornographic performances;*

- *the use, procurement or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;*

[28] UNDP (2001), op.cit.
[29] The rapid assessments reveal that many adolescents form households very young (often by 14 years), which contributes to both boys and girls leaving school.

- *work which by its nature or by the circumstances under which it is carried out, is likely to harm the health, safety and morals of children.*

2.1. General considerations on the Time-Bound Programme methodology

The Time-Bound Programme (TBP) is an improved modality designed to assist countries to eliminate the worst forms of child labour within the shortest possible timeframe. Specifically, it aims to assist countries in developing policies, programs and projects that have a demonstrable impact on the worst forms of child labour.

The most critical element of the TBP is that it is activated and led by the country itself. The countries commit to the development of a plan to eradicate or significantly diminish the worst forms of child labour in a defined period of time. This implies commitment by a country to mobilize and allocate national human and financial resources to combat the problem. The USDOL/IPEC supported project will assist the government in this process by identifying and supporting the programs, measures, interventions, resources, institutional mechanisms and partnerships required to do so. In brief, the TBP is a country-owned initiative.

This special effort puts emphasis on combining sector, thematic, and geographically based approaches, linking action against child labour to the national development effort as a whole, to economic and social policies, from macro-economic performance to population dynamics, educational and labour market policies. It also puts a premium on mobilizing society, and on engaging the leadership of each country.

2.2. Strategic policy framework of the TBP in El Salvador

The Time-Bound Programme will be developed and implemented within the overall framework of the UN Convention on the Rights of the Child as well the ILO Convention on Minimum Age for Employment, 1973 (No. 138), ILO Convention on the Worst Forms of Child Labour, 1999 (No.182) and their companion Recommendations (R146 and R190). The Time-Bound Programme can further be seen as an attempt to put into practice the international call for action made repeatedly at the world conferences on child labour in Amsterdam (1997), Oslo (1997) and on sexual exploitation in Stockholm (1996).

There is strong political support for the elimination of the worst forms of child labour in El Salvador. At the May 2000 Washington Conference "Advancing the Global Campaign Against Child Labour: Progress Made and Future Actions" organized by the US Department of Labour and the ILO, the Minister of Labour of El Salvador expressed the political commitment of his government to the time-bound elimination of the worst forms of child labour, a commitment that was reiterated by the Minister at the International Labour Conference in Geneva, June 2001. The IPEC national steering committee has been re-constituted to include high-level officials that will oversee the development of the Government's National Plan of Action for the elimination of the worst forms of child labour.

There is also a strong government commitment to improve the educational system and the Ministry of Education has developed and implemented sound strategies and established specific targets that have the support of international donors such as the World Bank, IDB and USAID. ILO constituents and IPEC social partners –workers and employers organizations– are fully committed to the cause of combating the worst forms of child labour. In separate meetings with the donor community of El Salvador, IPEC has successfully strengthened its collaboration with key UN Agencies, the major development banks, relevant international non-governmental organizations and bilateral donors. UNDP is promoting the elaboration of a poverty alleviation strategy and ILO-IPEC will press for the inclusion of efforts against CL as a part of the strategy. The ILO also will provide technical assistance to the Ministry of Labour in the development of employment generation policies and programs.

2.3. Preparatory activities

The government of El Salvador confirmed its strong commitment to the timely elimination of the worst forms of child labour at the Washington Conference. After that, IPEC/El Salvador launched a comprehensive set of research, consultative and advocacy activities at all levels of the country for the development of the Time-Bound Programme. The reconstruction following the earthquakes that hit El Salvador in January and February 2001 has been the top priority for the government and international organizations. However, the government has affirmed its continuing commitment to the success of the TBP.

Research was conducted aimed at:

- *obtaining an in-depth understanding of the causes, magnitude and characteristics of the worst forms of child labour. With funding from USDOL, six Rapid Assessments were conducted in selected districts on: domestic workers, children working on the streets, hazardous child labour in fishing, garbage dumps and sugar cane, and sexual exploitation.*[30] *This effort provided a better overall picture of the child labour situation in the selected districts, help set priorities and pointed the way for future direct action programs;*

- *assessing the health situation of the children working in fishing, sugar cane and dump sites, in collaboration with WHO-PAHO.*

- *understanding the existing normative, socio- economic and educational framework;*

- *learning about successful employment generation and micro-enterprise development programs.*

Extensive consultations were held with government officials, employers' and workers' organization as well as representatives of NGOs dealing with child labour and children's rights (Save the Children, Olof Palme). Coordination meetings were held with other agencies (USAID) and international organizations (UNICEF, IDB, IBRD, etc.), as well as with bilateral donors (France and Italy), which can support Time-Bound Programme activities.

An awareness-raising campaign is being implemented in order to disseminate information and increase public awareness about the worst forms of child labour. A variety of materials were developed, including a Time-bound Programme brochure, video clips, radio spots, posters and a brochure aimed at the general public explaining the concept of worst forms of child labour and Convention No. 182. An educational and awareness raising campaign was held among trade union officials and an exhibition with photographs taken by ex-working children is planned for the end of 2001. The Ministry of Labour and IPEC have conducted several press conferences and television interviews that have resulted in increased media coverage of the problem of child labour, particularly its worst forms.

2.4. Scope of the project

The preparatory activities and consultations with the ILO constituents have created a national consensus on the scope of this specific contribution to the Time-Bound Programme to eliminate the worst forms of child labour in El Salvador. It will support the development of the Salvadorean government's own National Plan Of Action to eliminate the worst forms of child labour. The project will focus resources on key national policies and programs as well as trying to create the necessary conditions to make possible the elimination of the worst forms of child labour in El Salvador.

In addition, the project will develop action programs targeting four specific worst forms (child victims of sexual exploitation and children working in sugar cane production and harvesting, fishing and dump

[30] These six areas were selected in consultation with the Ministry of Labour and ISPM staff and other experts in the field.

sites) prioritized by the National Steering Committee in selected geographical regions. These action programs will develop model interventions that can be extended or scaled up to address children in these and other worst forms at the national level. The fifth sector defined by the National Steering Committee —children working in fireworks production— is already covered by an IPEC project financed by USDOL.

The government's plan of action will define a time frame for the elimination of the worst forms. This project time frame is four years and a tentative goal of decreasing the incidence of the prioritized worst forms by 50 per cent has been set in consultation with the National Steering Committee. This target will have to be revised or refined when the National Plan of Action is developed.

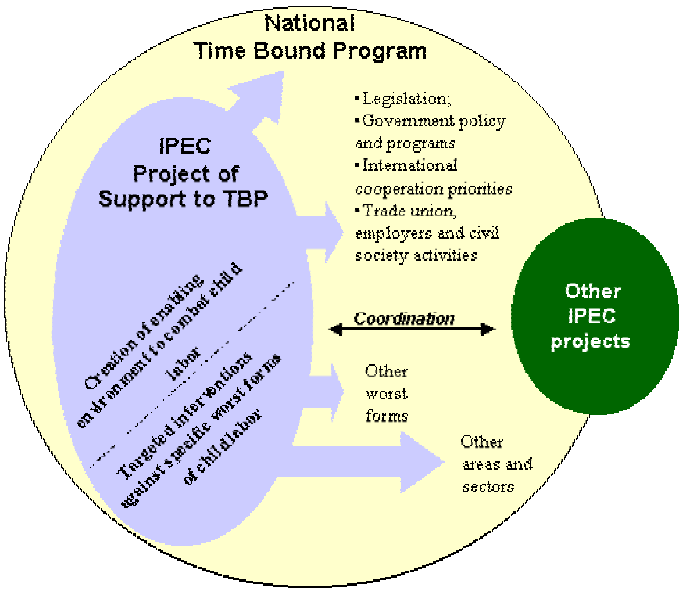

Figure1. Scope of the TBP and the project of support

It must be recognized that this project cannot meet all the demands and promote all the actions necessary to eliminate the worst forms of child labour in El Salvador. The available resources cannot address the priority worst forms in all geographical areas of the country. The process of identification of hazardous activities in El Salvador will probably identify other target groups. Therefore the project will aim at coordinating action between all actors and providing seed resources to attract other donors to support the government's efforts to combat the worst forms of child labour. A key element of this project's strategy will be to increase inter-agency collaboration and to develop innovative partnerships to encourage various agencies to focus on the same target groups and geographical areas. The support and direct contributions from stakeholders, such as UN Agencies, bilateral donors, international financial institutions and international non-governmental organizations, are critical for the success of this enterprise. ILO-IPEC will play a coordinating role in the battle against the Worst Forms of Child Labour in El Salvador.

IPEC will develop coordinated strategies with other projects that are being or will be implemented in the country and in Central America. IPEC will ensure close communication between those projects' management structures and the implementing agencies and partners and those of the targeted interventions proposed in this document. In some sectors, like sugar cane, this project will be the first experience in dealing with the problem of child labour.

The table below summarizes the main ILO-IPEC interventions that will be coordinated in the context of the TBP.

Table 7. Links and synergies with ILO-IPEC Interventions	
AREA OF WORK	**Projects**
Information and mapping	IPEC/SIMPOC project in Central America (USDOL funded) IPEC/SIMPOC global programme on investigating the worst forms of child labour through rapid assessments (USDOL funded) Baseline surveys of coffee and firework projects (USDOL funded)
Policy development and legislation	San Jose MDT is providing technical support on employment policies to the Ministry of Labour, El Salvador.
Enforcement and monitoring	Development of monitoring database and tools in the IPEC Central America Subregional Coordination Office in Costa Rica (USDOL funded)
Awareness raising and social mobilization	Awareness raising components in other IPEC projects (coffee, fireworks, child domestic work and sexual exploitation)
Sexual exploitation	Subregional project to combat sexual exploitation in Central America (in preparation, planned start date: 2002)
Fireworks	IPEC Project in Ciudad Delgado, Mejicanos, Apopa and Cuscatancingo (USDOL funded) SEED (ILO In-Focus Programme on Small Enterprise Creation) Programme in Apopa and Mejicanos (Municipal Development)
Dump sites	SEED (ILO-In-Focus Programme on Small Enterprise Creation) Programme in Apopa (Municipal Development) Camones Dump site project in Santa Ana (Spain funded)
Other forms of child labour	Regional programme for the elimination of child labour in the coffee sector (USDOL funded) Regional programme for the elimination of child domestic labour (Canada funded) Urban Informal Sector in Santa Ana Bus Station (Spain funded)

TARGET GROUPS

This project prioritizes four sectors for intervention: children working on dump sites, in fireworks, in the production and harvesting of sugar cane, fishing and the sexual exploitation of children. As mentioned before, children working in the production of fireworks are targeted by a separate USDOL-funded project.

3.1. Geographic coverage

While activities aimed at the creation of an environment conducive to the elimination of the worse forms of child labour will be undertaken at the national level, direct action programs focusing on priority target groups will be limited initially to selected municipalities. The municipalities have been

chosen using the following criteria:

- *prevalence of WFCL selected by the National Steering Committee;*
- *previous IPEC experience with projects and action programs in the targeted municipalities;*
- *presence of public and private agencies dealing with children's issues; and*
- *areas severely affected by 2001 earthquakes.*

Table 8 provides details on the municipalities where the targeted interventions will take place (highlighted on the map.) A brief presentation of some key indicators for the selected departments can be found in Annex 5 (Matrix C).

Table 8. Targeted municipalities by WFCL and Department

	Departments					
	Santa Ana	**San Vicente**	**San Miguel**	**San Salvador**	**Sonsonate**	**Usulután**
			San Miguel	San Salvador		
	Santa Ana Chalchuapa			Apopa Nejapa		
		San Vicente Tecoluca		Aguilares El Paisnal	Izalco Nahuizalco Nahulingo	
						Usulután Jiquilisco Pt. El Triunfo San Dionisio Jucurán

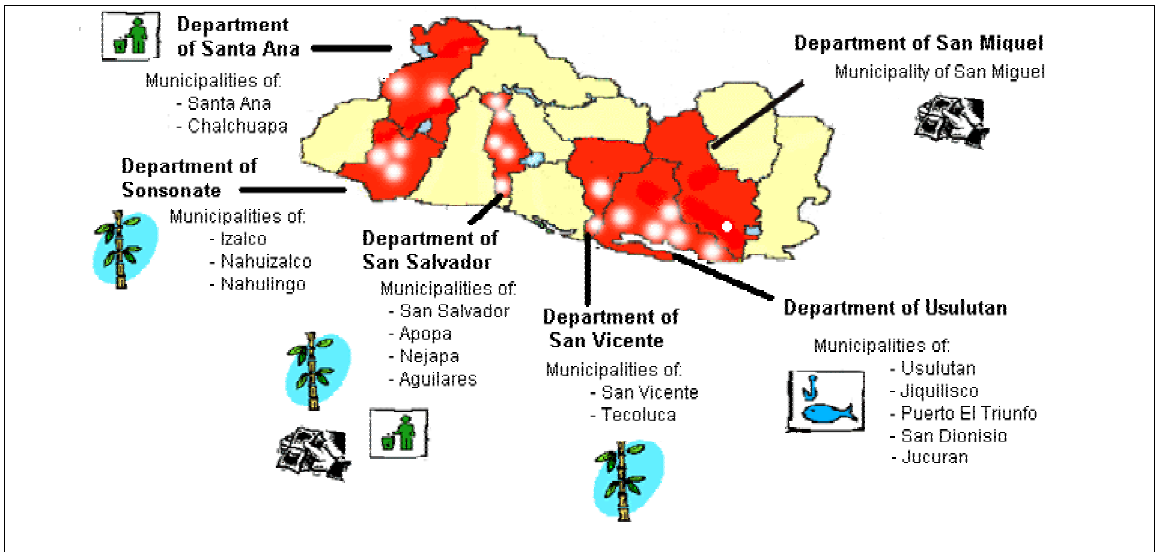

Figure 2. Map of targeted interventions in selected departments and municipalities

3.2. Direct beneficiaries

This project will directly benefit **around 9,300 working children and 16,780 siblings of working children** under the age of 18 as well as 5,050 families. All families with children as beneficiaries will receive services from the project. Annex 3 explains how the estimates were reached.

Table 9. Direct Beneficiaries

Target Group	Estimated number of children working in the sector	Estimated number of children in targeted geographical area	Estimated beneficiaries of this project		
			Working children	Children at risk (siblings and other children at risk of starting to work)	Families of working children
	N/D	N/D	200	200	50
	1,000	1,000	1,000	2,000	500
	11,300	5,000	5,000	9,000	1,500
	10,200	3,100	3,100	5,580	3,000
TOTAL	**22,500 (+)**	**9,100 (+)**	**9,300**	**16,780**	**5,050**

The younger children (under 14 years) will be mainstreamed into formal primary schools. They will benefit from after-school programs and tutoring and other educational support to help them succeed in formal schools. Children who require assistance will benefit from transitional education programs such as MINED's Accelerated School Programme that allows over-age children entering 1st through 6th grade to catch up. Children from pre-school to 3rd grade will benefit from the health services provided by the Healthy School Programme, which provides basic preventive and primary health services. The older children (14-15 years) will receive pre-vocational training, after completion of transitional education, if necessary. Children aged 16-17years will receive vocational skills training and receive assistance in finding gainful employment in various economic sectors. In some instances and depending on the specific conditions of work, children will continue with work that is no longer dangerous, inappropriate or illegal for their age.

The number of working children are estimated based on the rapid assessments and the total population in the targeted areas for the sugar cane, garbage dumps and fishing sectors. For the same sectors, the number of siblings at risk and number of families was based on the rapid assessments' findings on the average number of children in the family and average age they begin employment. These estimates will be refined by the baseline surveys in specific sectors, determining the exact number of children by age and sex in each target area as well as the number and age of siblings.

The project will target 200 children forced into prostitution and provide them with an integrated programme that will include informal education, distance learning and vocational training as well as health and counselling services. Whenever possible, children will be mainstreamed into the formal education system.

3.3. Indirect beneficiaries

The project will develop a prevention strategy through intermediate institutions and organizations (schools, local development committees, community based organizations, parents associations, governmental agencies and NGOs) that will reach other children at risk of engaging in the worst forms of child labour. For example, all children enrolled in the schools that will be strengthened will benefit from expanded MINED programs in their schools and awareness raising activities in their communities.

The rapid assessment will also generate a better estimate of children at risk based on the following criteria: past history of child labour in the family, school attendance, poverty level as measured by housing conditions and access to basic services.

Interventions at the national level (information and research, legislative and policy development, awareness raising and social mobilization, and capacity building) will indirectly benefit an undetermined number of children. One of the aims of these activities is to gather information on the actual incidence and magnitude of the worst forms of child labour in the country, so these figures become available for planning future interventions.

3.4. Direct Recipients

Given the need to mobilize all levels of society against the worst forms of child labour the project will develop several initiatives to strengthen the capacity of government and civil society institutions to combat child labour in El Salvador The targets of these initiatives can be broadly categorized as follows:

- *Officials of the relevant ministries and government institutions including those represented in the National Steering Committee such as the Ministries of Labour, Health and Education;*
- *Mayors and other municipal officials, as well as the local government authorities of the targeted departments;*
- *Law-makers, judges, court officials, Attorney General's Office, police and other law enforcement officials;*
- *Employers (owners) in the project areas, and managers in the workplaces;*
- *Representatives of trade unions in the relevant sectors/industries;*
- *Representatives of employers' organizations;*
- *Community leaders; and*
- *Representatives of the NGOs and CBOs.*

3.5. Partners

The project will be implemented in close collaboration with partners including government and international agencies, employers and workers organizations, NGOs and CBOs. Details are provided in section 4.4. on partners

3.6. Scaling-up

The project covers all of the children and geographical areas where children work on dump sites. Children are found in geographical areas other than those covered in the project in fishing and sugar cane cultivation. Children are sexually exploited throughout El Salvador. Certain of the project interventions will no doubt benefit all children in the sector. However, one of the key elements of a National Plan of Action for the elimination of the worst forms is the development of a strategy for

targeting and addressing the children in the priority worst forms that are not targeted by this project document.

PROJECT APPROACH AND STRATEGY

This project will support El Salvador's commitment to eliminate the worst forms of child labour in the country in a given timeframe, still to be defined as part of the national consultations. Therefore, as explained in the previous section, it should be considered as an essential part of a bigger, coordinated effort of national and international institutions to combat this problem.

The ILO will appoint a Time-Bound Programme Team responsible for the implementation of this project and coordination with other initiatives to eliminate the WFCL in the country. A Chief Technical Adviser (CTA), who will be recruited internationally under this project, will be designated as the El Salvador Time-Bound Programme Management Team Leader. This Management Team will consist of project managers of other USDOL-funded IPEC and USDOL funded-Education Initiative projects in El Salvador.

4.1. Strategic components of the project of support

The project has been divided into two main strategic components. The first strategic component aims to create an enabling environment conducive to the elimination of the worst forms of child labour, while the second one targets specific forms and districts with the aim of reducing the incidence of specific worst forms.

Creating an enabling environment

The first necessary step is to create a broad societal consensus on what are the hazardous forms of child labour that should be included in the list of worst forms, creating a systematic way of identifying and monitoring its incidence.[31] A consensual national time-bound plan for the eradication of the worst forms of child labour will be elaborated. The project also needs to raise awareness on the causes and consequences of child labour, highlighting that this phenomenon is not only a result of poverty but also that poverty is also a consequence of it (a vicious circle of poverty).

Advocacy, awareness raising and the mobilization of all sectors of society will motivate national and local authorities, employers, workers, civil society organizations, families and communities to take action against child labour. Social mobilization will ensure the involvement of as many groups and individuals as possible. It will help change social norms and values related to child labour in affected communities, mobilize the considerable existing resources of civil society for the cause, and make the general public aware of the problem of child labour and its negative consequences. The project aims to reinforce existing regulations concerning child labour and strengthening the institutions responsible for these regulations

The project will sponsor research and policy analysis to better understand the links between macro economic policies and child labour. It will also build the capacity of national institutions to collect and analyse data and to create a system for monitoring the incidence of the worst forms of child labour.

The project will foster coordination not only between local and national authorities but also between government institutions and civil society as well as other donors. The project will create the necessary synergies and links with ongoing and planned government programs such as the educational reform initiative and the earthquake reconstruction efforts. It will work with the government at all levels, workers, employers, NGOs, agencies of the United Nations system and the international donors

[31] As mentioned above, the Rapid Assessments were conducted in areas identified jointly by IPEC, the Ministry of Labour and ISPM in consultation with other experts. The final list will add to these areas if necessary and will be vetted by civil society representatives as called for in Article 3 (d) of Convention 182.

present in the country.

It is worthwhile to note that the activities in this area, although initially focused on the worst forms of child labour, will ultimately contribute to efforts against all forms of child labour in El Salvador.

Targeted interventions

The anticipated general progress in education, health and other social sectors, and expected GDP growth, will not automatically bring about the elimination of child labour. **Specific prevention, withdrawal, rehabilitation and protection measures targeting households and communities vulnerable to the WFCL have to be put in place**. This project will initially focus on a selection of sectors where a significant number of children are known to be at risk with respect to the WFCL, gradually expanding to the remaining areas as the TBP develops and builds momentum for wide scale implementation. These initial sectors, which reflect the priorities identified by the National Steering Committee, are (i) children being sexually exploited; (ii) children scavenging in dump sites; (iii) hazardous child labour in sugar cane production and harvesting; (iv) fishing; and (v) fireworks production.

As explained before, children in fireworks production are included in a USDOL funded project already being implemented by IPEC in Ciudad Delgado, Mejicanos, Apopa and Cuscatancingo. Even though the management and reporting structures for the fireworks project and for this project of support are independent, it will be considered as an integral component of the Time-Bound Programme for the elimination of the WFCL.

Assistance to the five target groups will follow an area-based strategy, and will include building an information base, as well as education, health, income generation, awareness raising and capacity building components. Many of these elements, although primarily aimed at the specific target groups, have the potential to benefit other children involved in different forms of child labour. The project management will seek to maximize the multiplier effect of the planned activities.

The strategy will be adapted to the specific reality of the targeted worst forms, in each area and community. While children working in hazardous conditions in fishing, dump sites and, to some extent, sugar cane share similar problems, the issue of children forced into prostitution will be treated as a distinct case. The IPEC experience shows that in order to provide effective answers to this target group it is necessary to consider its special characteristics described in detail in chapter 1 of this document.

Documentation of the experiences will be a cornerstone of the strategy so that lessons can be drawn when the project is scaled up. Self-evaluations at the action programme level will be carried out taking this issue into consideration.

4.2. Elements of the strategy

This section develops the fundamental elements of each of the two strategic components of the project. These are the following:

1. Creating an enabling environment	1a. Information and mapping
	1b. Policy development and legislation
	1c. Enforcement and monitoring
	1d. Awareness raising and social mobilization
	1e. National education policies and programs
2. Targeted interventions:	2a. Baseline information
	2b. Education and vocational training
	2c. Health and social protection
	2d. Alternatives for income generation
	2e. Community Mobilization

It is important to note that there will be links and synergies between the elements at the national and at the district level. Some of the synergies are explained in the section "links between elements", below.

Strengthening national education policies and programs and mainstreaming children into formal education are essential components of the overall strategy to rehabilitate working children and prevent children at risk from being engaged in child labour. The project will coordinate closely with the planned USDOL Education Initiative project for El Salvador. The suggested components and activities for the Education Initiative project are described in this section (marked with the label "education initiative"), even if no specific resources will be allocated to undertake the necessary activities. Suggested outputs to be produced by the Education Initiative project, logically linked with this one but financed separately, are included in Annex 4.

1. Creating an enabling environment

1a. Information and mapping

This project will complement the existing efforts of IPEC activities related to data collection on child labour in El Salvador. The identified priorities are the following: (i) to assess the existing methodological tools used in the country for collecting, processing, mapping, analysing and disseminating information on child labour, and to suggest improvements as required; (ii) to enhance the technical capacity of partners; (iii) to close the knowledge gap regarding the nature, magnitude, causes and consequences of the worst forms of child labour at the national and regional levels; and (iv) to produce and disseminate widely the information for further analysis, planning and programming.

Main areas of action will be:

Capacity building

The project will enhance the country's technical capacity to regularly gather information and map child labour, particularly in its worst forms, by supporting DIGESTYC and the Salvadorean Institute for the Protection of Minors (ISPM). It will assess the methodological approaches used in El Salvador in the past, especially by IPEC. More specifically, it will further analyse the technical and operational aspects as well as the findings arising from the child labour data collection initiatives implemented. These include: (i) the national household-based module attached to the Household

Survey of Multiple Purposes (EHPM-DIGESTYC), (ii) the baseline surveys undertaken in the context of IPEC programs on coffee plantations and fireworks, and (iii) the six rapid assessments carried out (child domestic workers, children working in the streets, hazardous child labour in fishing, garbage dumps and sugar cane plantations, and sexual exploitation). The project will also assess the experience of other national institutions such as ISPM and its Information System on Childhood (SIPI) to determine to what extent data collection, processing, mapping analysis and dissemination can be refined to enhance the country's knowledge base and meet users' needs.

Technical support for national institutions in measuring and making use of child labour statistics, especially data on the worst forms of child labour, and socio-economic statistics will be provided to ensure heightened technical expertise. Depending on the results of the assessment on data collection activities in El Salvador, it may consist of:

- *Training of national staff on subjects including: interview techniques on a hidden subject with different respondents, including children; data processing; and development and maintenance of databases;*

- *Enabling the identification and use of appropriate methodological approaches to capture illegal activities and fill the knowledge gap for understanding the nature and magnitude of the worst forms of child labour;*

- *Enabling the inclusion of gender issues in child labour surveys and analysis so that differences, similarities and relationships between girl and boy workers be fully captured and described; and*

- *Improving methodology for collecting information on hazardous tasks.*

The project will develop strategies to ensure that child labour household sample surveys become an integral part of the national statistical programs. It will therefore negotiate with DIGESTYC to reduce to five years old the lower age limit for collecting information on the labour force for the population census planned for 2002 (the current age is 10 years old). The project will also negotiate to drop the minimum age of the EHPM to five years old once every three years.

Strengthened collaboration with other international organizations and research institutes that are also involved in studying and monitoring child labour –and the situation of children in general– will be prioritized, in order to create synergies and economies of scale. In this context, the project will develop a network of resource persons at the country level to undertake and/or participate in data collection activities, training programs, processing, analysis and workshops.

Technical and financial assistance in support of national efforts

As mentioned above, IPEC is currently supporting a child labour module attached to the EPHM. Information will be gathered every month from July to December 2001. Approximately 9,000 dwellings selected through sampling of the national territory will be covered.

Another element will be supporting the development of a comprehensive information system to complement or improve the existing SIPI. It will create a central repository of complete, consistent and compatible information on children's schooling and non-schooling activities and health. It will provide technical assistance and financial support to ISPM to develop statistical instruments and a set of indicators to monitor the magnitude, distribution, nature, causes and consequences of child labour, particularly in its worst forms (see annex 2, on the child labour monitoring system).

Findings of the research and data analysis will be widely disseminated through the awareness raising activities (see point D, below) and to the relevant institutions for programming purposes.

1b. Policy development and legislation

Policy development and legislation will be the key to success for the whole strategy. The construction of a coherent legislative, political and institutional framework will facilitate programming and targeting, as well as the monitoring of the national child labour situation, especially for the worst forms. The

project will aim at:

Strengthening the National Steering Committee

Support will be provided to the NSC so that it can effectively coordinate the institutional support to the Time-Bound Programme. The NSC will play an important role in all policy development and legislation activities of the TBP. It will be comprised of relevant government agencies including the Ministry of Labour, Education, Health and the ISPM as well as representatives from workers' and employers' organizations and NGOs. A key role of the National Steering Committee will be to coordinate action among these institutions and groups in support of the elimination of the worst forms of child labour.

Developing a national consensus on the Worst Forms of Child Labour

Support will be provided for a process of broad consultations with regional and municipal governments, workers, employers and members of civil society including NGOs and religious groups. The result of this process will be a national consensus on the worst forms of child labour, identifying the geographical areas where they are concentrated and their main characteristics, causes and consequences.

The project will promote, in parallel, a technical study to identify productive sectors and activities where hazards for children's physical and psychological development are prominent.

Developing a National Plan of Action for the Elimination of the Worst Forms of Child Labour

This project of support will promote the development of a National Plan of Action, as part of the Time-Bound Programme methodology, by prioritizing areas of intervention, determining strategies, and promoting the designation of responsible government institutions and the allocation of adequate resources. It will set clear targets and deadlines for the eradication of the worst forms in the priority areas of intervention in a determined time frame.

The project will support the dissemination of the Plan to government officials, international donors, and workers' and employers' organizations, as well as to civil society as a whole.

In order to be effective, the National Plan of Action must include not only targeted interventions but also address the underlying causes of child labour. The project will analyse the linkages between macro-economic policy, sectoral programs and child labour. The project will advocate with government and donors for strategies that ensure economic growth with equitable distribution, reduction of unemployment and underemployment, diffusion of technological changes that reduce the need for child labour, improved productivity in the informal sector and macro-economic stability.

Networking to support the National Plan of Action

The project will endeavour to leverage resources from donors and other partners for addressing poverty alleviation, health and other economic development concerns. To do so the project will develop networks to promote the effective incorporation of child labour into the work of government and donor agencies.

Toward this end, a consultative committee on the elimination of child labour will be constituted including the important bilateral and multilateral donors that work in the area of education, poverty alleviation and child protection. These include USAID, UNICEF, UNDP, PAHO, European Union, IDB, CADB, Spanish International Cooperation Agency, GTZ and the Italian Government. The consultative committee will maintain close contact with the National Steering Committee. The project will actively solicit pledges in support of the National Plan of Action against the WFCL. In addition, it will activate the existing NGO consultative committee on children and ensure that child labour is incorporated in the agenda.

Harmonizing national legislation and regulations with Convention No. 182

The project will support the harmonization of legislation and regulations in accordance with international standards. It is particularly important to promote legislation that clearly defines the WFCL, as agreed on by all the stakeholders. UNICEF is currently supporting the development of a National Code for Minors. IPEC will make specific proposals on how to include child labour issues in the new code to comply with Convention No. 182. The project will prepare materials and sponsor workshops to familiarize legislators with Convention No. 182 and the Time-Bound Programme and advocate for necessary legislative changes.

It will also seek to clarify the roles and responsibilities of the main national counterparts, such as the Ministry of Labour, Attorney General's Office, National Police (PNC), the Human Rights Ombudsman, and the ISPM, by improving their institutional regulations. The project will promote legislative changes to enable labour inspectors to address child labour in informal sectors.

Concerning commercial sexual exploitation, the project will promote revisions and modifications of relevant pieces of legislation, with emphasis on the Penal Code. The main objective will be to define clear institutional responsibilities for policy development and implementation in this field; incorporate new types of crimes linked to sexual exploitation and review the punishments to propose longer sentences.

1c. Enforcement and monitoring

Legislation development needs to be complemented with the capacity to enforce laws and regulations and monitor the incidence of the WFCL in the country. The project will develop the following strategies:

Building capacity for enforcement and sensitizing the citizens

The project will develop courses for and train all relevant professional groups including judges, law enforcement officials (PNC), the Attorney General's Office, officials in the Ministry of Labour, labour Inspectors, officials in MINED, ISPM and the National Bureau of the Family. The training will include issues related to child labour in general, WFCL, legislation, policy, and health and safety at work. It will also try to improve the knowledge of relevant laws and regulations of ordinary citizens by developing appropriate materials and conducting awareness raising campaigns. Specific programs will be developed for children to increase their awareness of their legal and human rights.

The project will work towards the inclusion of children's development and needs, particularly for education, as a subject in the curricula of the Police Academy and relevant judicial institutions, with special emphasis on the sexual exploitation of children.

The capacity of the Ministry of Labour to perform inspections –through the Labour Inspection Unit– to address industries and occupations where WFCL can be found, especially in the informal sector, will be promoted.

The project also envisages the creation of a National Committee for Health and Safety at Work. This committee will act as a forum for developing national policies on these issues, with emphasis on the necessary withdrawal of children from hazardous sectors and activities.

One of the major elements of the strategy concerning commercial sexual exploitation will be the organization of inter-institutional training workshops involving the PNC, the Attorney General’s Office and other organizations linked to the judiciary system to clearly establish the institutional responsibilities and the specific functions of relevant officials. These organizations will be adequately strengthened to perform their duties. It is important that legal cases against the exploiters of children be brought to court and publicized. An Inter-Agency Working Group on Sexual Exploitation will be created. The project will also implement training courses on the role of the different organizations in prevention, and the punishment of exploiters and the protection of victims.

Developing a community-based child labour monitoring system

An enforceable and sustainable ban on the worst forms of child labour cannot rely only on a top-down approach,[32] but must strengthen the self-monitoring capacity of citizens and the communities. It is therefore important to create an environment that considers the welfare of children. The monitoring system must not be seen by employers, communities and children as punitive, but as a response mechanism that creates links between law enforcement agencies and the protection and rehabilitation institutions. At the same time it will provide children and their families with alternatives so that strict law enforcement does not result in worsening the child's situation. A self-sustaining model to provide incentives to the grassroots organizations responsible for data gathering at the local level will be developed.

The project will attempt to create coordination between the different public agencies and to develop a community-based child labour monitoring system by empowering grassroots organizations in the municipalities, as well as relevant institutions at the national level. The system will be developed in two phases: in the first phase, implementing agencies will be responsible for collecting information generated by the targeted interventions against the WFCL and entering it in a database for transmittal to the ISPM. In a second phase, IPEC and its partners will withdraw, and local and national institutions will maintain the system. The project will support the ISPM to become the repository of critical information on child labour, especially in its worst forms. It will also be the core of an inter-institutional response mechanism that will refer working children or children at risk to government or non-government institutions that can provide social protection services (education, health) as well as assistance in finding economic alternatives for the families. A complaint handling system will be developed to encourage all actors to report cases of child exploitation, abusive employment or children at risk to the ISPM. Once developed, the system will be heavily publicized.

The monitoring system will use the monitoring forms and systems that have already been developed in the IPEC Subregional Office for Central America, located in San Jose, Costa Rica. More information on the worst forms of child labour monitoring system can be found in Annex 2.

1d. Awareness raising and social mobilization

Changing attitudes towards child labour is one of the fundamental goals of this project and a prerequisite to many other components, including a community-based monitoring system. IPEC will launch a broad-based, national campaign with a gender focus to highlight the perils and damages associated with the WFCL. While trying to change social and cultural attitudes towards this issue, the project also intends to mobilize key actors to participate in and support concrete proposals and activities.

This element of the strategy will be developed around four axes:

Design of advocacy and awareness raising materials

Contents will be developed in parallel with the implementation of the project strategies and activities. Specific materials (TV documentaries, radio broadcasts, posters, pamphlets, study reports, booklets, information kits, brochures, etc.) will be developed and widely disseminated.

Organization of events and campaigning

Conferences, seminars and workshops highlighting the dangers of child labour and the importance of receiving an education will be held. A media campaign through print and broadcast media will be used to reach the general public.

As a general strategy, the project will seek to engage celebrities, opinion leaders, journalists (TV,

[32] Specifically, a child labour monitoring system that relies totally, or for the most part, on national government or non-governmental inspectors or monitors to visit the workplace (which is often the household in El Salvador) of working children, is unsustainable because (i) it is expensive and (ii) it does not build local capacity to combat child labour.

radio) and opinion shapers. It will also promote child participation and child advocacy activities (i.e. meetings with local leaders), and public events (e.g. concerts).

It is essential to promote changes in attitudes towards a general condemnation and social rejection of the sexual exploitation of children, using mass media and the education system, in order to attack the "demand" side of the equation. The project will rely on the campaigns and the journalists to tackle this issue. Training will be used as a way to build coalitions with the professionals of the media. A description of the consequences and risks faced by child exploiters will be one of the components of the campaign.

Dissemination of research, models of intervention and good practices

In the last year of project implementation, compendiums of good practices, results and models of intervention will be disseminated to assist the implementation of new initiatives in the context of the TBP.

Social mobilization of key actors

Employers' and workers' organizations will be provided with tools and means of action to raise awareness among their constituents and, whenever possible, at a broader level. The project will build partnerships with national and departmental government agencies, so they become aware of how they can contribute within their mandate to combat child labour, especially in its worst forms. The participation of national leaders, government officials, religious groups, NGOs, trade unions and employers will also be part of the strategy.

Owners, administrators and clients of restaurants, hotels and discos, as well as media professionals will be drawn into the efforts to deal with this problem.

1e. National education policies and programs (education initiative)

The Government of El Salvador has made improving access, quality and community participation the key strategies to improve primary school coverage and secondary education. To continue the trend several challenges remain:

- *Expanding access and enrolment in the rural areas, thus closing the gap between the urban and rural areas;*
- *Increasing school attendance of rural girls;*
- *Ensuring timely enrolment;*
- *Improving attendance and retention;*
- *Making the school curriculum relevant to poor children and their parents;*
- *Reducing the direct and indirect costs of education; and*
- *Continuing to improve school quality.*

The project will support these initiatives with special attention to working children and children at risk. This will require improvements in the physical and material infrastructure, the quality of education, and access to formal and non-formal education, as well as community involvement to ensure enrolment, attendance and retention. In addition, programs need to be developed to address the special needs of working children, including transitional non-formal education programs and opportunities for vocational education and training. The educational system in general and teachers in particular need to be trained to change the behaviour and attitudes that exclude working children from the educational system. Training will be done at the national level, although the participation of teachers working in the targeted areas will be prioritized and encouraged.

All the activities will be carried out taking into consideration the potentially different needs of boys and

girls. The following areas will be covered:

Information, research and policy development

The project will support the improvement of data gathering, analysis and dissemination as well as the development of programs that encourage timely enrolment, lower obstacles to enrolment, increase retention, make vocational programs accessible to less educated children and develop options for over-aged children and children who re-enter school.

Teacher training and sensitization

In coordination with MINED, the project will work to develop a curriculum module on child labour that will sensitize teachers to the problem of child labour in El Salvador. The module would be part of the current MINED teacher-training programme

Advocacy and awareness raising

In cooperation with other agencies such as UNICEF, materials for promoting school enrolment will be prepared. The project will also work with the teachers associations to mobilize teachers, educators and their organizations to campaign against child labour at local and national levels. These activities will be done in coordination with the more general awareness raising strategy.

2. Targeted interventions

2a. Baseline information

For project planning, monitoring and evaluation, there is a clear need to obtain reliable information on the target groups. The baseline surveys will be used to measure the various indicators described in chapter 5.3 and others (including contextual variables) in four levels: children, households, workplaces and communities. The information gathered will be the basis of the child labour monitoring system explained in Point 1.c and in Annex 2.

Methodological development

Baseline surveys will include, among others, indicators on work, education, health, attitudes and sensitivity to child labour in selected communities. A sound methodological base will be developed drawing upon the IPEC experience and with the support of local research institutions. Partners, agencies and other stakeholders will be consulted on survey modalities and related activities. A database to be used by IPEC management for monitoring the project and by IPEC and other partners as the basis of the child labour monitoring system will be developed.

Data gathering and analysis

Implementing agencies and the supporting research institutions will be in charge of gathering the information. The project will guarantee technical support to the implementing agencies in: design or adaptation of existing methodological tools to specific sectors; survey field operations; data processing, data management and tabulation; development of indicators; data analysis and reporting. Training sessions will be provided, if necessary. The project will organize workshops to discuss and disseminate the findings of the surveys.

2b. Education

The project will coordinate closely with MINED to ensure that the existing national programs –EDUCO, Accelerated School, Multi-grade School, Healthy Schools, APREMAT, Educational Technologies, and Distance Learning– are available to the children in the target communities. In collaboration with MINED, the project will design models of intervention addressing the particular needs of working children in the existing MINED programs. MINED has agreed to absorb into their future programs and budgets the joint initiatives financed by the project. The Ministry can later replicate and expand

successful models and experiences.

Coordination with the project financed through the USDOL Education Initiative will also be essential to develop the education strategy. In the Annex 4 there is a matrix of suggested outputs and activities to be included in the project to be financed through this source.

As mentioned before, the project will also work with the Ministry to upgrade the knowledge and skills of teachers and administrators in the target areas where schools will be receiving a large influx of former child workers. They will participate in MINED courses to improve pedagogy and participatory teaching methods, planning, monitoring of results, etc. The goal is to assist teachers in dealing with former child labourers and older children who are often demanding in a classroom setting.

With regard to education at the local level, the project aims at:

Improving school infrastructure

As part of the baseline surveys, a needs-assessment of the existing schools in the target communities will be conducted to determine if schools or classrooms need to be refurbished, and what are the needs for equipment and educational materials. A plan to meet the identified needs will be developed in close consultation with MINED. The project will support this plan by seeking the collaboration of other donors such as, for example, the Sugar Foundation (FUNDAZUCAR). Textbooks, notebooks and other supplies will be provided to the schools to ensure that they meet minimum educational standards.

Making the education system meet the needs of working children ***(education initiative)***

The project will interact with the education authorities to make access to the education system easier for ex-working children by lowering economic and social barriers. For children involved in sexual exploitation, the strategy will be the use of "open schools" [33] for remedial courses, seeking to make proficiency tests available to these children and making the system for distance learning available to them.

Mainstreaming children to the formal school system and providing vocational education and training

Working through local NGOs as implementing agencies, educational promoters will be hired to visit the community households and promote enrolment, with special emphasis on the most vulnerable groups, such as girls. Workshops will be conducted with parents to explain the benefits of school attendance and the hazards involved in each particular WFCL. Teachers will be encouraged to participate.

After-school centres will be created in each community, where promoters will provide guidance, tutoring and support for children who have re-entered school or assist over-aged children to catch up. The project will coordinate closely with the MINED Accelerated School programme and assure that the targeted children receive official accreditation. In addition, recreational activities will be provided for the younger children so they do not have to join their parents at work outside of school hours.

In addition to encouraging children 14-17 years to attend high school, implementing agencies will coordinate with training institutions to provide vocational education and training for children 14-17 years old. This will be done by both organizing courses in the after-school centres as well as by coordinating with the existing APREMAT and INSAFORP courses. Efforts will be made to ensure that courses are available that are relevant to the children's environment and the local job market and to incorporate health and safety issues into the curriculum.

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[33] The **Open School Programme** (Escuelas abiertas) permits schools to remain open after school hours to provide after-school informal and technical courses built around the interest of children and adolescents.

Establishing transitional and non-formal education programs

When necessary, after school centres will provide opportunities for children, who have not yet enrolled in formal school, to attend literacy classes and other courses as a strategy to encourage their mainstreaming in the formal education system. Specific programs and materials will be developed for this purpose.

Making curriculum relevant to parents and children / Quality Management model

The new Quality Management Model of MINED permits local communities to adapt the curriculum to their local environment and needs in order to make education more relevant. The project will support the development of this the MINED pilot programme in the target areas. For example, in Jiliquilisco Bay, a curriculum that emphasizes marine ecology and conservation as well as providing pre-vocational training will be developed.

Community participation ***(education initiative)***

Experience in El Salvador (EDUCO programme) and elsewhere has demonstrated that one of the most effective ways to increase demand for schooling is to involve the communities in the educational activities. To do so, whenever possible, community members and parents will be hired to execute the project activities, including the provision of school infrastructure as well as staffing and maintenance of the after-school centres.

To the extent possible local community members will be hired as promoters and other project staff. In addition, community and municipal leaders will be trained on the risks of child labour and the importance of education.

Mayors will be encouraged to participate in the yearly Institutional Education Project (*Proyecto Educativo Institucional*) that integrates local concerns into the work plan of the schools. The project will involve them in the search for alternatives to improve the quality of education in their areas and encourage them to become advocates for the needs of working children in their communities. Activities will be designed and executed to bring the communities to the schools, including theatre performance, concerts, art competitions and school fairs.

The participation of children will also be encouraged. Children will participate in the documentation of the project through workshops that will bring journalists and artists to schools to help the children develop articles, take photographs and draw pictures on child labour related themes. These materials will be published in a newsletter on child labour and children's rights to be sponsored by the project. Children will be encouraged to participate in local and national advocacy activities including meetings with officials and other public events.

2c. Health and Social Protection

The health services available to the target population are not adequate. The rapid assessments conducted in the sugar cane, garbage dump and fishing sectors clearly show the need to address the health of the working children and their families. Although the hazards faced by children at work are considerable, health and safety measures could reduce them considerably, therefore allowing adolescents to work in the sector. The project will support three initiatives in this area:

Safer working conditions for adolescents and adults

In coordination with PAHO, medical check-ups will be conducted on a selection of working children to determine the influence of the hazardous activities on their physical and psychological development. This initiative will permit the identification of the specific hazards in the children's environment so that plans and activities can be designed to remove the hazards from the workplace. These efforts will also serve as a sensitization and awareness-raising tool for employers and health-related organizations at the local and national level.

Efforts will focus on reducing hazards in the workplace. The project will link with existing Occupational Health and Safety organizations or universities to provide technical expertise to

identify and reduce exposure. The collaboration will include the development of health and safety training materials and programs aimed at employers, parents and children. It will support the production of these materials and the organization of workshops and educational programs in the fishing and sugar cane sectors.

Integrated care for sexually exploited children

In San Salvador, the project will create a network of local institutions with experience in this area. The network will include private organizations that work with sexually exploited children and public agencies that are legally responsible for protecting the child against violence. The network will develop a prevention strategy based on early detection of children at risk as well as victims. It will also assist in the development of educational alternatives. A centre for the rehabilitation of sexually exploited children will be identified. The families of the exploited children will be identified, and an evaluation of the socio-economic situation of the family will be carried out. After this assessment, an individual intervention strategy will be elaborated, implemented and monitored for each child. The strategy will respond to the specific situation of each child/family and may include economic assistance, legal aid, health care and other kinds of assistance as needed. If no family is identified, the institutional responsibility for giving care and protection to the child will be determined. Special care will be taken that the child is treated as a victim and not as a criminal or as the individual responsible for the abuse.

Special tailor-made workshops, vocational training, health services and counselling will be provided to empower the children and improve their self-esteem. The network of institutions will identify and put in place incentives for attracting exploited children to the centre including the provision of health services.

2d. Alternatives for income generation

The project targets poor families that in most cases will not be able to afford their children's education after the termination of the external funds, unless they are economically empowered. It is important to reduce the dependency of target families on children's earnings and reduce the relative importance of the cost of education. The project will work to provide alternative income options to the target families as an essential strategy for withdrawal of working children, but also preventing them from re-entering the labour market and their siblings from starting to work. To achieve this goal, the project will partner with NGOs to conduct economic/labour market assessment in the targeted geographical areas. The project will support:

The creation of micro-enterprises

Through the implementing agencies the project will assist families who are beneficiaries and the organized parents to create viable micro-enterprises. By encouraging the formation of associations, cooperatives or other community organizations, the project aims to improve their access to credit and strengthen their technical and business skills. The project will help parents develop plans to improve their chances of success. These plans might include training or access to credit.

IPEC experience has shown that it is difficult to establish a self-sustaining revolving fund if it is not administered by an experienced micro-credit institution. The project will establish a micro-credit fund, to be administered by an institution with this profile. The beneficiaries will have to meet the usual IPEC requirement of sending their children to school and withdrawing them from hazardous occupations. The implementing agency will assist the parents with and during the credit process and monitor the children's school attendance and withdrawal from work. To ensure the sustainability of the revolving fund, the credit institution will use the interest generated by the revolving fund to pay for its operating expenses after the project ends.

Experience has also shown that it is necessary to provide the target group with considerable support in the form of assistance in identifying opportunities, developing even simple business plans and learning good business practices. The implementing agency will assist parents in these areas and develop a training needs assessment. The training needs will be presented to INSAFORP, an autonomous and tripartite government agency responsible for national professional training programs. IPEC will partner with INSAFORP to improve the business and

marketing skills of the beneficiaries who want to establish micro enterprises and help others acquire the basic necessary skills that will give them access to the labour market. The implementing agency will continue to provide technical assistance to credit recipients during the implementation of their business plan.

Access to the labour market

IPEC experience in El Salvador and elsewhere in Central America shows that not all parents are able or willing to take out a micro-credit to start or improve their micro-enterprise. The project will assist these parents in improving their access to the labour market by identifying the existing employment opportunities in the area and coordinating training courses that will give them the necessary skills to compete in the market. The project also will ensure that they have access to existing employment mediation programs. INSAFORP will co-finance the training programs with IPEC and has agreed to waive some of the minimum requirements for its training courses. The implementing agencies will identify the training needs of the beneficiaries and propose courses to IPEC-INSAFORP. INSAFORP will then organize the courses. Coordinated work with existing ILO Programs – PROMICRO-SEED and the Employment Intensive Programme – to encourage community contracting and labour-intensive schemes will also provide employment opportunities in the targeted areas. This will be complemented with basic literacy skills courses provided in coordination with MINED.

Local development initiatives

Targeted municipalities have the possibility of accessing non-project resources for infrastructure, business development and training initiatives to benefit their communities. The project will provide the municipalities with technical assistance to access the technical cooperation, national development programs or multi-lateral credit programs for which they are eligible.[34] The local development initiatives will be assessed according to the expected level of benefits for the project's target groups. Awareness raising sessions on funding opportunities will be conducted with the collaboration of implementing agencies and partners.

2e. Community Mobilization

The efforts to raise awareness at the national level will be complemented by specific activities and campaigns in the targeted communities.

Dissemination of information in the communities

Meetings and workshops with children and families on the negative consequences of child labour and its hazards will be organized, stressing the value of education and disseminating information on the normative framework and the responsible governmental agencies. Specific sessions on commercial sexual exploitation will be developed.

Mobilization of local leaders and actors

Local, community-based organizations will be identified to develop alliances and networks in the targeted districts (sector-based or geographical networks for combating the WFCL). Social mobilization events will be organized with their support. Local leaders –teachers, religious leaders, local government officials, workers and employers– will be specially targeted, informed and provided with tools to make them part of the campaign against the WFCL. A tailored campaign for community radios will be developed considering the potential audience and impact of this media. Private sector businesses will be enlisted to sponsor social mobilization and awareness raising activities.

In addition, the project will foster community organization through the formation of parent organizations, workers groups and other community groups. These organizations will potentially be important partners in awareness raising efforts. They will also contribute to community

[34] For example, the Fund for Social Investments and Local Development (managed by the government) or other initiatives administered by the Central American Bank of Economic Integration (CABEI).

empowerment that can lead to a stronger and more effective demand for social services, including education.

Links between elements

All the preceding elements constitute a single strategy. The efforts at the national level will have consequences on the activities in the targeted areas, and the concrete experiences in the field will provide inputs for the development of the countrywide strategies. The following are concrete examples of the synergies that will be created:

- *The effort to develop the system for gathering and analysing information at the national level will be complemented by the baseline surveys done in the departments where the targeted interventions will take place (elements 1a and 2a). All this information will be enriched by the monitoring system (element 1c);*

- *The development of a child labour curriculum for teacher training will be used in The MINED countrywide training efforts. The project will promote the prompt inclusion of the teachers working in the areas of intervention in the training programs (elements 2b and 1e);*

- *Likewise, labour inspectors trained as part of the capacity building for enforcement, will be used for developing workshops on health and safety at work, and other awareness raising events at the local level (elements 1c, 2c and 2e); and*

- *Awareness raising campaigns and social mobilization events at the national and at the local level will share materials and general communication strategies (elements 2e and 1d). Policy development and legislative activities will provide inputs for the development of the sensitization activities in the departments (elements 2e and 1b).*

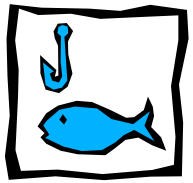
Specific measures for targeted WFCL

The selection of districts has been done according to the incidence of the selected WFCL. The elements of the strategy as described above will be adapted according to the specific needs and realities of the targeted children. The following table summarizes some of the key elements of the project of support strategy that will be considered while developing the action programs, and that are specific to the selected target groups.

Table10. Key specific elements of the strategies by target groups		
Main target groups	**Creation of an enabling environment**	**Targeted interventions**
Commercial sexual exploitation 	This target group will indirectly benefit from the general activities aimed at building an enabling environment for the elimination of child labour. Capacity building will allow national statistical institutions to improve their ability to reach the hidden forms of child labour. Commercial sexual exploitation will be included in the National Plan of Action. Successful models of intervention and good practices in this sector will be widely disseminated. More specifically, the project will: • Increase public awareness of the problem. Promote changes in attitudes from condemnation and stigmatization of children forced into prostitution to stress that those who demand their services exploit them. • Change the laws to increase criminal sanctions of those who exploit children. Encourage the prosecution of well-publicized cases. • Reduce the demand side of the problem by widely disseminating the risks and punishments faced by those who sexually exploit children. • Develop the capacity of the Attorney General's office, the national human rights ombudsman and the national and municipal police to follow up on criminal charges. • Develop and build capacity of an interagency group. • Change the institutional treatment of children. Rehabilitation centres for victims, which do not group them with juvenile delinquents, need to be created. • Develop awareness-raising materials to sensitize the children at risk and their communities.	The project will try to obtain reliable baseline information on this target group to improve the knowledge base on sexual exploitation and facilitate future planning. As with the other target groups, the project will provide education formal and non-formal education alternatives to the victims of sexual exploitation. Specifically, it will develop a model of care for children that prevents and withdraws children from being sexually exploited by: ➢ Identifying and detecting children being sexually exploited and those at risk of being exploited; ➢ Providing psychological and other support to victims, including medical attention and health care to children to reduce and prevent risks; ➢ Developing an individualized assessment of the needs of the children and their families and providing them with options; and ➢ Encouraging sexually exploited children to participate in flexible informal education and vocational programs, including the MINED accelerated classroom and distance learning programs. Provide assistance to facilitate the mainstreaming of those children willing to be integrated in the formal education system.

Table10. Key specific elements of the strategies by target groups		
Main target groups	**Creation of an enabling environment**	**Targeted interventions**
Dump sites 	This target group will indirectly benefit from the general activities aimed at building an enabling environment for the elimination of child labour. Capacity building will allow national statistical institutions to monitor the evolution of the number of children working in dump sites. This sector will be included in the National Plan of Action. Successful models of intervention and good practices will be widely disseminated. More specifically, the project will encourage the relevant national and international agencies to: ➢ improve environmental and waste regulations, with particular attention to hazardous waste (for example hospital and medical waste); ➢ design and implement programs to reduce industrial and hazardous waste; and ➢ modernize solid waste recollection and recycling systems It will also invite donors to fund such programs.	Baseline studies will provide more detailed information on this target group. Income generation alternatives will be provided to the families, and the project will improve the access of the children to formal and non-formal education activities. Community mobilization and awareness raising will also be key elements of the prevention strategy. In order to reduce child labour it is important to close the dump sites to children. The easiest solution is to close the dump site for all scavengers but this will result in loss of income for the families and the children may move to other forms of child labour. The project will provide technical assistance to the municipalities in: ➢ Identifying and reducing the environmental and health hazards on the dump sites in cooperation with occupational health and safety institutions to reduce risks to adult scavengers. ➢ Developing waste-management solutions that do not jeopardize the livelihoods of the families currently working on the dump sites. ➢ Encouraging the contracting of micro-enterprises and community members in the delivery of municipal services including garbage collection and removal. ➢ Community empowerment to bring more of the profits of recycling to the recyclers. ➢ Preventing and withdrawing children from work on dump sites. .

Table10. Key specific elements of the strategies by target groups		
Main target groups	**Creation of an enabling environment**	**Targeted interventions**
Sugar cane 	This target group will indirectly benefit from the general activities aimed at building an enabling environment for the elimination of child labour. Capacity building will allow national statistical institutions to improve their ability to monitor the number of children involved in this hazardous occupation. The sector will be included in the National Plan of Action. Successful models of intervention and good practices will be widely disseminated. More specifically, the project will clearly define hazardous activities in the growing and harvesting of sugar and other commercial crops, and ensure a normative and regulatory framework is in place. It will also promote a private sector agreement against child labour between sugar cane growers and processors.	The project will provide educational alternatives (formal and non-formal) to child labourers engaged in activities linked with sugar cane harvesting and transformation. It will also coordinate with the Ministry of Agriculture to identify viable economic alternatives for parents and provide access for the target communities to the Ministry's agricultural extension and agribusiness programs. Social mobilization and awareness raising will also be key elements of the prevention strategy. Specifically, the project will: • Create a network of the sugar mills, FUNDAZUCAR, cooperative and individual growers and local offices of pertinent government institutions. Develop a coordinated plan of action to combat child labour in the industry and develop occupational safety and health programs to decrease the hazards of sugar cane cultivation and harvesting. • Develop relevant curriculum for the school as part of the MINED pilot programme, including agricultural extension and agribusiness courses. • Provide technical assistance to the municipalities to identify and develop projects for non-agricultural rural employment opportunities. Support the development of micro-enterprises. • Since some of the targeted communities were severely affected by the earthquakes, close coordination with other donors will create synergies to ensure good use of resources. Develop awareness and capacity building in relief, donor and implementing agencies of employment-intensive infrastructure strategies. • Provide assistance to the families, who are beneficiaries, to improve the productivity of their small subsistence farms. • Encourage micro-savings schemes that will allow families to subsist during the low season. • Encourage better enforcement of existing health and safety regulations and improve working conditions in collaboration with health and safety institutions.

Table10. Key specific elements of the strategies by target groups		
Main target groups	**Creation of an enabling environment**	**Targeted interventions**
Fishing 	This target group will indirectly benefit from the general activities aimed at building an enabling environment for the elimination of child labour. Capacity building will allow national statistical institutions to improve their ability to monitor the number of children involved in fishing and shellfish harvesting activities. The sector will be included in the National Plan of Action. Successful models of intervention and good practices will be widely disseminated. More specifically, the project will ensure that the current proposed legislation "Organization and promotion of fishing and agriculture" clearly address child labour concerns. This law intends to assist and protect small enterprises dedicated to the extraction and manufacture of sea products. It will also allow CENDEPESCA to inspect fishing activities and enforce regulations in this sector. After education and income generation alternatives are in place, the project will encourage enforcement of the prohibition against using explosives for fishing.	The project will provide educational alternatives (formal and non-formal) to child labourers engaged in fishing activities. It will coordinate the development of commercial fishing by promoting fish farms and processing plants. Identify viable micro enterprise alternatives linked to these plants. Develop vocational training programs to improve access of the families benefiting to the commercial fishing sector. Social mobilization and awareness raising will also be key elements of the prevention strategy. Specifically, the project will: • Encourage the development of micro enterprises to allow fishermen to better market their catch and increase profitability. This would include refrigerated storage and transportation to the cities. • Provide technical assistance to the municipalities to develop tourism infrastructure projects in cooperation with private investors. • Enforce existing health and safety regulations, identify workplace hazards and collaborate with health and safety institutions to reduce them. • Develop relevant curriculum for the school as part of the MINED pilot programme, which would include sensitization about sustainable fishing, and the provision of vocational training. • Facilitate the purchase of fishing equipment and materials for families or working children. • Establish a local network to combat child labour in the communities that would include departmental offices of relevant ministries such as Education, Labour and Health, as well as international bilateral agencies working in the area. • Since the targeted communities were severely affected by the earthquakes, close coordination with other donors will create synergies to ensure good use of resources. Develop awareness and build capacity in relief, donor and implementing agencies of employment -intensive infrastructure programs.

4.3. Cross-cutting issues

There are several crosscutting issues that will be considered throughout the project implementation as key elements of the overall strategy, both at the national and at the local level. The sustainability of the project is one of them, although it will be treated separately (see chapter 6).

Partnerships and Capacity Building

The TBP will seek to involve all members of society – from enlisting the support of top officials at government and international institutions to broad participation of target groups. A key crosscutting element of the project strategy is building innovative partnerships and coordinating activities of national and local government agencies as well as other donors, workers and employers organizations, financial organizations, NGOs and other civil society organizations, including religious and community groups.

For example, a partnership will be developed with INSAFORP to extend their programs and services to the target population, which is a group previously excluded from INSAFORP services. At the same time, the project will develop an alliance with MINED to provide working children in targeted areas with educational alternatives.

An important component of these partnerships is to strengthen national capacity to analyse, design and implement further interventions in response to changing circumstances. The project will provide technical support to the ISPM to create a sustainable child labour monitoring system and to DIGESTYC in the refinement of statistical instruments to measure child labour. NGOs will be strengthened in design and implementation of direct action projects, municipalities will be supported to design local development plans and labour inspectors will be assisted to implement effective monitoring programs concerning child labour.

Training workshops will be conducted on perceptions of the sexual exploitation of children for a large number of institutions, including legislators, judges, government officials at national and local levels, religious leaders, workers and employers associations, the General Attorney's office, and the national police. The project will also create institutions where there is an institutional vacuum. This includes local action committees against child labour, parents associations if they do not exist, cooperatives for micro enterprise development, a network of government and non-government institutions to combat sexual exploitation of children, and donors and NGOs committees to coordinate policy and action against child labour.

Through this capacity building, training workshops, and the establishment of networks and committees, the project intends to build an informed and technically competent core of individuals and institutions that will be able to formulate policies and implement programs after this project is completed.

Gender issues, the developmental approach and the protection of the environment will also be included in all the activities of the project.

Gender

Implications for girls and boys will be specifically considered during the planning, implementation and evaluation. The project will avoid negative impact on girls and boys of activities that specifically target work dominated mainly by girls or boys. Gender relations create differences in the socio-economic situations of men and women In El Salvador, as in many other countries; women are often in a position of dependency or submission to men. During childhood, girls are often marginalized or undervalued. Differences in enrolment are an indicator of the higher consideration given to boys. Girls and women are more vulnerable to malnutrition and violence. They are more affected by unwanted pregnancies and insufficient reproductive health services. Girls and women are more vulnerable to poverty because of the education gap between the sexes and discrimination in the labour market. These cultural patterns are especially prevalent in the poorer sections of society, where the target groups of this project come from.

As a general goal, the project will try to empower girls and women so they have a better opportunity to develop their potential. Empowerment brings increased self-esteem and a new capacity for change by gaining control over material and non-material assets. The project will also seek to mainstream strategies for gender equality into political decisions, in legislation, in institutional structures and in the allocation of significant resources.

Gender issues will be an essential component of training and awareness raising campaigns. Whenever possible, affirmative action for girls will be included in the selection criteria of educational programs. Micro-credit and skills training schemes will prioritize women, taking into consideration that they usually have a heavier workload than men, including domestic responsibilities, income generation activities and caring for children. The project will take measures, however, to ensure that women are not overwhelmed by the additional responsibility of running a small business and that their new responsibilities do not result in an increase in the domestic workload of children. In commercial sexual exploitation, policy and programming measures will be tailored to meet the specific needs of boys.

Actions to be taken include the following:

- Gender will be included in planning meetings and in training workshops with implementing agencies and other stakeholders; for instance, the implementing agencies will be sensitized to situations where women have problems expressing their thoughts and views in mixed groups, and where separate meetings may be necessary for women to communicate their opinions freely; and

- Progress reporting will include a detailed, qualitative analysis of gender issues detected during implementation, including an analysis of the impact on access and control of assets by men and women. Corrective measures will be adopted as biases are identified. Indicators and other relevant pieces of information will be broken down by gender.

Development

The relationship between child labour and development issues is clear. Children work because their families are poor, mostly as a result of inadequate access to productive assets – be it skills, jobs, credit or land. They work because their parents and they themselves perceive that the rewards received from labour are greater than those derived from education, or because the quality of education is inadequate.[35] The elimination of child labour should therefore be linked to the overall efforts to reduce poverty.

The project aims at addressing the underlying causes of child labour. At the national level it aims at creating good data and information to design better interventions, influencing educational policies to lower the barriers for working children and improving the relevance of the educational offer. At the target intervention level it aims at reducing family poverty by creating alternatives for parents either through the creation of micro-enterprises or by enhancing their skills to improve their access to the job market. The project also aims to improve the economic conditions at the local level by helping municipalities to plan local development programs.

Environment

The project will address environmental concerns both at the local and the national level. It will try to improve the working environment of the children and their families by reducing hazards at the workplace. Many of the hazards have broader environmental implications and the most effective way to address them is by reducing the source of the hazard itself.

For example, the practice of burning the sugar cane fields prior to harvesting is damaging not only to the air quality but also to the health of the workers, since the burnt debris is very damaging to the lungs and particularly harmful to children. Changing this practice will be difficult since the workers themselves prefer working in burnt fields since elimination of the foliage reduces the heat and the cuts

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[35] ILO: *Eliminating the Worst Forms of child Labour: An integrated and Time-Bound Approach, A guide for Governments, Employers, Workers and other Stakeholders*, (Geneva, 2001).

caused by the cane, and they demand it from the growers.

The environmental hazards at garbage dumps are even more dangerous. The project will raise awareness of the danger of not having policies or programs for the disposal of hospital, industrial and other hazardous waste, not only among the people who work in the dump sites but also the communities and relevant national officials.

The project will work with both children and adults in the fishing communities to raise awareness of the environmental and economic consequences of predatory fishing. For example, the use of explosives for fishing is extremely dangerous and particularly damaging to the coastal ecology.

The project will identify the environmental concerns and mainstream them into local curriculum, vocational training, and the development of local infrastructure and income generation activities throughout the implementation of the project. The project will also raise these issues with national and international officials in an attempt to change policy and exert pressure for the enforcement of regulations.

Throughout the implementation of the project, its managers will coordinate with the Ministries of the Environment, Health and Labour, PAHO, Health and Safety institutions, labour inspectors, among others, particularly in the targeted areas of intervention.

4.4. Partners

As explained above, one of the key strategies of the project is the development of partnerships to implement the project and build a strong national movement to eliminate the worst forms of child labour.

The project will collaborate closely with the following institutions:

- *DIGESTYC*, will receive technical and financial support for the development of a child labour survey and will provide technical support and expertise to the development of the monitoring programme;

- The *ISPM* will receive technical input and financial support for the improvement of the SIPI, and the development of a monitoring system and a database. The ISPM will monitor closely project activities. This institution will also receive technical assistance and training on how to protect and to give care to children who are sexually exploited;

- The *Ministry of Education* will be a key partner in the implementation of the educational component, since a substantial part of the strategy is to extend their programs to the target communities. The programme will extend to the target communities the following MINED programs: Quality Management, Distance Education, Accelerated Education;

- The *Ministry of Labour* in general and labour inspectors in particular, will enforce child labour laws, collaborate in the development of health and safety materials and conduct health and safety programs;

- The *Ministry of Health* will collaborate in assuring primary health care for target children and conducting vaccination and hygiene campaigns;

- The *National Bureau of the Family* will assist in the extension of the Healthy Schools programme in the target areas;

- The *Ministry of Agriculture* will contribute to the identification of viable economic alternatives in the fishing and sugar cane sectors through their agribusiness centres and CENDEPESCA. The Ministry will also assist in the development of agricultural extension programs and in providing technical support for alternative crops and improving the health and safety of both fishing and agriculture;

- *INSAFORP* will contribute financially and technically to the development of training and vocational projects for adolescents and parents;

- The *municipalities* will provide space for the after-school programs, and will, through the implementation of local development plans, expand the employment opportunities in the communities. The project will involve them in the National Action Committees through the development of the Institutional Education Project (*Proyecto Educativo Institucional*);

- The *National Police*, the *Attorney General's Office* and the *Human Rights Ombudsman's Office* will receive capacity training and support for increased enforcement of sexual exploitation laws and will participate in the creation of a comprehensive care programme for sexually exploited children;

- Local *churches*, *community associations*, and *parents' associations* will receive training and will participate in the local action committees;

- UNICEF, which is also working on adolescent health, will collaborate on campaigns to raise awareness. In order to reduce the rate of teenage pregnancy, improving reproductive health programs for adolescents is a priority. The project will coordinate the provision of these services with UNICEF in the project areas;

- *PAHO* has conducted a health assessment of children working in fishing, dump sites and sugar cane. PAHO will assist the project with the assessment of the health of the working children and the development a health and safety programme, including educational campaigns, with the view to reduce hazards at work;

- The *Ministry of Health*, which is a partner in the Healthy School Programme, will provide medical attention to the target groups;

- The project will try to incorporate child labour concerns in any efforts by *UNDP* or other donors to develop a poverty alleviation strategy;

- *Save the Children (Sweden)* will collaborate on campaigns to raise awareness and in direct action to eradicate sexual exploitation of children;

- The project will also collaborate closely with *USAID*, *IDB* and the World Bank, all of which are supporting the educational reform process;

- *NGOs* will be chosen to implement the direct action programs in education (organizing parents, communities and local institutions, organizing the local action committees) and the alternative income-generating activities (development of training plans, assistance in credit applications, technical assistance to micro-entrepreneurs and technical assistance to municipalities in the creation of local development plans and capacity building for community contracting). The NGOs will be selected on the basis of technical experience and expertise, administrative capacity and commitment to the project goals;

- A *non-profit financial institution* will be selected to implement the micro-credit programme. The institution will have offices accessible to the target areas and long-standing expertise in the management of micro-credit for the poor;

- *Employers and workers organizations* will be consulted throughout the project and receive technical support on how they can become advocates for the elimination of the worst forms of child labour; and

- *Radio, TV and print journalists* will receive awareness raising workshops, benefit from the information and data resulting from the project activities, and will become instrumental in extending awareness of the problem and solutions as the project evolves.

4.5. Remaining areas of work

As discussed in section 2.4, this project cannot meet all the demands and promote all the actions necessary to eliminate the worst forms of child labour in El Salvador. The project will actively seek support to cover these remaining gaps and to set the basis for scaling up in successive phases of the Time-Bound Programme. The creation of networks and partnerships will permit concerted action and increase the resource base for the elimination of the WFCL.

The project cannot address the prioritized areas of intervention in all geographical areas of the country. The project is going to cover the major sugar cane producing areas and dump sites. Fishing is spread throughout the coast and in some inland lakes, including Jiquilisco Bay, the Gulf of Fonseca, the Esteros de Jaltepeque, Barra de Santiago, Garita Palmera, the ports of La Libertad and Acajutla, Suchitlan Lake, Los Cobanos, La Bocara, San Marcos and Lempa. Unfortunately, sexual exploitation of children exists on a national scale although concentrated in urban centres, ports and border towns. Spreading action nationally in all these sectors is a priority in the context of the TBP. The National Plan of Action that is going to be developed under this programme will have to address the children in these sectors in other geographical areas of the country.

The objective of this four-year project is to reduce the incidence of these worst forms by 50 per cent. The National Plan of Action must set clear targets for the outright elimination of these worst forms and establish strategies to achieve it.

The process of determining hazardous activities in El Salvador will probably identify other WFCL. A strategy for intervention will have to be designed and implemented to withdraw, rehabilitate and prevent children from entering these forms, including defining targets and areas of intervention.

The enrolment of children in school at the pre-school age has proven a successful strategy for ensuring children's timely enrolment in school, preventing them from starting work, as well as permitting older girls who are usually charged with taking care of their siblings to attend school. The project will coordinate with other donors to encourage the creation of pre-schools in the target areas.

The project will also seek support for improving the delivery of health services in these areas. Particular attention will be provided to infant, adolescent and women's health.

OBJECTIVES, OUTPUTS AND MAIN ACTIVITIES

5.1. Development objective

This Time-Bound Project will contribute to the elimination of the worst forms of child labour in El Salvador. As stated in the strategy chapter, this general goal will be achieved through the creation of an enabling environment to combat all forms of child labour and through replicable, targeted interventions to effectively withdraw, rehabilitate, protect and prevent children from being engaged in specific worst forms. The outputs of the project will be grouped according to the main elements of the strategy discussed above, as can be seen in this figure.

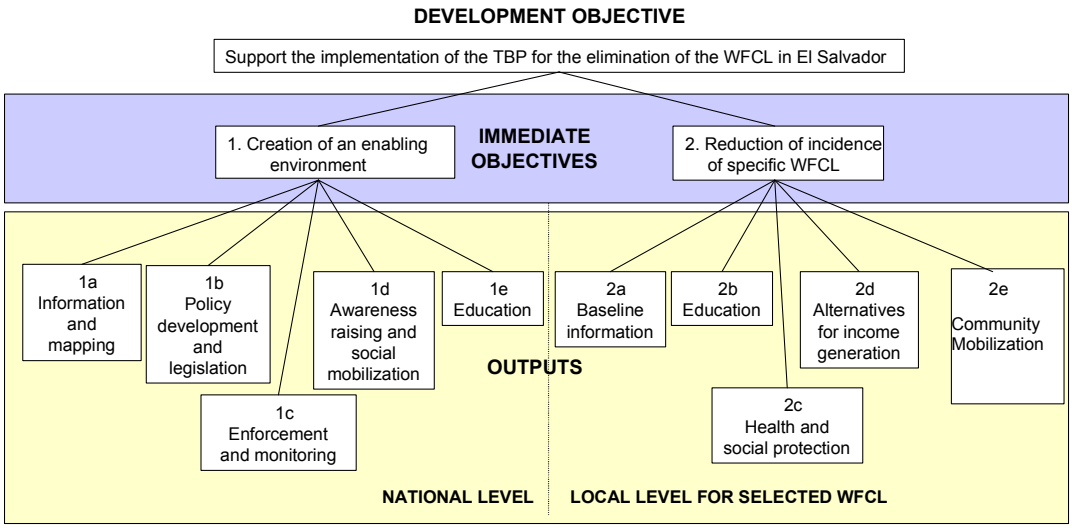

Figure 3. Hierarchy of objectives of the project of support

It is important to highlight that component 1e will be completely covered by another project, logically linked with this one but financed through USDOL Education Initiative. The same is true for the outputs necessary to fully develop the strategy for components 2b and 2c. A suggested list of complementary outputs and activities can be found in the Annex 4.

The following sections present a detailed description of outputs, activities, indicators, means of verification and the main assumptions of the project of support. Given the scope of the project, with several strategic elements complementing each other, indicators have also been developed at the level of each of the strategic elements and the output within these.

5.2. Immediate objectives, outputs and activities

Table 11. Immediate objectives, outputs and activities

STRATEGIC COMPONENT: CREATING THE ENABLING ENVIRONMENT

IMMEDIATE OBJECTIVE 1: ***By the end of the project, relevant governmental agencies, civil society organizations, workers, employers and international donors undertake coordinated actions to eliminate the worst forms of child labour in El Salvador within a coherent legal and institutional framework***

Element of strategy	Outputs	Activities
1 a. Information and mapping	1.1. Enhanced national capacity for gathering reliable, gender sensitive information on child labour, especially in its worst forms	1.1.1. Assess the existing tools for data gathering, including the IPEC experience (household surveys, rapid assessments and baseline surveys)
		1.1.2. Provide technical support to national institutions on child labour data collection activities
		1.1.3. Conduct negotiations with DIGESTYC to reduce to 5 years old the lower age limit of the labour force section of EHPM (during six months every three years) and of the population census of 2002
		1.1.4. Establish a network of resource persons
		1.1.5. Provide technical assistance for developing a specific module on child labour as part of the household survey, and financial support for including a child labour module in the EPHM of 2004
		1.1.6. Develop a comprehensive system to complement the ISPM Information System on Childhood, including indicators on work, education, health, occupational health and safety and attitudes to child labour
1b. Policy development and legislation	1.2. Regional and national consultations on the WFCL	1.2.1. Conduct regional meetings to identify WFCL
		1.2.2. Conduct technical study on hazardous sectors
		1.2.3. Conduct regional and national consultation to identify WFCL
	1.3. Proposal of a National Plan of Action against the WFCL setting clear targets, time frames, responsible institutions and budgetary allocations, with special consideration of the situation of the girl child	1.31. Support the development of the National Plan of Action
		1.3.2. Hold national consultations on the Plan
		1.3.3. Disseminate the National Time-Bound Plan

Table 11. Immediate objectives, outputs and activities

STRATEGIC COMPONENT: CREATING THE ENABLING ENVIRONMENT

IMMEDIATE OBJECTIVE 1: ***By the end of the project, relevant governmental agencies, civil society organizations, workers, employers and international donors undertake coordinated actions to eliminate the worst forms of child labour in El Salvador within a coherent legal and institutional framework***

Element of strategy	Outputs	Activities
	1.4. Inter-agency committee of donors and the NGO Consultative Committee on Children supporting the National Time-Bound Plan against the WFCL	1.4.1. Promote regular donor meetings
		1.4.2. Support the inclusion of child labour issues in the agenda of the NGO Consultative Committee on Children
		1.4.3. Coordinate activities between the donors, the NGO Consultative Committee and the authorities
	1.5. Proposal of consistent legislation / regulations on the WFCL, including commercial sexual exploitation, according to international standards and taking into consideration the specific characteristics of boys and girls	1.5.1. Develop a proposal of legislation and/or regulation defining the WFCL
		1.5.2. Identify responsible agencies and institutions and clear definition of their responsibilities
		1.5.3. Provide technical assistance for preparation of proposals to harmonize legislation and regulations
		1.5.4. Conduct workshops with legislators on Convention No. 182 and the TBP
1c. Enforcement and monitoring	1.6. Enhanced capacity for enforcing existing and newly developed legislation and regulations in relevant public institutions, including the prosecution of crimes related to the commercial sexual exploitation of children	1.6.1. Sensitize and train staff (incorporating gender issues) in relevant institutions, including labour-related organizations and those responsible for dealing with commercial sexual exploitation
		1.6.2. Develop tailored awareness materials and campaigns, in coordination with activities 1.8.1 to 1.8.3, to inform citizens of laws, regulations and responsible institutions
		1.6.3. Conduct training workshops for labour inspectors
		1.6.4. Support a National Committee for Health and Safety at Work
		1.6.5. Strengthen the capacity of the Attorney General 's Office and other institutions for enforcement of legislation on commercial sexual exploitation
		1.6.6. Support an inter-agency working group on sexual exploitation in charge of providing a holistic response to the problem

Table 11. Immediate objectives, outputs and activities

STRATEGIC COMPONENT: CREATING THE ENABLING ENVIRONMENT

IMMEDIATE OBJECTIVE 1: ***By the end of the project, relevant governmental agencies, civil society organizations, workers, employers and international donors undertake coordinated actions to eliminate the worst forms of child labour in El Salvador within a coherent legal and institutional framework***

Element of strategy	Outputs	Activities
	1.7. Community-based monitoring system on the worst forms of child labour established in areas of intervention	1.7.1. Design methodological tools and database
		1.7.2. Train implementing partners
		1.7.3. Build capacity in ISPM and the Ministry of Labour to manage the system
		1.7.4. Create and strengthen local response networks
		1.7.5. Provide overall supervision of the process
1d. Awareness raising & social mobilization	1.8. National authorities, employers, workers, families, and communities made aware of the problem of WFCL and its negative consequences (including commercial sexual exploitation), as well as the legal provisions related to child labour, and of the government agencies designated to enforce legislation, and withdraw and protect children	1.8.1. Prepare materials (TV documentaries, radio broadcasts, posters, pamphlets, study reports, booklets, information kits, brochures, etc.) for distribution, taking into consideration gender issues
		1.8.2. Design advocacy, awareness raising and educational campaigns to reduce hazards and combat commercial sexual exploitation, based on the research and information generated by the project, taking into consideration gender issues
		1.8.3. Organize conferences, seminars, workshops that highlight the dangers of child labour and the importance of education, taking into consideration gender issues
		1.8.4. Organize media campaigns through print and broadcast media to reach the general public, taking into consideration gender issues
		1.8.5. Identify and engage the support of celebrities, opinion leaders, journalists (TV, radio) and opinion shapers
		1.8.6. Promote child participation and child advocacy activities, public events and activities for school children
		1.8.7. Produce and disseminate research results and findings, good practices, experiences and models of intervention as a basis for future implementation

Table 11. Immediate objectives, outputs and activities		
STRATEGIC COMPONENT: ***CREATING THE ENABLING ENVIRONMENT***		
IMMEDIATE OBJECTIVE 1:	***By the end of the project, relevant governmental agencies, civil society organizations, workers, employers and international donors undertake coordinated actions to eliminate the worst forms of child labour in El Salvador within a coherent legal and institutional framework***	
Element of strategy	**Outputs**	**Activities**
	1.9. National authorities, workers, employers, NGOs and CBOs with increased capacity for joint and separate action against child labour	1.9.1. Provide employers and workers organizations with the tools and techniques to combat child labour effectively
		1.9.2. Build partnerships with national and departmental government agencies and engage them in activities so they become aware of how they can contribute within their mandate to combat child labour, especially in its worst forms
		1.9.3. Engage national leaders, government officials, religious groups and NGOs in discussions on how experiences gained at the local level can be transformed into policy and commitment at the national level

Table 11. Immediate objectives, outputs and activities

STRATEGIC COMPONENT: TARGETED INTERVENTIONS

IMMEDIATE OBJECTIVE 2: ***By the end of the project, the incidence of selected worst forms of child labour (commercial sexual exploitation, dump sites, fishing and sugar cane plantations) in selected districts is reduced, on average, by half***

Element of strategy	Outputs	Activities
2a. Baseline information	2.1. Updated baseline information available on selected target groups for programming purposes, taking into consideration the characteristics of boys and girls	2.1.1. Identify and select research institutions
		2.1.2. Create methodological guidelines for the baseline surveys and preparation of a management database
		2.1.3. Implement baseline survey on representative samples of households, schools and workplaces to obtain national data and specific information for selected areas, considering the characteristics of boys and girls (with the collaboration of implementing partners).
		2.1.4. Provide technical assistance for data gathering, process, analysis
		2.1.5. Organize workshops for information sharing
2b. Education	2.2. After-school centres in place in selected districts providing counselling and guidance for target groups and recreational activities, considering the special needs of boys and girls	2.2.1. Identify physical location of centres and provide equipment and materials
		2.2.2. Provide tutoring, guidance and counselling
		2.2.3. Organize recreational activities after school
	2.3. Vocational education and training provided to children aged 12 to 17, considering the special needs of boys and girls	2.3.1. Coordinate with existent vocational training schemes
		2.3.2. Organize courses relevant for the children's environments, taking into consideration the special needs of boys and girls
	2.4. Transitional and non-formal education programs for working children and children at risk in place in selected districts, considering the specific needs of boys and girls	2.4.1. Develop specific programs adapted to target groups' needs to complement existent curriculum, considering the specific needs of girls and boys and of different age groups
		2.4.2. Design, develop and edit teaching materials
		2.4.3. Provide literacy sessions and transitional education services, taking into consideration the specific needs of boys and girls and of different age groups

Table 11. Immediate objectives, outputs and activities

STRATEGIC COMPONENT: TARGETED INTERVENTIONS

IMMEDIATE OBJECTIVE 2: ***By the end of the project, the incidence of selected worst forms of child labour (commercial sexual exploitation, dump sites, fishing and sugar cane plantations) in selected districts is reduced, on average, by half***

Element of strategy	Outputs	Activities
2c. Health and social protection	2.5. Improved working conditions for adolescents and adults, considering the specific situation of girls and women, in targeted sectors (fishing and sugar cane) and areas.	2.5.1. Assess hazards in the workplace and provide selected children from the target group with medical check-ups (in coordination with PAHO)
		2.5.2. In collaboration with health and safety institutions, produce a plan and implement a programme to reduce workplace hazards
		2.5.3. Design and publish training materials about occupational health and safety at work
		2.5.4. Organize workshops on the subject
	2.6. Model of intervention for prevention, protection and counselling related to commercial sexual exploitation	2.6.1. Identify relevant institutions and network through organizing meetings
		2.6.2. Design an early detection system of sexual exploitation
		2.6.3. Identify and equip rehabilitation centre for sexually exploited children
		2.6.4. Elaborate, implement and monitor an individual intervention plan for the protection of the child and his/her family, including provision of social services (education, health, counselling)
2d. Alternatives for income generation	2.7. Targeted families have a better access to micro-credit funds and employment opportunities, parents are empowered, particularly mothers, without their work-load being increased	2.7.1 Conduct economic-labour market assessments
		2.7.2. Establish a micro-credit scheme with a financial institution
		2.7.3. Conduct technical assistance for families to facilitate access to micro-credit funds or employment opportunities
		2.7.4. Provide follow-up technical assistance to micro-enterprises
		2.7.5. Conduct skills training workshops for parents of working children
		2.7.6. Promote community contracting and other schemes of employment generation in the communities targeted
	2.8. Municipalities have a better access to local development funds, benefiting the targeted population, especially women and girls	2.8.1. Assist municipalities in accessing sources of development funds
		2.8.2. Conduct awareness raising sessions on funding possibilities in municipalities targeted

Table 11. Immediate objectives, outputs and activities

STRATEGIC COMPONENT: TARGETED INTERVENTIONS

IMMEDIATE OBJECTIVE 2: ***By the end of the project, the incidence of selected worst forms of child labour (commercial sexual exploitation, dump sites, fishing and sugar cane plantations) in selected districts is reduced, on average, by half***

Element of strategy	Outputs	Activities
2e. Community mobilization	2.9. Local authorities, workers, employers, community organizations and families in communities targeted have become aware of the problem of child labour, its negative consequences, including the dangers associated with hazardous occupations and other WFCL, as well as the legal provisions related to child labour and the relevant government agencies	2.9.1. Organize meetings and workshops with children and families about the negative consequences of child labour, particularly its worst forms, and the value of education, and disseminate information about the normative framework and the government agencies
		2.9.2. Organize workshops with employers, parents and children to sensitize them about the dangers of hazardous occupations and other WFCL and educate them about measures that can be taken to decrease hazards and, in some cases, to eliminate child labour
	2.10. Local authorities, workers, employers, social partners and families in the communities targeted have increased capacity for joint and separate action against child labour, particularly in its worst forms	2.10.1. Identify and engage active civil society organizations at local and state level to develop social mobilization events
		2.10.2. Engage local leaders, including municipal and community officials and religious leaders, in project activities and provide them with appropriate tools and ideas on how they can contribute to eliminate the worst forms of child labour
		2.10.3. Create local networks that include local government officials, teachers, community leaders, workers and local employers who can mobilize local resources and contribute to the monitoring of child labour, especially in its worst forms
		2.10.4. Prepare educational and awareness raising campaign for community radios and recruit stations to participate

5.3. Indicators and means of verification

Details of the targets and the means of verification for the immediate objectives' indicators can be found in matrixes A and B (annex 1.) For all relevant indicators there will be a breakdown of information by gender and age group. Indicators at the level of the immediate objectives show the general achievements of the project, while the indicators at the strategic element level try to measure the success of the intervention at this level. Some of the indicators, not directly related to project activities, have been included to analyse the attribution of the project to the verified achievements.

Table 12. Indicators and means of verification

IMMEDIATE OBJECTIVES AND ELEMENTS OF THE STRATEGY	INDICATORS	COMMENTS ON THE INDICATOR	MEANS OF VERIFICATION
STRATEGIC COMPONENT: CREATING THE ENABLING ENVIRONMENT			
1. By the end of the project, relevant governmental agencies, civil society organizations, workers, employers and international donors undertake coordinated actions to eliminate the worst forms of child labour in El Salvador within a coherent legal and institutional framework	**Number and type of institutions using The National Time-Bound Plan as the policy framework for their own work against child labour**	Breakdown by type of institution. The indicator is a proxy for consensus	Reports and work plans of relevant institutions and organizations and project monitoring
	Number and scope of coordinated initiatives against the WFCL initiated as part of the TBP and outside this project of support	The indicator has a quantitative side and a qualitative component	Reports and budgets of relevant institutions and organizations and project monitoring
1 a. INFORMATION AND MAPPING (Output 1.1.)	**Number of child labour data collection initiatives implemented using improved tools**	The analysis should also include a qualitative assessment on the data	DIGESTYC and ISPM reports and surveys
1b. POLICY DEVELOPMENT AND LEGISLATION (Outputs 1.2 to 1.5)	**Coverage and coherence of national legislation against child labour**	Qualitative indicator identifying sectors covered and coherence between national laws and regulations, and international standards	Independent assessment by legal experts
	Number of donors including child labour in their priorities	Quantitative indicator with a qualitative component. When possible, the commitments will be included	Reports from multilateral and bilateral cooperation agencies

Table 12. Indicators and means of verification			
IMMEDIATE OBJECTIVES AND ELEMENTS OF THE STRATEGY	**INDICATORS**	**COMMENTS ON THE INDICATOR**	**MEANS OF VERIFICATION**
1c. ENFORCEMENT AND MONITORING (Outputs 1.6 and 1.7)	**Ability of trained staff (Labour Inspectors, General Attorney Office, etc.) to use legislation on WFCL for enforcement**	Qualitative indicator. Breakdown by institution.	Qualitative review combined with questionnaire to focus groups
	Number of cases (violation of child labour legislation) presented and prosecuted	Breakdown by type of violation. Qualitative analysis needed.	Records from Ministry of Labour and judiciary sources
	Number of districts where the community-based child labour monitoring system works without assistance of the project	Breakdown by worst forms and department. Qualitative analysis on causes is needed.	Ad hoc reports of the Salvadorean Institute for the Protection of Minors
1d. AWARENESS RAISING AND SOCIAL MOBILIZATION (Outputs 1.8 and 1.9)	**Change in knowledge on child labour in key institutions targeted (governmental, non-governmental, employers and workers)**	Qualitative indicator. Breakdown by type of institution and gender.	Qualitative review based on questionnaires to focus groups and semi-structured interviews with key informants
	Number of initiatives started by partners as a result of the project and not financed by IPEC	A qualitative analysis of type and scope of initiatives will be added. Breakdown by type of organization.	Reports from partners and qualitative review
STRATEGIC COMPONENT: TARGETED INTERVENTIONS			
2. By the end of the project, the incidence of selected worst forms of child labour (commercial sexual exploitation, dump sites, fishing and sugar cane plantations) in selected districts is reduced, on average, by half	**Number of working children in selected worst forms and districts identified**	Breakdown by worst forms, districts, gender and age groups.	Baseline survey and repetition of the baseline survey
	Number of working children withdrawn from work / rescued from sexual exploitation and rehabilitated by the project	Breakdown by worst forms, districts, gender and age groups. Comparison with the previous indicator will show whether the impact can be attributed to the project or other factors have intervened.	Child labour monitoring system and project monitoring
	Number of working children prevented from being engaged in WFCL	Same as above.	Project monitoring. Baseline survey (questionnaire applied to households).

Table 12. Indicators and means of verification

IMMEDIATE OBJECTIVES AND ELEMENTS OF THE STRATEGY	INDICATORS	COMMENTS ON THE INDICATOR	MEANS OF VERIFICATION
	Number of working adolescents (over 14 years old) and adults whose working conditions have been improved, as a transitional measure towards the elimination of child labour	Same breakdown as above. Complex indicator reflecting reduction of working hours, enrolment in school, workplace characteristics and exposure to hazards. Not applicable to children forced into prostitution.	Project monitoring
2a. BASELINE INFORMATION (Output 2.1)	**Quality and use of information derived from baseline surveys**	Qualitative indicator	Qualitative review of baseline reports. Number of reports and institutions using the information.
2b. EDUCATION (Outputs 2.2 to 2.4)	**Enrolment rates for children targeted in selected districts**	Breakdown by worst forms, districts, gender and age groups	School records and child labour monitoring system
	Dropout rates of children targeted in selected districts	Same as above.	School records and child labour monitoring system
Note: these indicators have been developed considering the strategy as a whole, including the activities and outputs to be produced by the project financed through the education initiative	**Attendance rates of children targeted in selected districts**	Breakdown by worst forms, districts, gender and age groups.	School records and child labour monitoring system
	Enrolment rates of total child population in selected districts	This indicator, although not directly linked to the project, will be used to show trends in overall population and estimate differences with target groups	Ministry of Education records
	Dropout rates of total child population in selected districts	Same as above.	Ministry of Education records
	Attendance rates of child population in selected districts	Same as above	Ministry of Education records
	Percentage of children targeted who are promoted to the next level at the end of each school year	Breakdown by worst forms, districts, gender and age groups.	School records and child labour monitoring system

Table 12. Indicators and means of verification			
IMMEDIATE OBJECTIVES AND ELEMENTS OF THE STRATEGY	**INDICATORS**	**COMMENTS ON THE INDICATOR**	**MEANS OF VERIFICATION**
2c. HEALTH AND SOCIAL PROTECTION (Outputs 2.5 and 2.6)	**Number of targeted municipalities benefiting from the MINED Healthy School Programme**	Quantitative indicator	MINED Reports
	Health status of children targeted	Breakdown by district, gender and age group.	Child labour monitoring system. Information from WHO/PAHO.
	Number of children protected from sexual exploitation and receiving social services promoted by the project	Breakdown by gender and age groups.	Records of social protection centre.
2d. ALTERNATIVES FOR INCOME GENERATION (Outputs 2.7 and 2.8)	**Number of families benefiting from skills training and micro-credits and having improved their income**	Breakdown by district and gender.	Sample survey as part of the repeat baseline survey. Implementing agencies' records.
	Number of development initiatives started by targeted municipalities benefiting the target groups	Breakdown by type of initiative, including estimated number of direct and indirect beneficiaries.	Implementing agencies records and information from development funds.
2 e. COMMUNITY MOBILIZATION (Outputs 2.9 and 2.10)	**Change in attitudes, knowledge and behaviour in selected municipalities (percentage people showing appropriate knowledge, attitudes and behaviour)**	Breakdown by department, gender and age groups.	Knowledge, attitude and behaviour baseline surveys and repetition of baseline surveys. Questionnaire to focus groups.

5.4. Assumptions

Considering the scope of this supporting project and the framework in which it will operate (the TBP and the strategic policy framework described in section 2.2), many factors relevant to the achievement of the immediate objectives will be beyond the control of the project management. This chapter will summarize the most relevant external factors or assumptions that might intervene in the project logic. These assumptions represent situations that are likely to occur; nevertheless, there is a strong need to follow the evolution of these situations in order to foresee possible problems in the implementation of the project.

The attempt to build a coherent framework that integrates policies and programs of different actors – governmental and non-governmental, national and international – is one of the pillars of the overall TBP strategy. This requires coordinating multiple actors, which must show political will and commitment. Although the project management will promote coordination, the partners' commitment is by definition outside its control, constituting an assumption of the project.

Many of the external factors described below are crucial contextual variables that fundamentally influence the nature and magnitude of the child labour problem in El Salvador. The macroeconomic circumstances in general and the employment situation in particular, population dynamics and migration, natural phenomena and poverty related factors might affect the number of children targeted by the project and its capacity to withdraw them from the worst forms of child labour (WFCL).

Further resource mobilization is also one of the main assumptions of this project. Although the objectives have been designed taking into consideration the expected flow of resources, it is evident that the investments needed to effectively combat the WFCL in the country are far greater. Another assumption is, then, that the priorities of the main donors continue to include children's development issues.

Many of the project components will be developed through Action Programs, involving the participation of implementing partners. The detailed design and development of the Action Programme Summary Outlines will further develop the assumptions at the local level.

Table 13 summarizes the main assumptions of the project, identifying some key contextual indicators to be monitored during project implementation.

Table 13. Assumptions and main contextual variables

At the national level	***For targeted interventions***
◊ The government convenes all social actors in order to reach a consensus on the WFCL	◊ Ministry of Education's programs extended to targeted areas and groups as arranged
◊ The development priorities of the country remain stable, allowing investments in social sectors (education, children rights) essential for the development of the project	◊ Institutions selected for managing the micro-credit fund and the skills training fund co-finance these initiatives as arranged and administer the resources correctly, according to the priorities of the project

Table 13. Assumptions and main contextual variables	
◊ Resources needed for complementary projects and programs including the USDOL Education Initiative project become available in time	◊ Targeted municipalities have access to development funds and use them accordingly to project's priorities
◊ Government structures at different levels, particularly at ISPM, the Ministry of Labour (labour inspectors) and DIGESTYC, are in a position to be involved in the project activities as arranged	◊ Local markets for fish and sugar remain stable

6. SUSTAINABILITY

El Salvador, namely the government, workers' and employers' organizations and the institutions of the civil society, owns the TBP. This ownership is the basis for the sustainability of the project, meaning that the positive situation created as a consequence of this project will continue and improve after its end date thanks to the national efforts to eliminate effectively the WFCL in the country.

Sustainability, though, has to be built. In this project it will be considered as a crosscutting issue of the whole strategy, both at the national level and for the targeted interventions. The project will ensure that all activities lead to sustained change. This can either be that activities continue in a self-sustained manner after withdrawal of international support or that capacity has been created that enables national and local institutions and communities to initiate and implement initiatives against the WFCL as circumstances change.

Each action programme for the individual project elements will include sustainability strategies for the specific project element.

Several factors have to be considered in order to set up a sustainability strategy; this project will focus on six:

- *the necessary political will and support;*
- *the capacity of the institutions involved;*
- *the cultural perceptions about child labour;*

- *the introduction of appropriate techniques and technologies;*
- *the environmental issues guaranteeing equity between generations; and*
- *the financial resources necessary to cover recurrent costs.*

Political support

As explained before, political commitment is a fact. Without it, the development of this project document would have been impossible. The Minister of Labour has made this commitment explicit in the launching of the TBP initiative at the International Labour Conference held in Geneva (June 12, 2001). The Ministry of Education, DIGESTYC and other relevant governmental departments have shown full support for the development of this initiative.

This general political support will be the basis for the sector-based commitments needed in almost every area of work, especially information, education and awareness raising. The activities included in the strategy for policy development (see Point B in Section 3.2.) will seek to ensure coordination in this area, including on the one hand governmental institutions, workers, employers and civil society groups, and on the other hand donors and international organizations.

Institutional capacity

Building capacity is also a key element of the sustainability strategy. It is considered a cross-cutting issue, relevant for every sector and area of work. The project will promote the strengthening of existing institutions – public and private – for information and mapping child labour, providing education to the target groups and ensuring the functioning of the income generation alternatives. For every new initiative, the capacity of the selected institutions to deal with the new functions and manage increased resources will be assessed. The project management will analyse the foreseeable scenario after the withdrawal of the project (e.g. situation of the trained personnel, existence of resources in regular budgets for continuing to perform the new functions, etc.)

Long-term sustainability of the TBP as a whole can be seen as the ability of the country to analyse the changing situation of children in order to programme effective interventions to benefit them. The development of the institutional capacity to manage the knowledge base is then one of the key strategies to create an enabling environment.

Social and cultural perceptions

Cultural perceptions are one of the root causes of child labour in El Salvador. Raising awareness on the negative consequences of the WFCL among adults and children is an integral part of the strategy to change prevalent attitudes towards this phenomenon. The general awareness raising strategy has been described in Chapter 3.2 (Points D and d), but it will also be part of the other interventions.

The project will also deal with gender issues, on the understanding that reducing the differences in access to assets, resources and power between men and women and girls and boys is essential to generate a sustainable situation where children have better opportunities to develop fully their capacities.

Sustainability of the social mobilization strategy will depend on continued political commitment and on the perceived benefits of participation in the targeted

communities. The positive results of the project will be highlighted in the awareness raising campaigns so everybody at the municipal level can see and enjoy the benefits of the project.

The general strategy of executing the project through implementing agencies with strong local presence will ensure the sustainability of the whole project by enhancing the sense of community ownership.

Appropriate technology

In several instances the project will promote the adoption of new, better technologies and techniques (e.g. for waste management and for fishing). The cultural appropriateness of these technologies will be considered, as well as the institutional or personal capacity to ensure the maintenance of the improved tools.

Environmental issues

The environmental concerns will be present in most of the project's activities, as mentioned in Section 3.3. The economic sectors targeted by the project (fishing, dump sites, fireworks, and sugar cane production) are fundamentally linked to the environment. Activities in these sectors have a strong impact on the environment and, are also heavily affected by the environmental changes. Awareness raising and education initiatives aimed at these target groups will include and highlight the notions of sustainable development and protection of the environment.

The environmental impact of the proposed income generation alternatives will be considered for access to credit and skills training, favouring those that have the potential to benefit - or to reduce damage to - the environment. All the local development projects promoted in targeted municipalities will take into consideration environmental concerns, developing ex-ante environmental impact studies whenever necessary and respecting the current legislation on this issue.

Financial needs

Every action programme will include a specific strategy to generate or commit resources to cover recurrent costs (maintenance, salaries, operation, etc.) In some cases (especially in the area of education and data collection at the national level) this will mean including these costs in the regular budgets of the institutions, or generating local, community-owned financing mechanisms through voluntary or mandatory contributions of the users of the services. In other cases (e.g. income generation strategy, including micro-credit fund), the project will develop its intervention instruments taking into consideration the need to generate sufficient resources to cover recurring costs after the withdrawal of the external aid. For example, the interest rate for the micro-credits will be fixed considering two variables: what the users are capable and willing to pay and what are the specific administration needs of the micro-credit fund.

7. INSTITUTIONAL FRAMEWORK AND MANAGEMENT STRUCTURE

The government of El Salvador has established a National Steering Committee, which is responsible for coordinating all child labour initiatives in El Salvador. It will provide overall guidance on priorities and implementation. The Committee's honorary chair is the First Lady, and it is coordinated by the Ministry of Labour. The Committee includes the Ministers of Education and Health, and the Executive Directors of ISPM and the National Bureau of the Family as well as

representatives from workers' and employers' organizations.

In addition, subcommittees will be instituted to advise on sector-based interventions that might include other government agencies not currently in the committee, such as the National Police and the Attorney General's Office to address sexual exploitation, or the Ministry of the Environment to address the garbage sector. These subcommittees will ensure coordination between the project activities and national priorities and programs in the four interventions.

At the local level, the programme will promote local networks that will include departmental government officials of the ministries and government institutions mentioned above, municipal officials, and community leaders. The committees will help coordinate and guide the programme at the community level and help monitor children's attendance at school and their working conditions.

Following ILO-IPEC standard procedures, the execution of some of the activities at the national level and in the municipalities will be subcontracted to implementing agencies (governmental institutions, workers' and employers' organizations, NGOs, CBOs). The programme management will closely supervise their activities, by receiving regular reports and through monitoring visits (see chapter 8 on planning, monitoring and evaluation).

Management & Coordination

ILO will appoint a Time-Bound Project Team that will be responsible for the implementation of this project. A Chief Technical Advisor (CTA) will be recruited internationally and will be responsible for the overall operational management of the project, for reporting according to ILO and donor requirements, and for coordinating with all other relevant ILO and IPEC projects. He/she will serve as team leader; supervise the work of the project team. He/she will report to the IPEC Subregional Coordinator, and will report to the ILO Area Office in San Jose and IPEC Headquarters in Geneva through the Subregional Coordinator. He/she will prepare quarterly technical progress reports to be submitted to the donor through standard ILO channels. He/she will be responsible for coordinating the child monitoring system with the ISPM.

In addition, one Senior National Programme Officer will assist the CTA in project planning, management, and implementation. He/She will be the liaison with the Salvadorean government and the National Steering Committee.

The programme will identify a national programme officer. He/she will provide training to implementing agencies and assist them in programme design, delivery, and reporting requirements. In order to maximize its effectiveness, the programme will plan to hire an officer with experience in employment creation and micro-enterprises.

The programme staff will undertake regular field visits to the different project locations in order to assess progress, to identify implementation problems, and to take corrective measures.

An administrative assistant will be hired to coordinate financial and administrative issues. The programme will share another administrative assistant with the IPEC project to combat child labour in the Fireworks industry. Since IPEC anticipates that the fireworks project will be concluded by the end of 2003, resources have been allocated in this programme for an administrative assistant in the years 2004 and 2005.

This project assumes close collaboration of staff with the separately funded USDOL Education Initiative project in El Salvador. The project will receive extensive technical support from IPEC Headquarters in Geneva and the ILO subregional office in San Jose, as well as from the Multidisciplinary Team specialists in San José. The Subregional Coordinator will provide overall technical guidance to all components of the programme as well as ensuring that the

project meets all IPEC technical and administrative requirements. SIMPOC HQ team and the regional baseline project specialist will backstop the data and information elements of the project. The Subregional Design, Monitoring and Evaluation officer will provide technical and methodological support to the further planning of the project and its elements, to the implementation of the child labour monitoring system and to the evaluation activities, including the documentation of experience.

The programme evaluations – mid-term and final– will be coordinated by the Design, Evaluation and Database team in Geneva, working closely with the programme management in El Salvador, the IPEC Subregional Coordination (especially the DME officer), and the ILO Area Office in Costa Rica.

This programme will link with other ILO programs in El Salvador to build synergies and economies of scale. Similarly, it will build strong working relationships with other ILO departments in Geneva, such as SEED and the Intensive Employment Initiatives programme. At the same time, the programme managers will coordinate activities with other donors to mobilize additional resources to combat the WFCL in El Salvador.

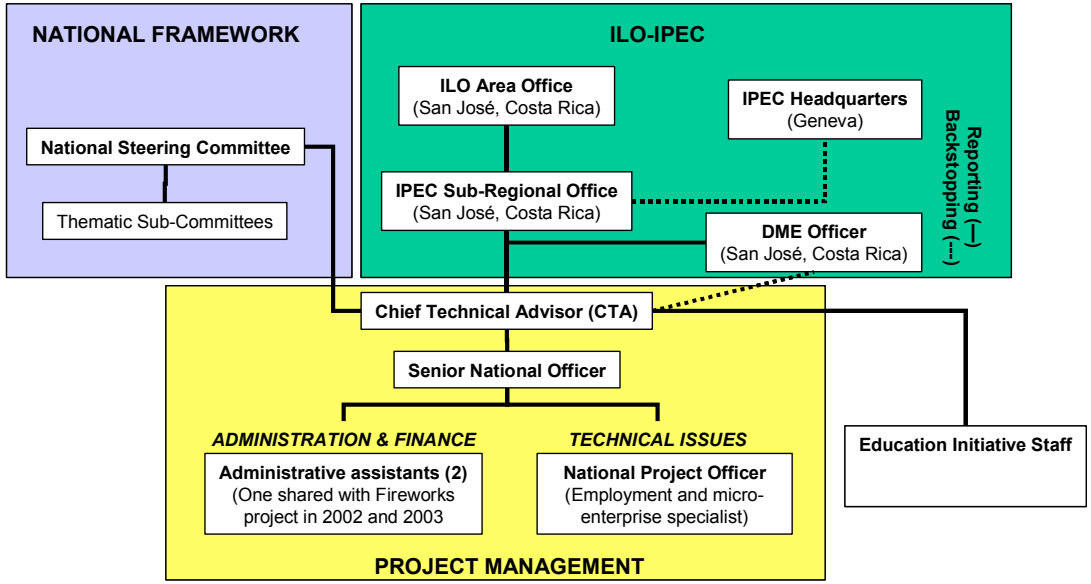

Figure 4. Project organization chart

8. PROJECT PLANNING, MONITORING AND EVALUATION

Planning, monitoring and evaluation of this project of support will serve the overall strategy by developing the knowledge base on child labour in the country, mobilizing resources and institutions around this issue, and building capacity to perform these functions at the national level and in the local communities. As in any other project, planning, monitoring and evaluation also will serve as management tools for implementation and accountability.

IPEC established procedures, which are based on ILO guidelines for technical cooperation projects, will be used throughout the cycle of the project.

Overall project level

A *planning meeting* with all partner agencies will be organized at the beginning of the project. Upon completion of the different baseline surveys and after the consolidated analysis of the information, a *project monitoring plan* will be prepared, including revising the list of indicators provided in this document, defining targets, and giving further detail on the means of verification. This will ensure that all indicators are detailed, quantifiable, result-oriented, and verifiable. Additional indicators might be added if needed. Partners including USDOL will be provided with a copy of the revised list of the indicators and the baseline documents as an annex to the corresponding progress report.

An annual work plan for the project will be developed, which will be based on the general work plan included in this document. It will include dates for when action programs and individual components have to be developed and implemented. A copy of the annual work plan will be submitted to key partners, including USDOL within one month after the implementation of the project has started.

Monitoring will focus on the use of inputs, the execution of activities, the delivery of outputs, and the progress in achieving the project objectives. It will also look closely at the linkages between this project and other related interventions to eliminate the WFCL, either implemented by the ILO and IPEC or by other donors and agencies. One of the key functions of monitoring will be ensuring coordination with the national social programs, especially in the area of education. Regular review meetings will be organized with all partner agencies in order to assess progress, review obstacles, and define strategies for improvement.

There will be a clear link between the monitoring of the project and the child labour monitoring system (see strategy and annex 2). The information generated will be shared and integrated as appropriate, although both systems will be managed independently.

ILO will report quarterly to key partners, including USDOL on progress achieved, problems faced, and proposed corrective action based on project monitoring activities and the regular progress reports required by ILO-IPEC. This will include reporting on some of the indicators established in the project monitoring plan. The frequency of information updating will depend on the nature of the indicators. Reporting to the donor will be in accordance with the reporting schedule and format agreed on with USDOL. In addition ILO will submit detailed financial reports on a biannual basis.

Key partners including USDOL will be informed of and invited to participate in all major events related to this project.

ILO-IPEC will undertake field missions to project sites, including Action Programme sites, to monitor the implementation of the project.

The Project CTA and the IPEC Subregional Coordinator, in consultation with the respective ILO Area Director and IPEC headquarters, may approve minor revisions of work plans and line item allocations of partner agencies. Where it is decided that project changes are large enough to require revision in the approaches, strategies, and outputs of this document, such revisions will follow ILO-standard procedures.

An *annual self-evaluation* report for the whole project, as required by internal ILO procedures, will be prepared.

A *mid-term evaluation process* will be carried out as agreed upon by the partners, USDOL and ILO-IPEC, in accordance with the monitoring plan. It will be designed as an input for the continuous planning process of the project.

A *final independent evaluation with external participation* will be conducted at the end of the project. It will analyse the overall effects of the different initiatives on the magnitude and incidence of the worst forms of child labour. Its focus will be on the TBP as a whole, although special emphasis will be placed on the project of support objectives. The exercise will include impact assessment through the repetition of the baseline survey.

The exact nature of the evaluations (purpose, timing, issues to be addressed, approach and methodology etc.) will be decided in consultation with partners, including the donors and main stakeholders. The evaluation function at IPEC headquarters will coordinate these exercises.

USDOL will receive a copy of both evaluation reports and will be given the option of participating in them. The evaluation will focus on the project as a contribution to the overall National Plan of Action against the WFCL in El Salvador, although the contribution of individual elements will also be evaluated. Therefore, the evaluation will be based on evaluations at the level of individual strategic elements.

The National Steering Committee and related national mechanisms will be involved in the process as appropriate, including receiving a copy of the evaluation reports.

USDOL reserves the right to request that the ILO's external auditor undertake a financial audit of this project. In the eventuality that such audit is requested, additional terms of reference governing the audit would be agreed upon by the donor and the ILO, and attached as an Addendum to this document, and additional funds would be set aside to meet the costs of the audit.

Action Programme Level

The execution of the Action Programs will be subcontracted to implementing agencies. In line with regular ILO-IPEC procedures, formal agreements between the implementing agency and the ILO include an Action Programme Summary Outline (APSO, i.e. project document in the logical framework format, together with an overall work plan) and a detailed budget. This will be developed by the implementing agencies in consultation with the ILO-IPEC field staff. IPEC Geneva will obtain the approval of the relevant ILO departments. Within one month from the signature of the subcontracts between the implementing agencies and the ILO, the implementing agencies will submit a detailed work plan, which will include a programme monitoring plan.

Copies of Action Programme Summary Outlines for Action Programs with more than a $100,000 budget approved in the period covered will be included with the technical progress reports to USDOL.

Implementing agencies will be required to organize regular consultations with their target groups, including at the design stage of the action programme.

Progress and financial reports, and expenditure forecasts will be prepared by the implementing agencies on a fourth-monthly basis.

Programme monitoring and self-evaluations (mid-term and final) will be carried out for each Action Programme by the implementing agencies according to ILO-IPEC procedures. Independent evaluations of specific Action Programs can be carried out by mutual agreement and with the provision of additional funds.

9. PROJECT IMPLEMENTATION TIMETABLE

Table 14 presents a very tentative implementation schedule. The preparation of a project timetable will be one of the first activities of project management

Table 14. Tentative Time Table

Activity		Begin	End
1.1.	**Enhanced national capacity for gathering reliable information on child labour, especially in its worst forms**		
1.1.1.	Assessment of the existing tools	April 2002	September 2002
1.1.2.	Technical support to national institutions	June 2002	December 2005
1.1.3.	Negotiations with DIGESTYC	January 2002	December 2005
1.1.4.	Establishment of a network of resource persons	June 2002	December 2005
1.1.5.	Technical assistance for developing follow up module surveys and financial support for follow up module survey	January 2003	December 2005
1.1.6.	System to complement SIPI	January 2003	December 2005
1.2.	**National consensus on the WFCL**		
1.2.1.	Regional meetings to identify WFCL	January 2002	June 2002
1.2.2.	Technical study on hazardous sectors	January 2002	June 2002
1.2.3.	National consultation to identify WFCL	January 2002	June 2002
1.3.	**Proposal of a National Plan of Action**		
1.3.1.	Support to relevant authorities & research	June 2002	December 2005
1.3.2.	National consultation	June 2002	December 2002
1.3.3.	Dissemination of National Time-Bound Plan	January 2003	March 2003
1.4.	**Inter-agency committee of donors**		

1.4.1.	Promotion of regular donor meetings	March 2002	December 2005
1.4.2.	Support for the inclusion of child labour in NGO Consultative Committee	March 2002	December 2004
1.4.3.	Coordination of activities	March 2002	December 2004
1.5.	**Proposal of legislation / regulations**		
1.5.1.	Legislation / Regulation on WFCL	March 2002	June 2002
1.5.2.	Identification of responsible agencies	March 2002	June 2002
1.5.3.	Proposal to harmonize legislation	June 2002	December 2002
1.5.4.	Workshops with legislators	January 2003	June 2004
1.6.	**Enhanced capacity for enforcing law and regulations**		
1.6.1.	Sensitization and training of staff	June 2002	June 2005
1.6.2.	Developing of specific awareness materials and campaigns	January 2003	July 2003
1.6.3.	Training workshops for labour inspectors	June 2002	June 2005
1.6.4.	National Committee on Health and Safety at Work	June 2002	June 2005
1.6.5.	Equipment of institutions	January 2003	June 2003
1.6.6.	Support to an inter-agency working group on sexual exploitation	June 2002	June 2005
1.7.	**Community-based child labour monitoring system**		
1.7.1.	Design of tools and database	April 2002	December 2002
1.7.2.	Training of implementing partners/ local networks	April 2002	December 2003
1.7.3.	Capacity building in ISPM	January 2002	June 2005
1.7.4.	Creation and strengthening of local response networks	June 2002	June 2005
1.7.5.	Equipment of local networks	June 2002	December 2002
1.7.6.	Overall supervision of the process	January 2002	June 2005
1.8.	**National authorities, employers, workers, families, and communities made aware**		

1.8.1.	Prepare materials	January 2002	December 2004
1.8.2.	Design advocacy and awareness raising and educational campaigns	June 2002	June 2005
1.8.3.	Organize conferences, seminars, workshops	June 2002	December 2005
1.8.4.	Organize media campaigns through print and broadcast media	January 2003	December 2005
1.8.5.	Identify and engage the support of celebrities	January 2003	June 2005
1.8.6.	Promote child participation and child advocacy activities	January 2003	December 2005
1.8.7.	Production and dissemination of good practices	June 2004	December 2005
1.9.	**National authorities, workers, employers, NGOs and CBOs with increased capacity for joint and separate action**		
1.9.1.	Provide employers & workers organizations with tools / means of action	June 2002	December 2005
1.9.2.	Build partnerships with national and departmental government agencies	January 2002	December 2005
1.9.3.	Engage national leaders, government officials, religious groups and NGOs	June 2002	June 2005
2.1.	**Updated baseline information available on target groups**		
2.1.1.	Identification and selection of supporting research institutions	January 2002	March 2002
2.1.2.	Definition of methodological guidelines and design of database	January 2002	March 2002
2.1.3.	Implementation of baseline survey	January 2002	June 2002
2.1.4.	Technical assistance for data gathering	January 2002	May 2002
2.1.5.	Organization of workshops for information sharing and debating	June 2002	September 2002
2.2.	**After-school centres**		
2.2.1.	Identification of physical location	June 2002	December 2002
2.2.2.	Provision of guidance, tutoring and counselling	September 2003	December 2005
2.2.3.	Organization of recreational activities	September 2003	December 2005

2.3.	**Vocational education and training provided**		
2.3.1.	Coordination with existing schemes	Ongoing	Ongoing
2.3.2.	Organization of courses	January 2003	December 2005
2.4.	**Transitional and non-formal education programs**		
2.4.1.	Development of programs	June 2002	December 2002
2.4.2.	Design and development of teaching materials	June 2002	December 2002
2.4.3.	Provision of literacy sessions and transitional education services	September 2002	December 2005
2.5.	**Safer working conditions for adolescents and adults**		
2.5.1	Assess Hazards in the workplace	March 2002	December 2002
2.5.2	Development of action plan	January 2003	June 2003
2.5.3	Design and publication of training materials	October 2002	June 2005
2.5.4	Organization of workshops	January 2003	December 2005
2.6.	**Model of intervention for sexual exploitation**		
2.6.1.	Identification of relevant institutions networking through meetings	June 2002	December 2005
2.6.2.	Design of an early detection system of sexual exploitation	October 2002	March 2003
2.6.3.	Identification and equipment of an appropriate rehabilitation centre	January 2003	December 2005
2.6.4.	Provision of social services	January 2003	December 2005
2.7.	**Access to micro-credit funds & employment**		
2.7.1	Economic and Labour market Assessments	June 20022	December 2002
2.7.2	Establishment of a micro-credit scheme	June 2002	December 2002
2.7.3.	Technical assistance for families	July 2002	December 2005
2.7.4.	Technical assistance to micro-enterprises	July 2002	December 2005
2.7.5.	Skills training workshops for parents of working children	January 2003	December 2005
2.7.6.	Promotion of community contracting	July 2002	December 2005

2.8.	**Municipalities have access to local development funds**		
2.8.1.	Technical assistance to target municipalities and local networks	June 2002	December 2005
2.8.2.	Awareness raising sessions	June 2002	December 2005
2.9.	**Local authorities, workers, employers, community organizations, and families aware of the problem of child labour**		
2.9.1.	Meetings and workshops with children and families	June 2002	December 2005
2.9.2.	Workshops with employers, parents, and children	June 2002	December 2005
2.10.	**Local authorities, workers, employers, social partners, and families have increased capacity for action**		
2.10.1.	Identify and engage active civil society organizations to develop social mobilization events	June 2002	December 2005
2.10.2.	Engage local leaders in the programme activities and provide them with tools	June 2002	December 2005
2.10.3.	Create local networks	June 2002	December 2005
2.10.4.	Prepare educational and awareness raising campaigns	October 2002	June 2005

ANNEXES

Annex 1. Matrixes and tables

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Annex 1. Matrixes and tables

A. INDICATORS AND TARGETS (only for immediate objectives)

B. DETAILS OF MEANS OF VERIFICATION (only for immediate objectives)

Matrix A. Indicators and targets

(Only for immediate objectives - Information for strategic element output indicators to be provided with monitoring plan and in detailed action programme summary outlines)

IMMEDIATE OBJECTIVE 1:	By the end of the project, relevant governmental agencies, civil society organizations, workers, employers and international donors undertake coordinated actions to eliminate the worst forms of child labour in El Salvador within a coherent legal and institutional framework	
INDICATORS	TARGETS	
	Baseline	End of Project
Number and type of institutions using the National time-bound plan as the policy framework for their own work against child labour	N/A	100 % of all relevant governmental institutions 100 % of all relevant international organizations and donors 100 % of all interested trade unions and employers' organizations 100 % of all interested NGOs
Number and scope of coordinated initiatives against the WFCL initiated as part of the TBP and outside this project of support	N/A	At least one initiative to address an identified worst form of child labour in place (quantitative aspect)

IMMEDIATE OBJECTIVE 2:	By the end of the project, the incidence of selected worst forms of child labour (commercial sexual exploitation, dump sites, fishing and sugar cane plantations) in selected districts is reduced, on average, by half				
INDICATORS	TARGETS				
	Baseline	End 2002 (1)	End 2003 (1)	End 2004 (1)	End of Project
Number of working children in selected worst forms and districts (2)	9,300 (1)	N/A	N/A	N/A	4,750 (1)
Number of working children withdrawn from work / rescued from sexual exploitation and rehabilitated by the project (2)	N/A	N/D (1)	N/D (1)	N/D (1)	9,300 (1)
Number of working children prevented from being engaged in WFCL (2)	N/A	N/D (1)	N/D (1)	N/D (1)	16,780 (1)
Number of working adolescents (over 14 years old) and adults whose working conditions have been improved, as a transitional measure towards the elimination of child labour (2)	N/A	N/D (1)	N/D (1)	N/D (1)	N/D (1)

(1) Exact values to be determined once baseline information becomes available. (2) Breakdown by worst forms, districts and gender.

Matrix B. Details of means of verification

(Only for immediate objectives - Information for strategic element output indicators to be provided with monitoring plan and in detailed action programme summary outlines)

IMMEDIATE OBJECTIVE 1	By the end of the project, relevant governmental agencies, civil society organizations, workers, employers and international donors undertake coordinated actions to eliminate the worst forms of child labour in El Salvador within a coherent legal and institutional framework			
INDICATOR	MEANS OF VERIFICATION	FREQUENCY	DATA STORAGE AND FORMAT	RESPONSIBILITY
Number and type of institutions using the National time-bound plan as the policy framework for their own work against child labour	Reports and budgets of relevant institutions and organizations and project monitoring	Annual summary from 2003 Based on reports as they become available	File organized by institution Narrative report based on data by institutions and organizations	Project management
Number and scope of coordinated initiatives against the WFCL initiated as part of the TBP and outside this project of support	Reports and budgets of relevant institutions and organizations and project monitoring	Annual summary from 2003 Based on reports as they become available	File organized by WFCL Narrative report based on data by institutions and organizations	Project management
IMMEDIATE OBJECTIVE 2	By the end of the project, the incidence of selected worst forms of child labour (commercial sexual exploitation, dump sites, fishing and sugar cane plantations) in selected districts is reduced, on average, by half			
INDICATOR	MEANS OF VERIFICATION	FREQUENCY	DATA STORAGE AND FORMAT	RESPONSIBILITY
Number of working children in selected worst forms and districts	Baseline survey and repetition of the baseline survey	At the beginning and at the end of the project	Narrative report with tables Breakdown by worst forms, districts, gender and age groups	Project management
Number of working children withdrawn from work / rescued from sexual exploitation and rehabilitated by the project	Monitoring system	Quarterly	Monitoring database Breakdown by worst forms, districts, gender and age groups	Project management Monitoring institutions
Number of working children prevented from being engaged in WFCL	Monitoring system	Quarterly	Monitoring database Breakdown by worst forms, districts, gender and age groups	Project management Monitoring institutions
Number of working adolescents (over 14 years old) and adults whose working conditions have been improved, as a transitional measure towards the elimination of child labour	Monitoring system	Quarterly	Monitoring database Breakdown by worst form, municipality, gender and age groups	Project management Monitoring institutions

Annex 2. Worst Forms of Child Labour Monitoring System

Introductory remarks

Child labour monitoring systems collect and analyse data on a defined set of indicators in the target population, working children and children at risk of starting to work. In this case, the universe will be limited to those involved in worst forms of child labour. Since the children are the unit of analysis, and not their work environments, this monitoring system has a different focus from workplace inspection systems.

A child labour monitoring system performs two distinct functions:

i. it is part of the strategy to withdraw and prevent children from being engaged in WFCL, by providing a means to obtain information about their location, magnitude, environmental and workplace conditions and lifestyle, thereby facilitating their withdrawal and the enforcement of laws and regulations. With more reliable data, more effective awareness raising in the community and among the main actors involved in child labour is possible; and

ii. it is a management tool for tracking the impact of a project on the targeted population.

By performing this first function, child labour monitoring can be the basis for an institutional response system at the local and national level.

Main elements of the strategy

Initially, the monitoring function will be used to provide information on the impact of this project and to prevent and withdraw children from work in the targeted areas even though the aim of the monitoring system is to cover all worst forms of child labour in the country. In the first phase it will be implemented in the areas where the project of support will be developed. After El Salvador has arrived at a consensus on the WFCL, the system could be extended. At the same time, several activities will be implemented to create national capacity for expanding the coverage and making it sustainable.

In brief, the strategy can be summarized as follows:

Development of the methodology and preparation of a database

The main characteristics of child workers and children at risk will be included in a dynamic database that tracks changes in the living standards, education, health and, above all, working conditions of a sample of the targeted universe (unit: children). The database will be designed at the beginning of the intervention and it will include several indicators, based on previous IPEC experience in the region. Forms and training materials will also be prepared in this first phase [(*)]. The database will be used as an early warning system to identify increases in child labour. This system will be also used to develop tracer studies after the completion of the project, as part of possible ex-post evaluations.

System for data gathering

Monitoring will be community based. In the selected areas of intervention, the implementing agencies will include in the database – with the technical assistance of the project management – the targeted children, including, where possible, a control group.[(*)] After that, relevant grassroots associations will

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[(*)] The database and the forms will be based on the experience of the Central America Subregional Coordination Office.

[(*)] Being a complex, wide-ranging programme, gathering information for the whole target group would be difficult and expensive. In this case, a stratified sampling method and statistical extrapolations will be used. The monitoring system will gather information on other children who are not affected by the TBP to be used as a

be identified and trained to gather the necessary information, and local institutions (schools, health centres, etc.) will be instructed to provide the data. (There will be negotiations with the respective ministries at the national level.) Local institutions will also serve as the basis for a response system, receiving complaints and informing relevant departmental or national institutions.

Information processing and analysis

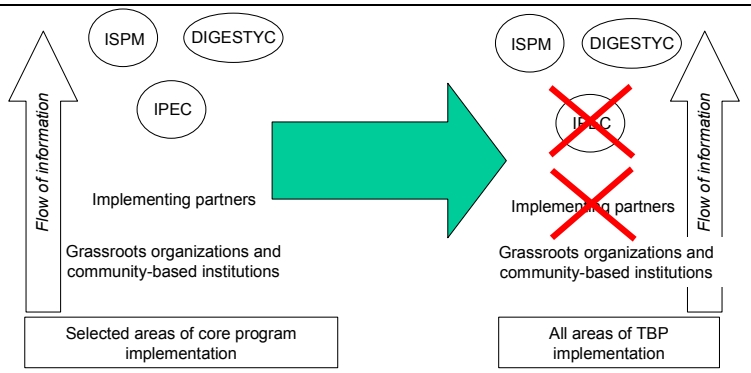
The first analysis of the information will be done within the community, involving all relevant local actors, to enhance the ownership of the system. The information will then be sent to the Salvadorean Institute for the Protection of Minors (ISPM), where the central database will be installed, and to IPEC. The information will be used for planning and reporting purposes, and as a tool for policy development.

Capacity building

The basis for the autonomous functioning of the system will be established, through building in-house capacity in the ISPM, in close collaboration with DIGESTYC. Part of the capacity building will focus on the necessary functions and resources needed to include monitoring as part of a more ambitious response system.

The monitoring system will be the foundation of a national knowledge base on child labour, summarized in the Information System for Childhood (SIPI), managed by ISPM.

The implementing partners will be asked to keep records documenting all incidences during the monitoring process, identifying incentives for the grassroots organizations and the main constraints and benefits of the system. As shown in the figure below, after termination of the supporting project the system will have to survive the withdrawal of IPEC and of many of the implementing partners. It will then be transferred to all the government agencies promoting interventions in the context of the Time-Bound Programme for the elimination of the worst forms of child labour in El Salvador.



Flow of information during and after the project of support

Concluding remarks

In brief, the project will seek to create a bottom-up system, which relies heavily on the capacity of the communities to gather the necessary information, and is able to monitor and address cases of exploitation. The cornerstones of this strategy are the empowerment of grassroots organizations and the promotion of a participatory approach. On the other end of the information flow, relevant national institutions will have the tools and means to regularly update the information and to use it for planning and programme development purposes (database and system.)

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control group (quasi-experimental design) and to assess the programme's achievements. The allocation of individuals to the control group will be done through matching techniques.

The project will make every possible effort to develop a response system at the local and national level to protect children involved in WFCL, withdraw them and prevent this practice. At the community level, each organization or institution linked with the welfare of children will be involved. A coordinating body will be set up where necessary. At the national level, the responsibility will lie mostly with the National Steering Committee, as the body coordinating the institutions involved in child labour issues, in the ISPM, as the State agency in charge of the protection of children, and in DIGSTYC.

The specialist on design, monitoring and evaluation in San José will provide methodological support to the process and the system focusing in particular on the second function, tracking the impact of the project on the targeted population. The Chief Technical Advisor will supervise the establishment of the response element gradually transferring this responsibility to the ISPM.

Annex 3. CHILDREN IN THE WORST FORMS ESTIMATES*

The following is an explanation of how the estimates of the number of working children in each of the prioritized worst forms and the number of beneficiaries was reached. These estimates will be revised after the baseline survey is implemented.

Fishing

In the context of the rapid assessment on hazardous child labour in fishing in El Salvador, a literature review was carried out and meetings were held with national institutions working directly or indirectly with fishing. It was concluded that fishing takes place in the Gulf of Fonseca, the Bay of Jiquilisco, the Estuaries of Jaltepeque, Barra de Santiago, Garita Palmera, at the ports of La Libertad and Acajutla, in the Suchitlan Lake, Los Cobanos and La Bocara San Marcos Lempa. According to community leaders in these municipalities, a total of 10,235 families live in these locations. The preparatory activities for the rapid assessment as well as its field operation (observation, direct interviews and discussion groups) and preliminary analysis of the findings, roughly indicate that on average one child aged 5-17 years per family works in fishing. Therefore, it is estimated that there are 10,200 children working in fishing at the national level and 3,100 in the Bay of Jiquilisco. The latter is the area selected for intervention. The number of siblings who will be prevented from working in fishing was estimated on the basis of the age composition of the children under 18 years old in the Bay of Jiquilisco, the age of children engaged in fishing and the average family size according to the preliminary results of the rapid assessment, and the assumption that on average one child per household is engaged in fishing. The number of children per individual age group was obtained from the municipalities and FUSAL (Fundación Salvadoreña de Salud), an NGO working in the area.

The 1999 results of EHPM (DIGESTYC, 2000) showed that there were 2,274 children aged 10-17 years engaged in fishing at the national level. This number is significantly lower than the above-mentioned estimate. This difference may be explained by the sample used by EHPM, which may under-represent this area of El Salvador. The EHPM sample will be further analysed in the context of this project.

Sugar cane

On the basis of the preparatory activities undertaken for the rapid assessment as well as its findings, the consultants estimated that during the harvest season (from November to April), approximately 5,000 children are working on sugar cane plantations. This estimate was derived on the basis of information obtained from sugar manufacturers (Asociacion Azucarera de El Salvador). According to manufacturers, there were approximately 27 or 30 children in each group of 100 workers during the harvest season of 2000/2001). During this harvest season, 192 groups of 100 people each worked on sugar cane plantations. As a result, the number of working children during the harvest season was over 5,000.

According to the 2001 edition of the magazine entitled “Panorama Azucarero” of the Asociacion Azucarera de El Salvador, the sugar cane industry directly created 37,600 jobs during the 2000/2001 harvest season, not including indirect and dependent posts. If we consider that at most 30 per cent of the workers engaged in sugar cane plantations are children, then the estimate would be that approximately 11,300 children work during the sugar cane harvest season in El Salvador. The areas selected for intervention are the municipalities of Izalco, Nahuilingo, Nahuizalco, Aguilares, El Paisnal, San Vicente, Tecoluca, and San Salvador. Further to the estimates derived, it was decided to withdraw 5,000 children from the work in sugar cane plantations. The number of siblings who will be prevented from working in sugar cane plantations was estimated on the basis of the age composition of the children under 18 years in the municipalities selected, the age of children engaged in sugar

* The rapid assessments of hazardous child labour in fishing, sugar cane, garbage dump sites and sexual exploitation have been carried out in the context of the IPEC-SIMPOC programme on investigating the worst forms of child labour.

cane plantations, and average family size according to the preliminary results of the rapid assessment. The percentage of children per individual age group was obtained from the municipalities.

Fireworks

The estimates at the national level and in the areas of intervention are the results of the baseline survey carried out on fireworks in late 2000 / early 2001. There were 1,600 children, aged 5-17 years interviewed at the intervention areas, who will be withdrawn from work.

Garbage dumps

While the size and location of garbage dump sites are known, Ministries, NGOs and researchers have not attempted to correlate between the size of the garbage dumps and the possible number of scavengers. The preliminary results of the rapid assessment show that people working as scavengers are present in garbage dumps when they lived in or very close to the site, as well as when a market for recyclable materials collected in garbage dumps is available nearby. The rapid assessment interviewed 135 children at two sites.

The municipalities selected as areas of intervention were Santa Ana, Chachuapa, Apopa and Nejapa. According to the data obtained from the municipalities, there are a total of 128,136 children aged 5-17 living in these areas. Based on repeat visits to the sites, it is expected that at least 1,000 children work as scavengers. The number of siblings who will be prevented from this kind of work was estimated on the basis of the age composition of the children under 18 years in these municipalities and the results of the rapid assessment regarding the age of children working in the sites and the average family size.

Sexual Exploitation

It has been impossible to estimate the total number of children sexually exploited in El Salvador and in San Salvador, the targeted area for intervention of this programme. The rapid assessment researchers visited areas where it is known that sexually exploited children could be found and they interviewed as many children as they could in these areas. The interviewers could not gain access to many sites such as bars and private clubs where entrance to strangers is barred. In addition, they only visited areas in San Salvador. Since it is suspected that many children are being forced into prostitution in these more hidden locations and that children must be exploited in other regions and cities, it is very difficult to estimate the number of children at the national level.[*]

[*] IPEC experience in collecting information on children forced into prostitution will be assessed. A list of lessons learned, good practices and current gaps will be prepared. In addition, IPEC will recruit specialists to prepare methodologies for overcoming the current limitations.

ANNEX 4. SUGGESTED OUTPUTS AND ACTIVITIES LINKED TO THE EDUCATION INITIATIVE

LINKED TO COMPONENT…	SUGGESTED OUTPUT	SUGGESTED ACTIVITIES
1e. National Education policies and programs	The public education system is more open and sensitive to the needs of working children and children at risk, with a special consideration of the specific needs of boys and girls	Collect data, research and disseminate information on the causes of late enrolment, school desertion as well as successful strategies for transitional education and retaining students.
		Develop a specific curriculum on WFCL, sensitive to the different needs and aspirations of girls and boys, to be used in MINED's teacher training programme
		Design specific campaign elements about the importance of education to be included in advocacy, awareness raising campaigns, conferences, seminars and workshops at national and departmental levels
		Promote the replication of successful strategies in educational interventions
2b. Education	School material infrastructure improved to ensure coverage and quality of formal education in selected districts, considering the special needs of the target groups	Identify local needs
		Provide equipment and materials for schools, considering the specific needs of boys and girls
	Working children and children at risk mainstreamed into formal education, with an emphasis on the enrolment of girls	Conduct enrolment drives, with emphasis on the most marginalized groups, such as girls.
		Conduct sensitization workshops with parents, teachers and community leaders
		Negotiate with education authorities to provide formal and non-formal education to sexually exploited girls and boys
	Channels for community participation in the education system opened in selected districts, considering the	Conduct workshops involving parents, teachers and community leaders, involving the whole family

LINKED TO COMPONENT…	SUGGESTED OUTPUT	SUGGESTED ACTIVITIES
	specific needs of boys and girls	Organize school fairs, including theatre performance, concerts, art competitions and other recreational activities
		Conduct workshops for children with journalists, photographers and artists to document project, with participation of boys and girls
		Publish a newsletter
2c. Health and social protection	"Healthy Schools" programme extended to targeted areas providing primary and preventive health care to target children	Negotiate extension with the National Bureau of the Family
		Provide technical support to the Healthy Schools programme

Note: these outputs and activities are suggested elements to be linked to the logical framework described in this project. The outputs and activities are also consistent with the description of the general elements of the strategy to progressively eliminate the worst forms of child labour in El Salvador.

ANNEX 5. STATISTICS AND BACKGROUND INFORMATION

C. KEY INDICATORS FOR SELECTED DEPARTMENTS

D. DAMAGE CAUSED BY THE EARTHQUAKES OF JANUARY AND FEBRUARY 2001

E. FINANCIAL COMMITMENTS OF MAIN DONORS IN EL SALVADOR

Matrix C. Key indicators of selected departments

Departament	Total child population		Employed child population		HDI	Per capita income (US$)	Enrolment rate	
	Total	%	Total	%			Men	Women
SELECTED DEPARTMENTS								
Santa Ana	**220,775**	**8.55%**	**25,746**	**11.66%**	**0.687**	**3,356**	**56.0**	**58.0**
San Salvador	**713,936**	**27.64%**	**48,850**	**6.84%**	**0.765**	**5,954**	**69.9**	**71.9**
San Vicente	**72,820**	**2.82%**	**7,648**	**10.50%**	**0.647**	**2,671**	**60.4**	**61.0**
Usulután	**147,607**	**5.71%**	**13,632**	**9.24%**	**0.655**	**2,789**	**61.0**	**61.3**
San Miguel	**197,713**	**7.65%**	**17,626**	**8.91%**	**0.689**	**3,526**	**60.1**	**68.5**
OTHER DEPARTMENTS								
Ahuachapán	144,827	5.61%	14,222	9.82%	0.626	2,242	48.0	52.0
Sonsonate	196,120	7.59%	19,144	9.76%	0.665	3,252	53.0	55.2
Chalatenango	96,355	3.73%	12,564	13.04%	0.642	2,578	62.3	61.0
La Libertad	276,486	10.70%	24,809	8.97%	0.727	5,121	62.6	68.0
Cuscatlán	92,758	3.59%	6,500	7.01%	0.697	3,335	61.9	64.1
La Paz	133,738	5.18%	13,025	9.74%	0.668	3,020	56.8	64.3
Cabañas	76,590	2.96%	8,265	10.79%	0.609	2,191	59.4	57.7
Morazán	83,095	3.22%	11,738	14.13%	0.619	2,475	58.6	56.8
La Unión	130,360	5.05%	15,594	11.96%	0.628	2,803	50.6	54.4
Total Country	**2,583,180**	**100.00%**	**239,363**	**9.27%**	**0.704**	**4,142**	**61.2**	**64.0**
Average Country	**184,513**	**7.14%**	**17,097**	**10.17%**	**0.666**	**3,237**	**58.6**	**61.0**

Sources: DIGESTYC. Multi-Purpose Household Survey, 1999.

- UNICEF. Situation of the Rights of Salvadorean Childhood and Adolescence. Ten Years after the Children Covenant. San Salvador. 2000.

UNDP. Human Development Report. El Salvador 2001.

Matrix D. Damage caused by the earthquakes of January and February 2001

Department	Affected municipalities (1)	Population (1)	Affected population (2)		Dead (3)	Injured (3)	Total dwellings (2)	Undamaged (2)	Inhabitable dwellings (2)	Uninhabitable dwellings (2)	Affected schools (4)		
			Total	%	Total	Total		Total	Total	Total	Destroyed	Serious damages	Light damages
Ahuachapán	8	314,545	71,086	22.6%	0	80	62,947	51,447	5,989	5,511	7	39	18
Santa Ana	13	542,472	112,561	20.7%	47	295	124,171	118,039	2,349	3,783	12	34	22
Sonsonate	18	439,620	101,487	23.1%	44	1,295	89,284	69,069	7,549	12,666	10	36	36
Chalatenango	7	195,451	1,250	0.6%	0	4	44,067	43,971	59	37	12	42	23
La Libertad	22	660,456	147,708	22.4%	585	1,364	137,840	93,307	16,150	28,383	32	125	57
San Salvador	22	1,935,506	108,453	5.6%	24	386	447,289	419,453	16,296	11,540	24	183	89
Cuscatlán	16	199,798	144,239	72.2%	20	43	42,955	21,116	5,737	16,102	16	61	32
La Paz	22	287,414	307,956	107.1%	32	153	63,652	16,475	18,493	28,684	29	118	48
Cabañas	9	152,475	5,635	3.7%	-	7	31,145	28,611	1,825	709	3	15	11
San Vicente	14	159,242	169,529	106.5%	29	53	33,703	12,723	6,815	14,165	19	56	47
Usulután	23	338,138	356,391	105.4%	26	786	78,230	28,011	16,883	33,336	35	122	65
San Miguel	20	470,492	76,895	16.3%	19	43	103,794	88,229	7,550	8,015	10	35	15
Morazán	10	172,090	498	0.3%	-	3	38,172	38,085	57	30	0	25	20
La Unión	19	286,380	13,094	4.6%	1	8	64,914	61,974	2,035	905	9	25	15
Total Country	**223**	**6,154,079**	**1,616,782**	**26.3%**	**827**	**4,520**	**1,362,163**	**1,090,510**	**107,787**	**163,866**	**218**	**916**	**498**

National damaged infrastructure (5):

Hospitals	23
Health Units	121
Other Health Centers	11
Public buildings	990

Productive sector national data (2):

SMEs Dissapeared	41,400
Lost jobs in SMEs	30,000
Lost actives in SMEs	34,285,000

Estimation of damages in US$ Million dollars (5):

Component	Damages			Sector	
	Direct	Indirect	Total	Public	Private
Infrastructure	**86.7**	**311.4**	**398.1**	**162.8**	**235.4**
Communications and transport	71.3	304.0	375.3	151.1	224.2
Energy	2.3	4.1	6.4	3.3	3.2
Water and sanitations	13.1	3.3	16.4	8.4	8.0
Production	**203.8**	**71.4**	**275.2**	**15.2**	**260.1**
Insdustry, Trade and Tourism	169.2	20.5	189.7	1.8	187.9
Agriculture, stockbreeding and fishing	34.6	50.9	85.5	13.4	72.2
Social Sectors	**395.9**	**75.8**	**471.7**	**173.0**	**298.7**
Education	149.5	3.7	153.2	39.2	114.0
Health	49.4	11.9	61.3	61.3	0.0
Housing	197.0	60.2	257.2	72.5	184.7
Environment	**67.0**	**0.5**	**67.5**	**67.5**	**0.0**
Other		**42.9**	**42.9**	**20.0**	**22.9**

Sources:
(1) DIGESTYC
(2) UNDP - Informe sobre desarrollo humano en El Salvador 2001
(3) ECLAC
(4) MINED
(5) Plan de Recuperacion de los Danos de los Terremotos del 13 de Enero y 13 de Febrero de 2001

Matrix E. Financial commitments of main donors in El Salvador

Donor Agency	Sector	Amount (if available)	Grant Year
Multilateral Cooperation			
World Bank	Agriculture	$730,000	1998
	Agriculture	$56,500,000	1993
	Primary Education	$100,000,000	1998
	Secondary Education	$65,000,000	1997
	Primary Education	$34,000,000	1995
	Public Sector	$51,500,000	1996
	Natural Resources	$70,000,000	1996
	Trade	$16,000,000	1995
	Electric Power	$101,200,000	1995
	Total	**$494,930,000**	
IDB	Micro and Small Business Development	$850,000	1999
	Agricultural Business Competitiveness	$850,000	1999
	Credit Offices and Workers' Bank	$2,000,000	2000
	Social Security	$5,800,000	2000
	Emergency Reconstruction	$20,000,000	2001
	Rural Development of Pathways	$58,000,000	2001
	Rural Development of Pathways	$47,000,000	2001
	Agricultural Business Technological Conversion	$25,000,000	2001
	Total	**$159,500,000**	
CABEI	Highway Maintenance	$10,000,000	1993
	Productive Infrastructure	$1,238,000	1993
	Highway Maintenance	$21,863,070	1993
	Highway Maintenance	$4,906,700	1995
	Urban Development	$11,263,520	1996
	Highway Maintenance	$10,000,000	1996
	Public Buildings	$38,145,900	1996

Donor Agency	Sector	Amount (if available)	Grant Year
	Drinking Water	$14,700,000	1996
	Natural Resources	$6,971,000	1998
	Urban Development	$62,700,000	1998
	Highway Maintenance	$1,000,000	1998
	Local Development	$30,000,000	2000
	Education Development	$50,000,000	2000
	Total	**$179,687,120**	
European Union	Modernization and Democratization of the State		
	Development of Economic and Social Equity		
	Environmental Sustainability		
	Total	**$128,036,601**	
Bilateral Cooperation			
USAID	Development Assistance	$23,152,000	1998
	Child Survival and Disease Fund	$10,881,000	1998
	Economic Support Funds	$1,000,000	1998
	P.L. 480 Title II	$1,623,000	1998
	Development Assistance	$20,050,000	1999
	Child Survival and Disease Fund	$11,378,000	1999
	CACEDRF	$22,100,000	1999
	Economic Support Funds	$2,000,000	1999
	P.L. 480 Title II	$3,284,000	1999
	Total	**$95,468,000**	
Japan	Grant Aid	$19,460,000	2000
	Loan Aid	$13,640,000	2000
	Technical Cooperation	$7,620,000	2000
	Total	**$40,720,000**	
Spain	Institutional Strengthening		1998-1999
	Municipal Development		1998-1999

Donor Agency	Sector	Amount (if available)	Grant Year
	Human Resources Training and Education		1998-1999
	Basic Social Sectors: Health		1998-1999
	Environmental Issues and Sustainable Development		1998-1999
	Historic Heritage Conservation and Cultural Activities		1998-1999
GTZ - Germany	Job Promotion		
	Promotion of Small and Medium Sized Enterprises		1999
	Decentralization and Community Development		1999
	Improvement of Orthopaedic Services		1999
	Maintenance of Health Care Facilities		1999
	Development of Health Care System - Oriental Region		1999
	Primary Education		1999
	Integrated Pest Management		1999
	Total	**$4,974,250**	
Canada	Bilateral Assistance	$4,297,374	1998-1999
	Partnership Assistance	$1,906,254	1998-1999
	Multilateral Assistance	$1,176,372	1998-1999
	Total	**$7,380,000**	
Sweden	Human Rights & Gender Equality	$1,841,535	1999
	Democracy	$465,065	1999
	The Legal System	$397,731	1999
	Public Administration	$70,931	1999
	Health Care	$688,466	1999
	Education	$169,349	1999
	Other Social Sectors	$183,462	1999
	Infrastructure & Urban Development	$1,939,400	1999
	Trade and Industry and the Financial Sector	$5,719	1999
	Natural Resources	$207,075	1999
	Other	$335,839	1999

Donor Agency	Sector	Amount (if available)	Grant Year
	Human Rights & Gender Equality	$506,318	2000
	Democracy	$174,968	2000
	The Legal System	$1,629,121	2000
	Public Administration	$184,001	2000
	Health Care	$753,300	2000
	Education	$6,480	2000
	Other Social Sectors	$75,336	2000
	Infrastructure & Urban Development	$1,947,457	2000
	Private & Financial Sector	$1,133	2000
	Natural Resources	$10,702	2000
	Other	$283,151	2000
	Total	**$11,876,538**	
Switzerland	Humanitarian Aid	$89,758	1998-2000
	Total	**$89,758**	
Italy	Food Aid	$7,461,253	2000
	Emergency Aid for the people affected by Hurricane Mitch	$198,376	2000
	Social Assistance Programme	$505,197	2000
	Support for Agricultural Cooperatives	$1,314	2000
	Population and Environmental Fund	$618	2000
	Total	**$8,166,758**	